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**EXECUTIVE COUNCIL  
Ninth Ordinary Session  
25 – 29 June, 2006  
Banjul, THE GAMBIA**

**EX.CL/260 (IX)**

**REPORT ON THE FOURTH SESSION OF THE AU LABOUR  
AND SOCIAL AFFAIRS COMMISSION (LSAC)**

**REPORT ON THE FOURTH SESSION OF THE AU LABOUR AND  
SOCIAL AFFAIRS COMMISSION (LSAC)**

**INTRODUCTION**

1. The Fourth Session of the Labour and Social Affairs Commission of the African Union (LSC) was held in Cairo (Egypt) from 22 to 26 April 2006 at the invitation of the Government of the Arab Republic of Egypt.

2. The meeting of the Labour and Social Affairs Commission of the AU (LSC) is statutory and was attended by tripartite delegations (bringing together Governments, employers and employees from 42 Member States and delegations from partners institutions, regional, international and non—governmental organizations. The deliberations were divided into two sessions: one for experts and the other for Ministers. Its agenda included the examination of the following items: activities carried out by Member States and the Commission of the African Union to implement the recommendations of the Third Session of the LSC, the report on the implementation of the results of the Extraordinary Summit on employment and poverty alleviation in Africa, the Draft Social Policy Framework, the plan to set up an Advisory Council on Ageing, and the report on the activities of the African members of the Board of Directors of the ILO in Geneva.

3. The meeting gave rise to the adoption of recommendations relating to items on the agenda. The main ones include:

- a) On the implementation of the recommendations of previous sessions:
  - i) The required financial resources should be allocated to enable Bureau members to hold meetings with the AU Commission in order to closely monitor the implementation of recommendations of LSC sessions;
  - ii) The LSC should limit the number and prioritize activities to be carried out to implement recommendations;
- b) On the monitoring of the Ouagadougou Summit:
  - i) Member States were urged to earmark annual job creation and poverty alleviation resources, especially in their national budgets;
  - ii) The LSC commended the theme of the Conference of Ministers of Finance which will be held at Ouagadougou from 13 to 15 May 2006 “Facing up to the Challenge of Employment in Africa”, and decided to send a resolution of the Labour and Social Affairs Commission to the Conference.

- c) On the setting up of the Advisory Council on Ageing:
  - i) Member States should be urged to set up national advisory councils in a bid to improve the conditions of elderly persons;
  - ii) Member States should be encouraged to adopt laws to protect elderly persons, guarantee their social welfare and provide them basic social services.
- d) On the activities of African members of the Board of Directors of the ILO in Geneva.

The meeting approved the following proposals in connection with the designation of African candidates for the following positions:

- i) Chair of the ILO Board of Directors; South Africa;
  - ii) Vice-President of the Conference: Egypt (Government);
  - iii) Panel on the selection of the external auditor of decent work programmes for countries: Malawi;
  - iv) Candidate for the post of external auditor: Nigeria;
  - v) English language courses at the International Institute of Social Studies for 2007: Kenya;
  - vi) Powers inspection Committee: Benin.
- e) On the 9<sup>th</sup> African Games to be organized in Algeria in July 2007: In keeping with the resolution of the competent African institutions, we are appealing to all Member States to mobilize high level national sportsmen and women to attend the games, in preparation for the Peking Olympic Games in 2008.

**EX.CL/260 (IX)**  
**Annex**

**REPORT OF THE MINISTERS' MEETING**

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**FOURTH ORDINARY SESSION OF  
THE LABOUR AND SOCIAL AFFAIRS  
COMMISSION OF THE AFRICAN UNION  
27 April 2006  
Cairo, EGYPT**

**LSC/MIN/Rpt. (IV)**

**REPORT OF THE MINISTERS' MEETING**

## **REPORT OF THE MINISTERS' MEETING**

### **I. INTRODUCTION**

1. The Ministers' Meeting of the 4<sup>th</sup> Session of the Labour and Social Affairs Commission of the AU was held at the Cairo International Conference Centre, Cairo, the Arab Republic of Egypt, on 26 April 2006, at the kind invitation of the Government of the Arab Republic of Egypt.

### **II. ATTENDANCE**

2. The Ministerial Meeting was attended by delegates from the following AU Member States: Algeria, Angola, Benin, Botswana, Burkina Faso, Burundi, Cameroon, Central African Republic, Chad, Congo, Cote d'Ivoire, Democratic Republic of Congo, Djibouti, the Arab Republic of Egypt, Ethiopia, Gabon, The Gambia, Ghana, Guinea, Guinea Bissau, Kenya, Lesotho, Libyan Arab Jamahiriya, Malawi, Mali, Mauritius, Mozambique, Namibia, Niger, Nigeria, Rwanda, Senegal, Sierra Leone, Somalia, South Africa, Sudan, Swaziland, Tanzania, Togo, Tunisia, Uganda, Zambia and Zimbabwe.

3. The following RECs, United Nations Agencies, Inter-Governmental and Non-Government Organizations and cooperating partners, and friends of Africa were also represented: ECOWAS, State of Palestine, Arab Labour Organization (ALO), UNFPA, IOM, ICFTU-AFRO, ACARTSOD, OATUU, PEC, ARI, AFUB, Secretariat of the African Decade on Disabled People, DFID, ARLAC, HELPAGE International, ILO, UNDP, ICRC, International Council on Social Welfare (ICSW), World Organization of Scout Movement (WOSM).

### **III. OPENING CEREMONY**

4. The opening ceremony was presided over by a Senior Official of the Government of the Arab Republic of Egypt, who called the following officials to address the ceremony.

#### **a) Statement by Outgoing Chairperson of 3<sup>rd</sup> Session of LSAC**

5. Hon. M.M.S. Mdladlana, Minister of Labour of the Republic of South Africa and outgoing Chairperson of the 3<sup>rd</sup> Session, expressed appreciation to the Government of Egypt for hosting the Session. He called for a minute of silence in memory of the victims of the Dahab bombings. He expressed appreciation for the opportunity afforded the Government and people of South Africa to have presided over the 3<sup>rd</sup> Session. He further hoped that the recommendations of the 3<sup>rd</sup> Session would have a decisive impact on the 4<sup>th</sup> Session. In conclusion, he commended the work and activities of the LSAC as an African tripartite body.

**b) Statement by Representative of the Workers**

6. In his statement, Mr. Ibrahim Chankour, representing the workers, expressed the appreciation of the workers for the hospitality extended to all delegations. He expressed satisfaction of the workers with the tripartite composition of the LSAC, which strengthened social dialogue amongst the social partners. He stressed the importance of social peace and dialogue as pre-requisites for making progress in the implementation of the Ouagadougou Summit outcomes. He welcomed efforts to consolidate social policies at continental level but stressed the importance of integrating social policies at national level. In conclusion, he stated that the implementation of policies would be incomplete without an effective social dimension.

**c) Statement by Representative of Employers**

7. In his statement, Dr. Azad Jeetun, the Secretary General of the Employer's Confederation, expressed the appreciation of Employers Group to the Government of Egypt. He recalled, that the Group was established in October 1986 in Cairo as the voice of employers and the African private sector. He commended the LSAC as an outstanding model of social dialogue, which provided stakeholders a forum for sharing experiences and expertise. He also thanked the Commissioner for Social Affairs for providing the impetus and drive in addressing African labour and social problems. He added that the private sector has promoted enterprise development and joint investments as tools for job creation in order to attain the goals of the Ouagadougou Summit. He stressed the importance for all stakeholders to work together with a view to creating prosperity for the continent. He concluded by emphasizing that it was the employer's view to create synergies for a shared vision – and a decent life for all Africans.

**d) Statement by Representative of Arab Labour Organization**

8. Speaking on behalf of the Arab Labour Organization, Dr. Ibrahim Kouider, the Director General, recalled the longstanding cooperation between the ALO and the LSAC. He confirmed that the two organizations have played a major role in consolidating relations between the Arab and African worlds in the labour sector and have scored gains in the fight against colonialism. He stressed the importance of renewing and strengthening the bonds of solidarity and friendship between the ALO and LSAC.

**e) Statement by Director-General of ILO**

9. In his statement, Amb. Juan Somavia, the Director General of the International Labour Organization (ILO), expressed appreciation to the Government of Egypt, recalling that Egypt sets an example for the convergence of social and economic policies. He commended the LSAC for demonstrating the power of tripartism. He further stated that jobless growth did not make economic sense, and did not result in any benefits. He pointed out that the Ouagadougou consensus has shown support for

economic growth that comes with job creation. He expressed appreciation for support by African countries in the relocation of the Regional Office to Addis Ababa. He noted that by working together in creating convergence of policies, stakeholders have a fair chance for creating jobs. In this regard, he emphasized the importance for Labour Ministers to participate actively in the ECA Conference of Ministers of Finance and Economic Planning in Ouagadougou in May 2006.

**f) Statement by Commissioner for Social Affairs**

10. In her statement, Adv. Bience Gawanas, thanked the Government of Egypt for hosting the meeting and for the excellent facilities put at the disposal of the meeting. She also thanked the ILO and recalled the close collaboration existing between the AU and ILO in the follow-up of the Ouagadougou Summit, including the establishment of the AU-ILO taskforce. She commended the relocation of the ILO Regional Office to Addis Ababa, as cooperation between the two organizations would thus be strengthened. She called on all stakeholders to remain committed to promote the labour, social development and employment programmes and ensure their effective implementation and follow-up at national, regional and continental levels. She highlighted the Draft Social Policy Framework as an instrument to guide the continent's actions and to place the human being at the centre of development. She recalled the Ouagadougou concerns as important blueprints in the area of employment and poverty alleviation. The Commissioner also informed the meeting that the Department of Social Affairs launched a project funded by Sweden and Norway to promote labour and employment within Africa with a view to achieving Ouagadougou's outcome. She further informed the meeting that the AU was envisaging to convene an African Social Development Forum in 2007, which would involve all social development stakeholders, to review progress made in implementing the outcomes of various conferences.. In conclusion, the Commissioner called on the meeting to reclaim the spirit of humanity in the search for job creation and to make Africa a continent fit for its citizens.

**g) Statement by the Prime Minister of the Arab Republic of Egypt**

11. In his statement, H.E. Dr. Ahmed Nazif, Prime Minister of the Arab Republic of Egypt, thanked the Commission for offering the Arab Republic of Egypt the opportunity to host the 4<sup>th</sup> Session under the auspices of H. E. Hosni Mubarak, President of the Arab Republic of Egypt. He informed participants that recent bombings aimed to undermine the tourism sector, which had huge potential for job creation. However, Egypt would not give in to terrorism. He called on the continent to rally support to cope with the major significant challenges of globalization. He indicated that it was important to give a humane face to globalization and use the basis of social dialogue to address the challenges of globalization. He stressed that increased investment was essential to reduce poverty and to create employment. He expressed Egypt's interest to foster closer cooperation in the area of joint investments between African countries and to address and promote movements of African migrant workers, both within and outside the continent. He also commended the African Union for its concerted efforts in to



promoting sound labour policies on the continent. He informed the meeting that Egypt has offered to assist financially the Kwame Nkrumah Institute.

**h) Vote Of Thanks**

12. The Honourable Minister of Labour of the Federal Republic of Nigeria, read a vote of thanks on behalf of the participants. The Minister expressed sincere thanks and gratitude to the Government and People of Egypt for hosting the meeting and ensuring its success. He stressed the importance of maintaining unity, as without unity, the organization's objectives could not be achieved. He stated that unemployment was a living reality in Africa, as was evident in the statements of the various speakers. The Minister thanked the Prime Minister of the Arab Republic of Egypt for blessing the ceremony with his presence. He extended words of appreciation to the Director-General of ILO for his presence. He also thanked the Department of Social Affairs of the AU Commission for its continued dedication and services rendered to the Labour and Social Affairs Commission.

**IV. PROCEDURAL MATTERS**

**a) ELECTION OF THE BUREAU**

13. The Chairperson announced the composition of the Bureau of the Ministers Meeting as follows:

Chairperson:	Egypt	Government	(North)
1 <sup>st</sup> Vice Chairperson:	Cameroon	Employers	(Central)
2 <sup>nd</sup> Vice Chairperson:	Sudan	Workers	(East)
3 <sup>rd</sup> Vice Chairperson:	Nigeria	Government	(West)
Rapporteur:	Lesotho	Government	(South)

**b) ADOPTION OF THE AGENDA**

14. The Meeting approved the following Agenda:

1. Opening Ceremony
2. Procedural Matters:
  - a. Election of the Bureau
  - b. Adoption of the Agenda
  - c. Organization of work

**LSC/MIN/1(IV)**

3. Consideration of the Report and recommendations of the Experts meeting **LSC/EXP/RPT(IV)**
4. Report of the 17<sup>th</sup> Governing Board Meeting of the Africa Rehabilitation Institute **LSC/MIN/2(IV)**
5. Briefing by the representatives of the Regional Economic Communities.
6. Date and venue of the 5th Ordinary Session of the AU Labour and Social Affairs Commission
7. Any other business
  - Briefing on the Award for Children's Champion in Africa
  - Briefing on the Policy Framework on Migration in Africa
8. Closing Ceremony

**c) ORGANIZATION OF WORK**

15. The Meeting adopted the following working hours:

Morning: 08.30 hrs - 13.00 hrs  
Afternoon 14.00 hrs - 18.00 hrs

**V. SUMMARY OF PROCEEDINGS**

**Agenda Item 3: Consideration of the Report and recommendations of the Experts Meeting – Doc. No. LSC/EXPT/RPT**

16. Presenting this item, the presenter presented a summary of the deliberations, which transpired at the experts' meeting and then highlighted the recommendations. The Ministers then adopted the Report without amendments.

**Item 3 of Experts Meeting: Report of the Chairperson of the AU Commission on Labour and Social Affairs activities: LSC/EXP/2 (IV)**

**Item 4 of Experts Meeting: Status of implementation of recommendations of the 3rd AU session of the Labour and Social Affairs Commission; LSC/EXP/3 (IV)**

17. The following recommendations were adopted, namely:

- (i) Member States should forward their activity reports to the AU Commission;
- (ii) The necessary financial resources should be provided to enable the members of the Bureau to hold consultations with the AU Commission, in order to follow closely the implementation of the recommendations of LSAC sessions;
- (iii) The study on the rethinking on the roles and functions of the LSAC, as recommended by the 3rd Session, should be completed;
- (iv) Labour related issues and social affairs related issues should be considered separately so as to enhance the effectiveness of the Commission;
- (v) The LSAC should limit and prioritize the activities to be undertaken in the implementation of the recommendations;
- (vi) Reports should be more concise and should contain maximum information on actions undertaken or underway by the AU Commission and Member States.

**Item 5 of Experts Meeting: Report of the Chairperson of the AU Commission on the implementation of the outcome of the Extraordinary Summit on Employment and Poverty Alleviation in Africa: LSC/EXP/4 (IV)**

18. The following recommendations were adopted:

- (i) Member States, RECs and organizations/institutions that had not yet responded were encouraged to do so by the second week of May for incorporation in the final report to be discussed at the AU Heads of State and Government Summit in Banjul in July 2006;
- (ii) Member States were encouraged to ensure that responses to the questionnaires were done in a tripartite and multi-sectoral manner, involving all relevant national stakeholders;
- (iii) Member States were urged to make annually budgetary allocations for employment creation and poverty reduction primarily from domestic budget resources;
- (iv) There is need for sharing of best practices in creating employment and alleviating poverty between and among countries and regions;
- (v) The RECs were called upon to prioritize the incorporation of employment creation policies;

- (vi) Appealed to the International Community and particularly the Bretton-Woods Institutions to ensure that their policies were socially responsive, employment intensive, and pro-poor. Further, they should support the efforts of Member States in employment creation and capacity building;
- (vii) The regional meetings on employment creation were regarded as a positive step in as far as information sharing, designing of employment promotion policies are concerned;
- (viii) The LSAC welcomed the theme of the 2006 Ministers' of Finance Conference Ouagadougou, May 13-15, 2006 on Meeting the Challenges of Employment in Africa, and agreed to send a Declaration from the LSAC to the Conference.

**Item 6 of Experts Report: The Draft Social Policy Framework for Africa: LSC/EXP/5(IV)**

19. The following recommendations were adopted:

- (i) That the following decision of the 3<sup>rd</sup> LSAC Johannesburg meeting should be fully implemented: "the Report should further be developed and improved to fully address social development programmes; the Social Affairs Department should submit the said report to a seminar of inter-sectoral and multi disciplinary experts and a Forum of Ministers from the social sector";
- (ii) The framework should also reflect social dimension of globalization and the NEPAD framework;
- (iii) The framework needs to set parameters, priorities and actually provide guidance to Member States for them to develop their national policy plans;
- (iv) The report should avoid countries specific statements such as those found in the historical review. Thus, it was recommended to borrow the format of the Migration Policy Framework and redraft the text in a concise form and submit it to the Ministers responsible for Social Development for consideration.

**Item 7 of Experts Report: Progress Report on the Establishment of the Advisory Council on Ageing: LSC/EXP/6(IV)**

20. The following recommendations were adopted, namely:

- (i) The AU Commission should work out the financial implications and time frame for the establishment of the Advisory Council;

- (ii) Efforts should be deployed to urge Member States to establish National Advisory Councils to address the plight of elderly people and provide training to their officers on ageing issues;
- (iii) To promote a bottom up approach and establish a semi-autonomous Council within the framework of the AU, to raise awareness and advocate ageing issues at sub-regional and continental level;
- (iv) The recommendations adopted by the 3<sup>rd</sup> Session of the Labour and Social Affairs Commission on the issue should be appropriately followed up;
- (v) Ways and means of mobilizing resources to support the Advisory Council should be clarified;
- (vi) The structure of the Council should be tripartite where workers and employers organizations are represented;
- (vii) Member States should be made to adopt legislation and laws to protect the elderly people, ensure their social security and provide them with basic social services;
- (viii) Exchange of information on ageing among Member States as well as learning from experiences should be encouraged;
- (ix) The AU should always provide an analysis and give its own perspective on reports prepared by Consultants.

**Item 8 of Experts Report: Report of the Chairperson of the AU Commission on the Activities of the African Group in Geneva: LSC/EXP/7 (IV)**

21. The nomination of African candidates to the following posts were endorsed:
- (i) President of the ILO Governing Body – South Africa;
  - (ii) Government Vice President of the Conference – Egypt;
  - (iii) Selection Panel for the External Auditor for decent work programmes for the countries – Malawi;
  - (iv) External Auditor Candidate – Nigeria;
  - (v) English Courses of the International Institute for Social Studies for 2007 – Kenya, and
  - (vi) Credentials Committee - Benin

**Item 9(a) of Experts Report:** The Organization of African Trade Union Unity (OATUU): LSC/EXP/9a (IV)

22. The Ministers Meeting took note of the Report.

**Item 9(b) of Experts Report:** The Pan-African Employers Confederation

23. The Ministers Meeting took note of the Report.

**Item 9(c) of Experts Report:** The International Confederation of Free Trade Unions-Africa Regional Organization (ICFTUAFRO): LSC/EXP/9c(IV)

24. The Ministers Meeting took note of the Report.

**Item 9(d) of Experts Report:** The African Rehabilitation Institute (ARI): Activities of the Institute: LSC/EXP/9d (IV)

25. The Minister's Meeting took note of the following recommendations:

- (i) ARI should embark on advocacy visits to Member States to inform them on the work of the Institute and lobby for membership;
- (ii) Member States should integrate people with disabilities in all development programmes;
- (iii) As recommended by the Workshop in Congo and reiterated by the 17<sup>th</sup> ARI Governing Board meeting, the AU Commission should envisage to split the Labour and Social Affairs Commission so as to enable a meeting on social issues to be held every other year;
- (iv) Member States of ARI should meet their financial obligations and those that have not yet joined are encouraged to do so.

**Item 9(e) of Experts Report:** The Pan-African Youth Union (PYU): LSC/EXP/9e (IV)

26. No report was presented.

**Item 9(f) of Experts Report:** The Supreme Council for Sport in Africa (SCSA): LSC/EXP/9f (IV)

27. The Report was distributed but not presented due to absence of the SCSA's representative.

**Item 9 (g) of Experts Report:** The African Centre for Applied Research and Training in Social Development (ARCARTSOD): LSC/EXP/9g (IV)

28. The Minister's Meeting took note of the following recommendations:

- (i) Member States should capitalize on existing institutions in Africa and utilize them as much as possible. In this regard, ACARTSOD should be used in conducting research on various topics of interest to the continent;
- (ii) The AU Commission should collaborate and work closely with ACARTSOD on all social issues, in particular on research and training projects;
- (iii) Member States should support ACARTSOD and its activities and those who have not yet done so should become members of the Centre;
- (iv) Member States who are members of ACARTSOD should follow the example of Libya by paying up their contributions to the Centre;
- (v) The AU Commission should support the Gaddafi Initiative and its objectives. In this regard, ACARTSOD could be the link between the Libyan authorities and the AU Commission in implementing the Initiative.

**Item 10 of Experts Report:**      **Items Proposed by Member States**  
**(Egypt)**  
**Migrant African Labour: Treatment, Protection and**  
**Welfare: LSC/EXP/10 (IV)**

29. Ministers endorsed the recommendation that the report be brought up for discussion at the next Ordinary Session of LSAC.

**Item 11 of Experts Meeting:**      **Date and Venue of the 5<sup>th</sup> Ordinary Session of the**  
**AU Labour and Social Affairs Commission**

30. The item was referred to the Ministers meeting.

**Item 12 of Experts Report:**      **Any Other Business**

a)      **Support to the Palestinian Workers**

31. The resolution on the support to the Palestinian Workers was referred to the attention of the Ministers.

b)      **Conference of African Ministers of Finance,**  
**Planning and Development – Ouagadougou, May 2006**

32. The Declaration to be submitted to the Conference of African Ministers of Finance, Planning and Development was referred to the consideration of the Ministers.

**c) The Gaddafi Initiative**

33. The meeting took note of the presentation made on the Gaddafi Initiative.

**d) 3<sup>rd</sup> World Youth Employment Summit**

34. The meeting was briefed on the 3rd World Youth Employment Summit to be held in Kenya in September 2006. Delegates were called upon to participate in great numbers in the Summit.

**Agenda Item 4: Report of the 17<sup>th</sup> Governing Board Meeting of the African Rehabilitation Institute – Doc.LSC/MIN/2 (IV)**

35. The Report was presented by the Acting Executive Director of the African Rehabilitation Institute (ARI) on behalf of the Chairperson of the Governing Board. After extensive discussions, the Ministers took note of the report and endorsed the following recommendations, that:

- (i) Member States should become member of ARI and honour their obligations to the Institute by paying their financial contributions;
- (ii) The Institute be restructured through the review of its mandate and objectives and that a five-year strategic plan be developed;
- (iii) a transitional period of one year be observed during which period the statutes of the Institute would be drafted in line with its new mandate and objectives;
- (iv) an extraordinary meeting be held in December 2006 to examine the Statutes and the restructuring of the Institute;
- (v) the ARI GB should focus on the challenges facing people with disability and the strengthening of ARI;
- (vi) Member States should support people with disabilities and promote their rights;
- (vii) Member States should implement the objectives of the African Decade of Disabled Persons

**Agenda Item 5: Briefing on the Regional Economic Communities**

36. The Representative of ECOWAS presented the report of activities of her organization. The Ministers appreciated the information and at the end requested the AU Commission to look at the issue of observer status of the RECs at the LSAC meetings.



**Agenda Item 6: Date and Venue of the 5<sup>th</sup> Ordinary Session of the AU Labour and Social Affairs Commission**

37. In the absence of an offer from a Member State to host the next session, it was decided that the 5th Ordinary Session of the AU Labour and Social Affairs Commission would take place in Addis Ababa, Ethiopia in April 2007.

**Agenda Item 7: Any Other Business**

a) **Briefing on the AU Award for Children's Champions in Africa**

38. The Representative of the AU Commission briefed the meeting on the AU Award for Children's Champions in Africa as outlined in the Concept Note. The Ministers commended the AU Commission and welcomed the initiative.

b) **Briefing on the Strategy Framework for a Migration Policy in Africa**

39. The Commissioner for Social Affairs of the African Union Commission informed the meeting that the AU Commission had submitted the strategic framework to the Executive Council Session held in Sirte, Libya in July 2005, which adopted a Decision requesting the African Union Commission to collect comments/inputs from Member States and submit a new strategy framework at its January 2006 session. She further stated that the issue of migration and development was raised during the Khartoum Summit by Algeria, which offered to host an Experts meeting on the subject. The Executive Council had endorsed the Algerian proposal. A common African position was adopted at the end of the Experts' Meeting held in Algiers from 3 to 5 April 2006.

40. The Commissioner further intimated that Africa had two documents on the issue, notably the Strategic Framework for a Migration Policy in Africa and Africa's Common Position on Migration and Development, and these two documents would be submitted anew to the Executive Council in Banjul, the Gambia in July 2006.

a) **Day for Social Protection**

41. The Minister of Gender, Labour and Social Development of Uganda briefed the meeting on the Inter-Governmental Regional Conference on Social Protection held in Livingstone, Zambia from 21-23 March, 2006. After a long debate on the issue, the following transpired:

- (i) Delegates agreed in principle to have a day for social protection;
- (ii) Contacts with relevant Ministries would be undertaken at national level and each country would select a date to commemorate Social Protection Day;

- (iii) The item would be put on the Agenda of the next AU Labour and Social Affairs Commission for discussion.

**b) Resolution on Palestinian Workers**

42. The Ministers unanimously adopted the Resolution in support of the Palestinian workers.

**Agenda Item 8: Closing Ceremony**

43. The Commissioner of Social Affairs thanked the people and Government of the Arab Republic of Egypt for the warm welcome and hospitality extended to the participants and staff of the Commission. She underscored the readiness of the Commission to fully support the Bureau and of the Labour and Social Affairs Commission.

44. In her closing remarks, the Chairperson thanked Members of the Bureau, all delegates, the AU Commission as well as the Technical Staff for their cooperation and hard work, which had enabled the meeting to complete its work successfully and in a timely manner. She presented an outline of her vision for the Labour and Social Affairs Commission, which would form the basis of her actions during her tenure as Chairperson. Thereafter, she declared the meeting officially closed.

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**EXECUTIVE COUNCIL  
Ninth Ordinary Session  
25 – 29 June, 2006  
Banjul, THE GAMBIA**

**EX.CL/260 (IX)  
Annex II**

**REPORT ON THE FOURTH SESSION OF THE AU LABOUR  
AND SOCIAL AFFAIRS COMMISSION (LSAC)**

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**FOURTH ORDINARY SESSION OF  
THE LABOUR AND SOCIAL AFFAIRS  
COMMISSION OF THE AFRICAN UNION  
22 – 27 APRIL 2006  
CAIRO, EGYPT**

**LSC/EXP/4(IV)**

**REPORT OF THE CHAIRPERSON OF THE AU COMMISSION ON  
THE IMPLEMENTATION OF THE OUTCOME OF THE  
EXTRAORDINARY SUMMIT ON EMPLOYMENT AND POVERTY  
ALLEVIATION IN AFRICA**

**FIRST BIENNIAL REPORT ON THE STATUS OF IMPLEMENTATION OF THE  
PLAN OF ACTION FOR THE PROMOTION OF EMPLOYMENT AND POVERTY  
ALLEVIATION ADOPTED BY THE AFRICAN UNION EXTRAORDINARY SUMMIT  
ON EMPLOYMENT AND POVERTY ALLEVIATION IN AFRICA  
(OUAGADOUGOU, BURKINA FASO, SEPTEMBER 8-9, 2004)**

**BACKGROUND**

1. The AU Extraordinary Summit on Employment and Poverty Alleviation in Africa (Ouagadougou, Burkina Faso, September 8-9, 2004) adopted a Declaration, Plan of Action and Follow-up Mechanism, calling for commitment by Member States to place employment at the centre of economic and social policies. The Summit participants committed themselves to the development of integrated economic and social policies and to implementing reforms at national, regional and continental levels to eliminate the structural constraints to investment and entrepreneurship. These policies are meant to reinforce equality of opportunity for vulnerable and marginalized groups. The Extraordinary Summit adopted a solemn declaration placing employment as an explicit and central objective of economic and social policies for sustainable poverty alleviation, and endorsed an eleven-point action plan to achieve this goal. It also set in place follow-up mechanisms at the national, regional and continental levels including precise timetables for implementation to monitor the process at all levels and to report back. These commitments are contained in documents adopted at the AU Extraordinary Summit, namely (a) the Declaration on Employment and Poverty Alleviation in Africa [EXT/ASSEMBLY/AU 3 (III)], (b) Plan of Action for the Promotion of Employment and Poverty Alleviation [EXT/ASSEMBLY/AU/4 (III) Rev.4], and (c) Follow-up Mechanism for Implementation, Monitoring and Evaluation [EXT/ASSEMBLY/AU/ 5(III)].

2. The primary goal of the Plan of Action is “to reverse the current trends of pervasive and persistent poverty, unemployment and under-employment on the continent; and to have tangible improvement in the living standards of the people and their families at the national and community levels in Africa”. The Plan of Action provides guidelines and key objectives for Member States to formulate their own mechanisms based on their national needs and specificities. In their wisdom the Heads of State and Government were aware that this would be a tall order and hence adopted eleven (11) priority areas of action. The priority areas are structured at national, regional and continental levels of intervention. Member States, in collaboration with principal stakeholders, are called upon to utilize the Plan of Action to develop and implement their own short, medium and long-term National Action Plans to create jobs and eradicate poverty. The areas, so identified, are the following:-

- i. Ensuring political leadership and commitment to create an enabling environment of good governance for investment, development and poverty alleviation in the context of NEPAD and the attainment of Millennium Development Goals (MDGs);

- ii. Promotion of the agricultural sector and rural development, sustainable management of the environment for food security and development of support infrastructure;
- iii. Development of an appropriate framework for integration and harmonization of economic and social policies;
- iv. Improving and strengthening the existing social protection schemes and extending it to workers and their families currently excluded, as well as occupational safety, health and hygiene;
- v. Empowerment of women by integrating them in the labour markets and to enable them to participate effectively in the development of poverty reduction strategies, policies and programmes;
- vi. Human and institutional capacity building for public and private institutions in charge of employment promotion and poverty alleviation, including the social partners and other relevant actors of the civil society;
- vii. Utilising key sectors with high employment potential to generate more jobs and allocate adequate resources for that purpose;
- viii. Building International cooperation, fair and equitable globalisation, and partnerships for an enhanced international support to Africa's efforts towards achieving sustainable development, putting emphasis on the employment agenda, poverty alleviation, regional integration and a better participation in the globalization process;
- ix. Promoting regional and economic cooperation among the Regional Economic Communities (RECs) in order to expand the economic space, intra and inter-regional trade, markets and exploit the economies of scale;
- x. Targeting and empowering vulnerable groups such as persons with disabilities, aged persons, migrants, children, youth and people infected and affected by HIV/AIDS, Malaria, Tuberculosis and Other Related Infectious Diseases, internally displaced persons, refugees, migrants and the working poor; and
- xi. Mobilization of resources at national, regional and international levels.

3. Each priority area is accompanied by a set of strategies, as well as recommended actions to implement the same. All this was done to ensure that the Summit aspirations are realised to the letter, as past initiatives have not solved the problem of poverty and unemployment. The follow-up Mechanisms established the modalities of assessing and evaluating progress being made in the implementation of the Declaration and Plan of Action at the national, regional and continental levels. Member States and the Regional Economic Communities (RECs) were designated as the principals responsible for implementation. Further, the Summit called on the UN agencies, International Financial Institutions, regional and continental banks to adopt greater policy coherence and to increase support for employment agenda within the context of national and other development strategies. Member States, in collaboration with RECs, are expected to submit biennial progress reports on the status of implementation to the AU Labour and Social Affairs Commission (the first biennial report also being due in April 2006) while the AUC was expected to prepare Comprehensive Evaluation Reports in 2009 and 2014.

**ACTIONS BY THE AFRICAN UNION COMMISSION**

4. At continental level, the African Union was mandated by the Extraordinary Summit to coordinate the follow-up and evaluation of the implementation of the Declaration and Plan of Action at the Continental level. On the other hand the AU Labour and Social Affairs Commission was identified as the competent organ to provide the oversight for the follow-up and evaluation. In living up to this mandate, the AUC and the LSAC carried out activities listed below.

5. In line with Decision (13) of the Follow-up Mechanism for Implementation, Monitoring and Evaluation, the AU Commission convened a consultative meeting with the RECs and cooperating partners to popularise the Summit outcomes at regional level. The ILO-supported first AU/RECs Meeting took place in Addis Ababa from September 27-28, 2005. It aimed at strengthening and enhancing cooperation of the AUC, ILO and the RECs on the follow-up to the Summit. The meeting underlined the need to strengthen capacity of RECs in the monitoring of the implementation of the Plan of Action. It also identified capacity gaps as one principal factor inhibiting the formulation and implementation of employment initiatives on the continent. The meeting adopted i) Guidelines to Member States and RECs on follow-up to the Extraordinary Summit; ii) a reporting format; and iii) a roadmap for immediate actions. The reports by Member States, RECs, UN agencies, etc. are based on this reporting format.

6. Furthermore, the AU will organize in the course of 2006 a series of regional meetings at the five regional blocks to disseminate information on the Ouagadougou outcome and support capacity building efforts in the RECs to assist them fulfil the mandate given to the institutions by the Ouagadougou Summit. The meetings target officials in the Ministries of Labour and social Welfare, Ministries of Finance or National Planning, Ministries of Trade and Industries, Employers Organizations and Trade Unions. The anticipated dates and venues are as follows: -

- i. Southern Africa (Windhoek, May 15-17, 2006). Countries to be included are Angola, Botswana, Lesotho, Madagascar, Malawi, Mauritius, Mozambique, Namibia, South Africa, Swaziland, Zimbabwe and Zambia.
- ii. West Africa (Abuja, July 19-21, 2006). Participating countries will be Nigeria, Niger, Burkina Faso, Mali, Senegal, the Gambia, Guinea, Guinea Bissau, Equatorial Guinea, Liberia, Sierra Leone, Cote d'Ivoire, Togo, Benin, Ghana, and Cape Verde.
- iii. Central Africa (Brazzaville, September 5-7, 2006). Participating countries will include Burundi, Democratic Republic of Congo, Republic of Congo, Gabon, Central African Republic, Cameroon, Chad and Sao Tome Principe.
- iv. Eastern Africa and the Horn (Khartoum, September 26-28, 2006). Participating Countries will include: Comoros, Djibouti, Eritrea, Ethiopia, Kenya, Rwanda, Seychelles, Somalia, Sudan, Tanzania and Uganda.

- v. North Africa (Algiers, October 3-5, 2006). Participating countries will include Algeria, Egypt, Libya, Tunisia, Sahrawi Arab Republic, and Mauritania.

### **Responses to the questionnaire**

7. Guidelines on follow-up to the Extraordinary Summit, a reporting format, and a roadmap for immediate actions were sent out to Member States, RECs, UN Agencies, etc in January 2006. Filled in questionnaires were to be returned to the AUC by February 28, 2006. Because few responses had been received by that date, reminders were sent out while the deadline was extended to March 31, 2006. This report is based on the responses received from a total of twenty-one (21) Member States: Algeria, Benin, Burkina Faso, Burundi, CAR, Cameroon, Chad, Congo Democratic, Cote d'Ivoire, Egypt, Libya, Mali, Mauritania, Mauritius, Rwanda, Senegal, South Africa, Sudan, Togo, Tunisia and Zimbabwe. Of the seven officially recognized RECs – AMU, CEN-SAD, COMESA, ECCAS, ECOWAS, IGAD and SADC – a response was received from the Economic Community of Central African States (ECCAS). On the UN side, only the ILO and the UNECA sent back their questionnaires. The report below is based on the responses received by March 31, 2006.

### **ACTIONS BY REGIONAL ECONOMIC COMMUNITIES (RECs)**

8. The Summit identified the RECs as being responsible for the coordination of the Declaration and Plan of Action in their various regions. Implementation of the Summit decisions by RECs was supposed to ensure that employment creation and poverty alleviation become central to their programs and policies.

### **Economic Community of Central African States (ECCAS)**

9. A regional workshop on the follow-up to the Ouagadougou Summit was held in Douala, Cameroon from December 5-7, 2005. The tripartite workshop provided the opportunity to ECCAS Member States to prepare their national reports. Participants were drawn from Angola, Burundi, Cameroun, CAR, Chad, Congo, Congo DR, Equatorial Guinea, Gabon, and Rwanda. Other activities in which the Summit outcomes were disseminated, and carried out with the support of the ILO, included a workshop on the strategies for integration and employment in PRSPs; workshop on employment policies and human resources development; and a workshop on a global agenda for employment and cooperative entrepreneurship.

### **ACTIONS BY MEMBER STATES**

#### **National immediate post-Summit activities**

10. The Summit set in motion a number of activities in various countries. These ranged from ministerial meetings, consultative meetings, dissemination seminars and media coverage to putting in place follow-up implementation committees. In Zimbabwe the Head of State talked about the Summit deliberations on national television and it was also in the print media. In the Rwanda, Mali, Sudan, Togo, Cote d'Ivoire, Burkina Faso and Algeria, the outcome documents were discussed at



Ministerial level. In others like Rwanda, Chad and Burundi discussions on the same were done at intersectoral level, involving various stakeholders including social partners and other civil society organizations. In Benin, the role of various actors and priority areas of work were identified immediately after the Summit.

### **Structures/institutions to implement the Declaration and Plan of Action**

11. While some countries put in place new structures to implement the Declaration and Plan of Action, a majority have made use of exiting ones, and/or incorporated a number of other stakeholders. Where they already existed, Ouaga-specific terms of reference were simply added onto the existing ones. In all cases, the follow-up Committees not only cut across various ministries, but non-state actors are on board.

12. In Senegal an intersectoral national follow up committee was created by Presidential Decree Number 2005.28 of January 10, 2005. The Egyptian National Committee was formed by a decision of the Prime Minister in May 2005 headed by the Minister of Manpower and Migration with the membership of the various ministries, Trade Unions, Employers' Organizations and some CSOs. The functions of the Committee include the formulation of an Egyptian Plan of Action, follow up of its implementation and assessment of progress made in addition to preparation and submission of periodic reports to the AUC. In Burkina Faso, the creation of the National Authority for the Promotion of Employment and the fight against Poverty or the « Autorité Nationale pour la Promotion de l'Emploi et la Lutte contre la Pauvreté (APELP) ». The follow-up Committee was recommended after two ministerial consultations. South Africa has utilized existing institutions and structures in the implementation process. Likewise in Zimbabwe, existing structures were used - a Steering Committee on Employment Creation and Poverty Alleviation that had existed during the ILO/UNDP Jobs For Africa project period was resuscitated and is now spear heading the implementation of the Declaration and Plan of Action, with representatives from the private and public sector, government, labour, research institutes and NGOs. In the Sudan a proposal to establish a Ministerial Committee consisting of line ministries has been made, and a technical committee to follow up the implementation has been established. In Chad an Interministerial follow-up Committee was created by the Prime Minister in his capacity as the Head of Government. In the CAR by Decree No. 493 of August 1, 2005, a multistakeholder committee on employment and the fight against poverty was constituted by the Minister of Public Works, Labour, Social Security, Technical Training and Youth. Other Interministerial follow up Committees exist in Cameroon, Benin, and Rwanda. In Rwanda, a technical unit within the Ministry of Public Service, Skills Development and Labour (MIFOTRA) was changed with the implementation and follow up to the Declaration and Plan of Action, but in collaboration with the Planning and Poverty Reduction Unit of the Ministry of Finance and Economic Planning (MINECOFIN).

**Key policy prescriptions and initiatives and mainstreaming employment generation in national growth policies and strategies**

Currently, employment creation is considered as a result of development strategies and policies; so much that employment questions are not explicitly treated in the planning of economic growth measures. The current national action plan is intended to correct this situation.

Response from the Cote d'Ivoire Questionnaire

13. The above quote alone summarises the fact that that "Ouagadougou" has brought back employment to the table of decision makers. From the reports so received, it is clear that "labour" is no longer the preoccupation of only labour ministries but national goals. This can be illustrated from the various national initiatives in which pro-poor growth and employment creation policies have been mainstreamed into the development process.

14. In Burkina Faso, employment has been made a national priority. H. E. Blaise Campaore has placed employment in his agenda for the 2006-2010 Program entitled « Le Progrès continu pour une société d'espérance ». Moreover the Ministry of Youth and Employment has since been created, signifying government response to youth employment. In the Sudan a tripartite mechanism has been established to strengthen youth employment. In Mauritius the employment creation is one of the main objectives of the national policies for growth and development. The Employment Service of the Ministry of Labour, Industrial relations and Employment has 13 regional employment centres all over the island for the registration of jobseekers, the provision of information on the labour market, counselling jobseekers and placement. Moreover focus is now being placed on employment creation and redeployment of retrenched workers. Creation of employment for young school leavers, for instance, in IT is favoured. In Sudan a tripartite seminar was held as a way of ensuring that Decent Work is an indispensable part of the poverty alleviation strategy.

15. In Zimbabwe the Government, recognizing the role played by Cooperatives in poverty reduction and employment creation, has reviewed the Cooperative Policy to align it to the ILO Recommendation 193. The Government has also started implementing a National Youth Policy, which includes promotion of educational and vocational skills training, youth employment and access to resources and youth empowerment and participation. In Mauritania various studies on employment generation have been initiated, while an agency for youth employment called the "Agence National de promotion de l'Emploi des Jeunes (ANAPAJ) to ensure employment placement has been put in place. The "Comite Technique Sectorial" (CTS) has been formed comprising of interested departments, trade unions, CSOs, and other collaborating partners. In Chad Ougadougou has reinforced the fact that revenue from petroleum should be channelled to the social sector. In Cote d'Ivoire youth employment, elimination of child labour and the promotion of social dialogue have been identified as priorities. Rwanda has embarked on the development of rural micro-finance and the promotion of ICT. Plans for a national employment survey by

the end of 2006 are in progress. Mali has made youth employment a national agenda, hence the setting up of a “Fonds National pour l’Emploi des Jeunes (FNEJ) » and the « Agence pour la Promotion de l’Emploi des Jeunes (APEJ) ». In Burundi the Summit spurred the revitalization of the National Employment Council, which organ had been inactive due to the political and financial situation the country had experienced.

**Development of national/sub-regional baseline data for measuring change/progress**

16. The whole essence of adopting the Follow-up Mechanism for Implementation, Monitoring and Evaluation [EXT/ASSEMBLY/AU/ 5(III)] by the Extraordinary Summit was to ensure that progress in creating employment and alleviating poverty could be measured. While a number of Member States have shown keen interest in monitoring progress (or lack thereof), more work needs to be done in order to make this a reality on a country by country basis. Nevertheless commitments towards the development of baseline system are worth mentioning. The Government of Zimbabwe is in the process of establishing a Database on Labour Market information Systems that will capture data to be used as a national baseline, as the currently information from the Central Statistical Office is not really up to date. In Mauritius a web-enabled labour market information system is planned. Employment Observatories are in the process of being set up or strengthened in Algeria, Chad, Cameroon, Mauritania and Rwanda. Burkina Faso intends to integrate this monitoring mechanism within the framework of the PRSP which is periodically reviewed. Already thirty three poverty related indicators are in place.

**Focus on selected priority areas of the Continental Plan of Action and Development of national/sub-regional Plan of Action**

17. The Plan of Action adopted in Ouagadougou has been put to good use by Member States. A number of countries have identified priorities based on their national needs. In Zimbabwe, the Plan of Action is being transformed into a national plan complete with a budget projection. Mauritius’s focus is on redeployment of redundant workers, with the Redeployment Unit carrying out sensitization campaigns in collaboration with other stakeholders such as those providing loans, technical assistance in business development and marketing of products/services. In the Sudan, following the peace dividend, rehabilitation and upgrading the capacities and reintegration of ex-combatants into the labour force has been included in the proposed plan of action; and so has youth employment. The Government of Togo is preparing the “Document Cadre de Politique de l’Emploi et de Lutte Contre la Pauvrete (DCPELCP)”, spelling out its national priority areas of work. Chad has prioritised youth and women employment, and the promotion of social dialogue in its 2005-2015 national plan, with a pilot phase being 2005-2008. On its part, Cote d’Ivoire has included priorities number 4, 6, 10 and 11 in its national plan of action for 2006-2009. Cameroon has included the following in its national plan: rural employment, social protection, employment of women, youth and marginalized populations, and upgrading of the labour market information systems. In Benin focus has been put on rural development, health, infrastructure development, telecommunications and social protection. National plans have also been developed

in Kenya, Mali, Malawi, Libya, Niger, Nigeria, Tanzania, Swaziland, Zambia and Burkina Faso.

**Working relationships established and/or planned with NGOs, regional organizations/RECs to follow-up on the Summit**

18. Going by the responses from Member States, there is no doubt that Ouagadougou has enhanced the role of non-state actors in the follow up processes. The involvement of NGOs has been unprecedented. In South Africa, consultations are being undertaken with all stakeholders through the National Development and Labour Council (NEDLAC) and other consultation mechanisms and institutions where a number of issues of national interest are discussed and agreed upon. In Cote d'Ivoire this momentum has been derailed since outbreak of the political crisis. NGOs are active in national follow up organs in Zimbabwe, Mauritius, Senegal, Rwanda, and Mali. In South African and Benin relations have been initiated with the RECs on matters of employment and poverty alleviation. In Southern Africa there is an initiative to re-establish the SADC Employment and Labour Sector which will be utilized for consultation on employment and labour matters in the region.

**Linkages between the strategies developed to implement the Plan of Action and the PRSP/PRS processes**

19. Of the 60 countries globally that have developed full or interim PRSPs, 31 are in Africa<sup>1</sup>. While not all African countries have IMF and World Bank-supported PRSPs, all have some form of Poverty Reduction Strategy (PRS). Evidence attests to the fact that more and more countries are aligning their poverty reduction plans to the Ouagadougou Summit outcomes. Moreover employment is being entrenched as an integral part of these strategies. This has been confirmed by Rwanda, Libya, Burkina Faso, Cameroon, Zimbabwe, Chad, Burundi, Senegal, Benin, Mali, Cameroon Togo, Kenya, Malawi, Niger, Nigeria, Tanzania, Swaziland, Zambia and the CAR.

**Resource mobilization strategies to support post-Summit activities**

20. Priority area No. 11 is on the mobilization of resources at national, regional and international levels. This is taking centre stage in order to ensure the implementation of the Ouagadougou outcomes. As employment gets mainstreamed into national programs and policies, resources are being sourced internally from national budgets, but donor support is increasingly being sought. A number of countries have targeted the ILO and other UN agencies as possible funders. Cote d'Ivoire has an innovative proposal of setting up of a "Fonds National de l'Emploi", financed by 10 percent of the annual budget, while the difference will be taken care of by NGOs, bilateral partners, and multilaterals. The South African Government has put aside financial resources to ensure that issues of employment and poverty alleviations are effectively implemented. In Zimbabwe, Senegal, Chad, Rwanda and Burkina Faso, the post Summit activities are going to be funded primarily from the

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<sup>1</sup> Information as of March 31, 2006, from the World Bank website URL <http://siteresources.worldbank.org/INTPRS1/Resources/boardlist.pdf>.

National Budget. Sudan anticipates ILO and Arab Labour Organization (ALO) support to conduct studies to determine the needs of the labour and employment in Sudan. In Burundi the AfDB is seen as a possible funding source. The CAR anticipates ILO support for its various activities. Cameroon and Burkina Faso intend to use the savings from debt relief for employment creation.

### **ACTIONS BY UN AGENCIES, ETC**

21. International organizations provided a number of inputs in the process leading to the holding of the Extraordinary Summit on Employment and Poverty Alleviation. For instance the contribution to the Summit Issues Paper was made by the ILO together with FAO, IFAD, IMF, IOM, ITU, UNAIDS, UNDP, UNECA, UNIDO; UNIFEM, UN/OHRLLS, UN/OSAA, WFP, WHO, and the World Bank. Another ILO Contribution– Success Africa – was made use of at the Social Partners Forum.

### **International Labour Organization**

22. Just like it did at the Summit stage, the ILO has continued to support the realization of the Summit outcomes. Following the Summit in September 2004, an ILO Task Force prepared a Guidance Note for an Office-wide strategy and for operational programmes to support the follow-up to the Summit. In providing technical assistance, the Guidance Note identifies a set of principles covering content, knowledge base, partnership and process. Interventions were earmarked to be at the national, regional, continental and global levels. In Africa, the ILO has aligned its work plans with the Summit's outcomes and recommendations and to assist the African Union and its members in implementing the programme.

23. At national level, the ILO continued to support the mainstreaming of the Decent Work Agenda into national development plans and frameworks (Poverty Reduction Strategy, CCA/UNDAF, PRSPs). ILO support to the follow-up is being implemented upon request through national follow-up institutions set up as recommended by the African Union. While work is being supported in all the major areas identified by the Plan of Action adopted by the African Union Extraordinary Summit, ILO support at national level have been in the following four main areas, namely: i) youth employment action plans; ii) improving labour market information and analysis; iii) technical support to make employment essential to development frameworks; and iv) women entrepreneurship. These areas have also been identified by the tripartite constituents as priorities for the national Decent Work Country programmes (DWCPs) in most African countries for 2006-07.

At the regional level, the ILO continued to strengthen its relationships with the Regional Economic Communities (RECs). The African Union Commission consultative meeting of the RECs in September 2005 was supported by the ILO. The joint initiative aimed to encourage and strengthen implementation modalities for the Ouagadougou Declaration on Employment and Poverty Alleviation in Africa and Plan of Action for promotion of employment and poverty alleviation. The purpose of the meeting was to strengthen and enhance cooperation between the two entities in the process of the implementation of the follow-up to the African Union Extraordinary Summit. Notwithstanding, the RECs noted that they lacked the capacity to

adequately execute the coordinating role assigned to them. To respond to this need, ILO offices in Africa will work closely with the REC secretariats in 2006-07. Already in December 2005, ILO assisted an ECCAS meeting of Post-Summit (Douala, Cameroon) in which the current national status of the Summit follow-up activities were reviewed and roles and responsibilities of ECCAS were discussed. Subsequently, an ECCAS Summit follow-up structure was established. Likewise the ILO will support the five regional meetings to disseminate information on the Ouagadougou outcomes and support capacity building efforts in the RECs to assist them fulfil the mandate given to the institutions by the Ouagadougou Summit.

24. The ILO Sub regional Office for Southern Africa in Harare organized a Conference on “The Youth Employment Challenge in the Southern African Context” in October 2005. A Southern African and national action plans for employment creation and poverty reduction and an ILO-supported programme were the results of the Conference. During the conference, nine countries agreed that the agricultural sector should be targeted for job creation for youth; and that youth employment should be a priority in their DWCPs. An East African Ministerial Conference on the follow-up to the African Union Extraordinary Summit was held in Zanzibar in May 2005. The ILO was mandated to support the follow-up process.

25. At the continental level, the ILO’s work targeted the AU Commission; the Labour and Social Affairs Commission; and social partners. Already the Regional Office has engaged a full time senior economist with the primary responsibility of providing technical assistance to the AUC, RECs, ILO Sub regional Offices, and ILO constituents to encourage and strengthen their activities in the implementation modalities of the Ouagadougou commitments. To assist in capacity building of the AUC, a Consultant facilitated by the ILO has also been placed at the disposal of the AUC. Another initiative already undertaken with the AUC as a follow-up to the Summit is the creation of a Joint AU/ILO Taskforce for strategic thinking, analysis and formulation of proposals to stimulate employment creation in Africa. The AU/ILO Joint Task force was formally launched on February 14, 2006, and a number of meetings have already been held. Moreover the production of the post-Summit brochures and CD-ROMs has been made possible through the financial and technical support of the ILO Regional Office for Africa.

26. At the global level, the African Regional Office has sought strategic alliances with the Bretton-Woods Institutions, the African Development Bank, UN, bilateral and multilateral organizations in support of the Decent Work Agenda. With the installation of the Regional Office for Africa in Addis Ababa, cooperation with the African Union Commission and United Nations Economic Commission for Africa (ECA) is further strengthened; both at the operational and policy levels. Collaboration with the AfDB (African Development Bank) and NEPAD (New Partnership for Africa’s Development) will also be further crystallized. Henceforth there will be a more synergistic coordination of activities for joint resource mobilization in favour of the implementation of the follow-up to the Ouagadougou Summit.



Table 1. ILO support for implementation of the African Union Action Plan: Key areas

Key areas/African Union Action Plan priority	Continental level	Regional level	National level	Supporting agencies
Youth Employment (Priority 10)	<ul style="list-style-type: none"> <li>- Rural Youth Employment initiative</li> <li>- Comparative study of developing countries that includes Cameroon, Ethiopia, Mali and Morocco</li> </ul>	<ul style="list-style-type: none"> <li>- Regional Conference on Youth Employment Challenge in Southern Africa (Harare, Oct. 2005)</li> <li>- Eastern Africa (Kenya, United Republic of Tanzania, Uganda)</li> </ul>	Ghana, Mali, Côte d'Ivoire, Kenya, United Republic of Tanzania, Uganda, Burkina Faso, Egypt, Burundi, Senegal	<ul style="list-style-type: none"> <li>- Youth Employment Network (YEN)</li> <li>- International Fund for Agricultural Development (IFAD)</li> </ul>
Women's Entrepreneurship (Priority 5)	<ul style="list-style-type: none"> <li>- Workshop on Promoting Women's Entrepreneurship through Employers' Organizations (May, 2006)</li> </ul>		Zambia, Ethiopia, United Republic of Tanzania, Kenya, Uganda, Mali, Mauritania, and Senegal	<ul style="list-style-type: none"> <li>- Development Cooperation Ireland</li> <li>- African Development Bank</li> <li>- International Finance Corporation (IFC) (east and southern Africa)</li> </ul>
Labour Market Information Systems (Priority 6)			Ethiopia, Ghana, Mali, Madagascar, Mauritius, Seychelles, Uganda and Algeria	<ul style="list-style-type: none"> <li>- African Capacity Building Foundation (ACBF)</li> </ul>
Employment central to economic and social policy-making including development frameworks and PRSPs (Priority 3)	<ul style="list-style-type: none"> <li>- Support to the African Union/ Labour and Social Affairs Commission in their inputs to the African Common Position on MDGs advocating the importance of employment and decent work</li> </ul> <p>Summit provided ministers both at regional level (Labour and Social Affairs Commission) and subregional level (ECOWAS, SADC, etc.) with a strategic platform and guiding principles to address employment and development issues</p>		Burkina Faso, Senegal, Kenya, United Republic of Tanzania, Uganda, Sudan, Morocco, Ghana, Mali, Côte d'Ivoire, Cameroon, Burundi, Zambia, Ethiopia, Nigeria, and Madagascar, Gabon, Chad, South Africa	



**United Nations Economic Commission for Africa (UNECA)**

28. The Economic Commission for Africa actively participated in the AU/REC meeting of September 2005 in Addis Ababa. Following the meeting ECA has produced an Economic Report on Africa fully devoted to issues of unemployment and poverty, working closely with the ILO. The ECA also collaborated with ILO to prepare a framework paper on Employment-friendly Macroeconomic Policies for Africa, aimed at providing guidance in the formulation of a new generation of macroeconomic policies that go beyond the traditional objectives of price and external stability. ECA, furthermore, is devoting this year's Conference of Ministers of Finance, Development and Planning to be held in May to issues related to the implementation of the Ouagadougou Declaration and Plan of Action. In particular, ECA would prompt the ministers to consider strategies for imbedding employment in national macroeconomic frameworks. At the sub-regional level, ECA Offices in West Africa and Southern Africa have held Inter-governmental Committee of Experts meetings that focused primarily on employment generation, all in March 2006. The main challenge is establishing concrete modalities for smoother collaboration with ILO and AU especially on capacity building in member states. ECA is proposing the establishment of a Regional Forum under the AU, ILO, ECA and the RECs that will support monitoring and evaluation of employment generation, building capacity in all aspects of policy, organizing peer learning and knowledge-sharing.

Member States/RECs/ UN Agencies/etc.	Response to the questionnaire	Immediate post-Summit activities	Focus on selected priority areas/Formulation and adoption of the national Plan of Action	Use of existing structures and/formation of new ones to implementation of the Plan of Action	Establishment of working relationships with NGOs, RECs, etc to implement the Plan of Action	Policy changes/ Alignment and mainstreaming of national employment and poverty alleviation policies and programmes with the Summit decisions	Planned development of national/sub-regional baseline data to measure progress in the implementation of the AU Summit decisions	Identification of resource mobilization mechanisms (both internal and external)
1. Algeria	√	√	√	√	√	√	√	√
2. Angola	x							
3. Benin	√	√						
4. Botswana	x		√	√	√	√	√	√
5. Burkina Faso	√	√	√	√	√	√	√	√
6. Burundi	√	√	√	√	√	√	√	√
7. Cameroon	√	√	√	√	√	√	√	√
8. Cape Verde	x							
9. CAR	√	√	√	√	√	√	x	√
10. Chad	√	√	√	√	x	√	√	√
11. Comoros	x							
12. Congo	x							
13. Congo, DR	√	√	√	√	√	√	√	√
14. Cote d'Ivoire	√	√	x	√	x	√	x	√
15. Djibouti	x							
16. Egypt	√	√	√	√	√	√	x	√
17. Eritrea	x							
18. Ethiopia	x							

19. Gabon	x								
20. Gambia	x								
21. Ghana	x								
22. Guinea B.	x								
23. Guinea Equ.	x								
24. Guinea	x								
25. Kenya	x								
26. Lesotho	x								
27. Liberia	x								
28. Libya	√	√	√	√	√	√	√	√	√
29. Madagascar	x								
30. Malawi	x								
31. Mali	√	√	√	√	√	√	√	√	√
32. Mauritania	√	x	√	√	√	√	x	x	
33. Mauritius	√	x	√	√	√	√	√	x	x
34. Mozambique	x								
35. Namibia	x								
36. Niger	x								
37. Nigeria	x								
38. Rwanda	√	√	√	√	√	√	√	√	√
39. Saharawi	x								
40. Sao Tome & Pr.	x								
41. Senegal	√	√	x	√	√	√	√	√	√
42. Seychelles	x								
43. Sierra Leone	x								
44. Somalia	x								
45. South Africa	√	x	x	√	√	√	x	√	√
46. Sudan	√	√	√	√	√	√	√	√	√
47. Swaziland	x								
48. Tanzania	x								
49. Togo	√	√	√	x	x	√	x	x	x
50. Tunisia	√	√	√	√	√	√	x	√	√
51. Uganda	x								

52. Zambia	×							
53. Zimbabwe	√	√	√	√	√	√	×	√
<b>RECs</b>								
54. AMU	×							
55. CEN-SAD	×							
56. COMESA	×							
57. ECCAS	√							
58. ECOWAS	×							
59. IGAD	×							
60. SADC	×							
<b>UN, etc</b>								
61. ECA	√							
62. FAO	×							
63. IFAD	×							
64. ILO	√							
65. IMF	×							
66. IOM	×							
67. ITU	×							
68. UNAIDS	×							
69. UNDP	×							
70. UNESCO	×							
71. UNICEF	×							
72. UNIFEM	×							
73. UNIDO	×							
74. UNFPA	×							
75. UN/OHRLLS	×							
76. UN/OSAA	×							
77. WHO	×							
78. WFP	×							
79. World Bank	×							

2006

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