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**REPORT OF THE 1ST MEETING OF THE SPECIALIZED TECHNICAL
COMMITTEE ON LABOUR, EMPLOYMENT AND
SOCIAL DEVELOPMENT,
ADDIS ABABA, ETHIOPIA, 20-24 APRIL 2015**

**REPORT OF THE 1ST MEETING OF THE SPECIALIZED TECHNICAL COMMITTEE
ON LABOUR, EMPLOYMENT AND SOCIAL DEVELOPMENT,
ADDIS ABABA, ETHIOPIA, 20-24 APRIL 2015**

1. The Ministers' Meeting of the First African Union Specialized Technical Committee Meeting on Social Development, Labour and Employment (STC-SDLE) was held in Addis Ababa, Ethiopia from 20 to 24 April 2015. The theme of the conference was 'Social Protection for Inclusive Development'.

2. The meeting discussed critical issues addressing the theme across the two sectors of the STC as well as critical matters pertaining to **Social Development, Labour and Employment**.

3. The meeting was attended by delegates and social partners from the following AU Member States: Algeria, Angola, Benin, Botswana, Burkina Faso, Burundi, Cameroon, Chad, Comoros, Congo, Democratic Republic of Congo, Egypt, Eritrea, Ethiopia, Gambia, Ghana, Guinea, Kenya, Lesotho, Liberia, Libya, Malawi, Mali, Mauritania, Mauritius, Mozambique, Namibia, Niger, Nigeria, Rwanda, Sahrawi Arab Democratic Republic, Senegal, Seychelles, Sierra Leone, South Africa, Sudan, Swaziland, Tanzania, Togo, Tunisia, Uganda, Zambia and Zimbabwe. In addition AU Organs, Regional Economic Communities, UN Agencies, Social Partners (OATUU, Business Africa and ITUC-Africa), Inter-Governmental, Non-Governmental Organizations, cooperating partners and representatives from the Governments of Brazil, Mexico, India and Palestine were represented.

4. The meeting adopted the Rules of Procedures of the STC-SDLE and refers to the STC on Justice and Legal Affairs, and in addition, included provisions for the tripartite nature of the STC.

5. The following were the Major outcomes:

SOCIAL DEVELOPMENT

6. In the consideration of the implementation of the Social Policy Framework, the Ministers decided to:

- i) Pursue the rights-based approach to social protection and social security for their citizens, aiming at inclusive development that leaves no one behind, through appropriate legal and policy frameworks supplementing the AU Charter on Human and People's Rights;
- ii) Enhance political will in order to fully engage in the implementation of the AU Agenda 2063 where it concerns social development, labour and employment;

- iii) Drive social protection by conviction and a non-partisan political vision that is owned by the state and accepted as a cornerstone of citizen-state relations otherwise referred to as a social contract;
- iv) Invest in social protection for a multiplier effect that promotes social and sustainable development, inclusive economic growth, job creation, expansion of local markets, and improvement of occupational and economic inclusion;
- v) Recognize recipients of social protection (services and benefits) as rights holders and active citizens to participate in the design, implementation and monitoring of social protection services.

7. In the consideration of the AU Campaign to End Child Marriage in Africa AU Campaign to End Child Marriage in Africa, the Ministers decided:

- i) To adopt the Draft African Common Position on the Campaign for immediate implementation, that the Commission should develop a Plan of Action for its implementation and submit to the Assembly a biennial report on progress towards ending child marriage in Africa; and
- ii) Urged Member States to address the root causes of child marriage.

8. In the consideration of the Implementation of the AU Policy Framework and Plan of Action on Ageing, the Ministers decided:

- i) To adopt the Draft Protocol on the Rights of Older Persons for onward submission to the STC on Justice and Legal Affairs, as well as the Monitoring and Evaluation Framework for the Plan of Action;
- ii) That the Plan of Action be revised in line with the provisions of the Protocol.

9. The Ministers considered the Implementation of the AU Disability Architecture and decided:

- i) To endorse the Replacement Structure of the African Rehabilitation Institute (ARI) with proposed amendments, to be established as the institutional component of the African Union Disability Architecture (AUDA) and under the name, "AU Disability Institute", with the understanding that it will have no allegiance to the dissolved ARI;
- ii) Urged former Member States of the ARI to pay 30% of their audited arrears in contributions to ARI as a matter of urgency to liquidate all outstanding liabilities due to ARI staff.

LABOUR AND EMPLOYMENT

10. In consideration of the Draft 1st Five Year Priority Programme for the Implementation of the Declaration and Plan of Action on Employment, Poverty Eradication and Inclusive Development, the Ministers decided to:

- i) Adopt the Programme with amendments and speed up its implementation;
- ii) Integrate the 1st Five Year Priority Programme in the Ten Year Plan of the AU Agenda 2063.

11. The Ministers endorsed the following documents:

- i) The Special Initiative on Social Protection in SMEs;
- ii) The Special Initiative on Domestic Workers;
- iii) The programme on the Status of women in African Labour Markets as contribution to the theme of the African Union for 2015: “Year of Women’s Empowerment and Development towards Africa’s Agenda 2063”;
- iv) The Document on Mainstreaming Social Protection into the Comprehensive African Agriculture Development Programme (CAADP).

EX.CL/905(XXVII)
Annex 1

REPORT OF THE MINISTERS MEETING
STC-SDLE-1

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STC-SDLE-1/MIN/ /RPT

**FIRST MEETING OF THE SPECIALISED TECHNICAL
COMMITTEE ON SOCIAL DEVELOPMENT,
LABOUR AND EMPLOYMENT (STC-SDLE-1)
ADDIS ABABA, ETHIOPIA
20-24 APRIL 2015**

THEME: - “Social Protection for Inclusive Development”

REPORT OF THE MINISTERS’ MEETING

INTRODUCTION

1. The First Ministers' Meeting of the African Union Specialized Technical Committee Meeting on Social Development, Labour and Employment (STC-SDLE)-1 was held in Addis Ababa, Ethiopia from 23-24 April 2015. The theme of the conference was 'Social Protection for Inclusive Development'.

ATTENDANCE

2. The Ministers' Meeting was attended by delegates from the following AU Member States: Algeria, Angola, Benin, Botswana, Burkina Faso, Burundi, Cameroon, Chad, Comoros, Congo , Democratic Republic of Congo, Egypt, Eritrea, Ethiopia, Gambia, Ghana, Guinea, Kenya, Lesotho, Liberia, Libya, Malawi, Mali, Mauritania, Mauritius, Mozambique, Namibia, Niger, Nigeria, Rwanda, Sahrawi Arab Democratic Republic, Senegal, Seychelles, Sierra Leone, South Africa, Sudan, Swaziland, Tanzania, Togo, Tunisia, Uganda, Zambia and Zimbabwe.

3. The meeting was also attended by representatives from AU Organs, Regional Economic Communities (ECOWAS, COMESA), Social Partners (OATUU, Business Africa and ITUC-Africa), UN Agencies (ILO, UNDP, UNDESA, UNFPA, UNFPA, UNOPCHA, UNICEF, UNESCO, UNAIDS, IOM, FAO, OECD) , Inter-Governmental AfDB, League of Arab States), Non-Governmental, Civil Society Organizations, cooperating partners and representatives of the following non-African Governments: Brazil, Mexico, India and Palestine.

AGENDA ITEM 1: OPENING CEREMONY

4. The outgoing Chairperson of the Bureau, Hon. Muhamed Atia Sulaiman Deputy Minister of Labour and Social Affairs of Libya, referred to the recent senseless killings of Ethiopians by terrorist groups in Libya and expressed his sincerest condolences to the bereaved families and people of Ethiopia. Similarly, he conveyed condolences to the families, friends and nations of the people who lost their lives while trying to cross the Mediterranean Sea in search of opportunities on foreign soil. He urged African governments and business to do more to create jobs and improve the labour market on the continent to avoid Africans risking their lives in the search for employment and better living conditions. He called for a moment of silence in remembrance of those who died under these and other tragic circumstances. He concluded to thank the Member States and the AU Commission to be of service to the sector and people of Africa.

5. Ms Dayina Mayenga, Deputy Regional Director, ILO, reaffirmed the organization's commitment to helping African Union Member States build effective social protection systems as a means to eradicating extreme poverty in Africa. She stated that the ILO applauded the Social Protection Plan for the Informal Economy and Rural Workers (SPIREWORK), spearheaded by the African Union, as a prerequisite for inclusive growth. Ms Mayenga registered the support of ILO to the AU Agenda and Ouaga +10 process in line with the ILO instruments. The ILO's normative framework is based on social protection as primarily a human right and that a minimum package of social protection benefits can be availed to all workers including those in the informal economy. She urged tripartite partners at country

level (Government, Labour and Employers) to prioritize social dialogue to find sustainable solutions to provide universal social protection.

6. The representative of Business Africa, Mr. John Muasya, remarked that a vast majority of the people of Africa have not seen meaningful development in their lives despite the abundant natural resources that Africa is endowed with. He called for particular attention to resource allocation to the education sector in Africa as Business Africa strongly believes that a good education system in any society is one of the most powerful means of propagating and sustaining new developments. Business Africa also calls for efficiency in resource allocation and use from African governments. He stated that there is consensus worldwide that a vibrant private sector is the engine of growth which generates decent jobs and creates increased opportunities for more inclusive and sustainable growth. Mr. Muasya applauded the fact that the first meeting of the Specialized Technical Committee on Social Development, Labour and Employment, has on its agenda a five year priority programme on Employment, Poverty Eradication and Inclusive Development covering the period 2015-2019.

7. The General Secretary of the Organization of African Trade Union Unity, Mr. Mezhoud Arezki, mentioned that the lack of access to basic social services, social protection and decent work is the main reason for migration at great risk to health and life. He elaborated on the needs of workers in relation to social protection and the key role of social dialogue for inclusive development. He commended the AU leadership for dedicating 2015 to promoting women empowerment and development, acknowledging that women are leading the development agenda of Africa as is the case with the Chairperson of the African Union Commission. He emphasized that there should be respect for the principle of tripartism in the meetings of the STC and that gender, respect for the worker and trade union rights be considered throughout.

8. Hon. Ms Priscah Mupfumira (Sen.), Minister of Public Service, Labour and Social Welfare, Zimbabwe, as outgoing Vice Chairperson of the AU Labour and Social Affairs Commission, highlighted two successes during the outgoing Bureau's tenure. First is the adoption by African Union Heads of State and Governments of the Revised Ouagadougou Declaration on Employment, Poverty Eradication and inclusive development during the Ordinary Session of the AU Summit in January 2015. The second achievement was the work of the African Group of the ILO whose chairmanship, Zimbabwe assumed in June 2014. Hon. Ms Mupfumira said interventions of the African Group were pivotal in elaboration of the solutions realized by the ILO Governing Body especially on issues concerning ILO Convention no. 87 and the right to strike. She thanked all African Governments for their contribution towards realization of the Decent Work Agenda and also for concrete contributions to the African Working Group.

9. In his opening address, H.E. Dr Mustapha Sidiki Kaloko, AU Commissioner for Social Affairs, noted that the thrust of the AU Agenda 2063 programme is to "leave no one behind" in the pursuit of growth and development, through appropriate and well managed social protection and social security policies and programmes. He emphasized that policies should be put in place to ensure that growth benefits the poor and the marginalized, which mostly include women, older persons, people with disabilities and people from socially excluded groups. The lack of the appropriate translation of policies into legal frameworks limit their effectiveness and the human

rights perspective of social protection to be realized. The Commissioner emphasized the need to develop a protocol on social protection and social security, as well as a social agenda for Africa in line with AU Agenda 2063.

AGENDA ITEM 2: PROCEDURAL MATTERS

a) Election of the Bureau of the STC-SDLE-1

10. In conformity with the AU Constitutive Act for the composition of the STC and following due consultations amongst the Member States and Social Partners of each region, the Bureau of the STC-SDLE-1 was elected as follows:

Chairperson	Zimbabwe – Government – Southern Africa
1 st Vice-Chairperson	Niger – Government – West Africa
2 nd Vice-Chairperson	Algeria – Workers – North Africa
3 rd Vice-Chairperson	Kenya – Employers – East Africa
Rapporteur	DRC – Government – Central Africa

b) Adoption of the agenda and programme of work

11. The meeting adopted its agenda and programme of work, including a briefing on the outcomes of the Meeting on Migration and Mobility in Kigali, Rwanda in March 2015, and on the situation of workers in the State of Palestine, as separate agenda items.

AGENDA ITEM 3: MINISTERIAL PANEL DISCUSSION ON THE THEME, “SOCIAL PROTECTION FOR INCLUSIVE DEVELOPMENT”

12. The Hon. Hendrietta Ipeleng Bogopane-Zulu, Deputy Minister of Social Development, South Africa, briefed the meeting on her country’s comprehensive social protection programme which is inclusive and cuts across all sectors with a basket of services to ensure support to vulnerable communities. She informed the meeting that social protection was a right for every South African citizen as guaranteed in the country’s constitution. Currently South Africa spends about 129 billion Rand annually on cash transfers and at least 20% of its GDP on various social protection interventions. At least 16.5 million South Africans are supported through cash transfers. The interventions are diversified and include, but are not limited to, grants for vulnerable children and older persons, free primary and secondary education, free housing and social services, and assistance to Civil Society Organizations that support social protection programmes. Hon. Bogopane-Zulu said social protection and employment worked in tandem to address broader issues such as human trafficking and labour migration. The main challenge, however, was not to create a dependency syndrome among the population to the detriment of productivity.

13. Mr Mamadou Sow, Secretary General of the Labour, Social Dialogue, Professional Organisations and Relations with Institutions, Senegal, noted that economic growth on its own does not reduce poverty and economic inequality. A

comprehensive and inclusive social protection programme can significantly reduce poverty and Senegal has therefore adopted a national strategy on social protection which is an important mechanism for social inclusion. The National Strategy covers areas of free basic health care; support to older people and children. However, the coverage is limited with less than 20% of the population benefiting from social protection schemes. The President of Senegal has also launched an initiative to address the needs of vulnerable persons in the country: family grants, universal health coverage, free caesarean operations, minimum income for old age and a simplified contributory social security scheme for micro enterprises. To consolidate this policy effort, a national universal social protection fund is in the pipeline.

14. Hon. Patrus Ananias de Sousa, Minister of Agricultural Development, Brazil, shared some best practices in provision of Social Protection services to its population. He said Brazil considered social protection and inclusion as a citizens' right to be spearheaded by the state as an investment rather than expenditure. Thus the state should play the role of overall coordination and involve the participation of a broad range of actors using politics as a transformational tool with respect to protection of fundamental rights. Hon. De Sousa implored African Union Member States to mainstream public policy against poverty into the overall national, social and economic development strategy.

15. Further to the panel discussions, the meeting made the following recommendations:

- a) Member States and the AUC should prioritise the implementation of the provisions regarding social protection, social security and employment of Agenda 2063 and to this effect, the AUC should develop the social agenda of the AU Agenda 2063;
- b) AUC should engage in the development of an additional Protocol to the African Charter on Human and People's Rights, on Social Security and Social Protection;
- c) No one should be left behind in development processes, in particular women and youth;
- d) Member States that have not yet ratified the ILO Convention 102, are requested to do so as soon as possible;
- e) Member States should review curricula of educational institutions for young people to develop employable skills;
- f) Member States should embrace comprehensive systems of social protection that are both contributory and provide for safety nets (non-contributory);
- g) Member States should include the informal sector economy in Labour Market Services;

- h) AUC should promote South-South international cooperation on social protection, in particular with Brazil in collaboration with international partners (UNDP, ILO, UNICEF, FAO, AfDB and Rio+ World Centre).

AGENDA ITEM 4: CONSIDERATION OF THE REPORT OF THE EXPERTS' MEETING

16. Following the consideration of the Report of the Experts' Meeting, the Ministers made the following **decisions**:

SECTORAL SESSION OUTCOMES – SOCIAL DEVELOPMENT

Implementation of the Social Policy Framework for Africa

General recommendations

17. Conceptual, political and economic aspects of social protection

- a) To ensure the prosperous Africa envisioned in the AU Agenda 2063, African Union Member States would need to expand, within their available resources, affordable social security and protection for all and full access to affordable and quality education and health care services for every citizen. Social protection should include a broad range of programmes and policies.
- b) The adoption of social protection should be grounded in human rights, making it accessible to all. Social protection needs to be driven by conviction and a non-partisan political vision that is owned by the state and accepted as a cornerstone of citizen-state relations otherwise referred to as a social contract. Member States should design social protection systems with broader objectives of ensuring social, political and economic inclusion, especially among vulnerable groups, including women, children, persons with disabilities, older persons and people living with and are affected by HIV/AIDS. As such, social protection needs to be a comprehensive set of inter-sectorial policies that protect citizens - prioritising the poorest - from social, environmental and economic shocks that arise throughout their life-cycle and build their resilience, as well as improve their wellbeing. Member States can consider a broad range of policies, e.g. social transfers, cash transfers, food and health security, that combine and coordinate social services and benefits that include contributory and non-contributory social transfers, in synergy with sectorial policies.

18. Financing of social protection

- a) Chronic underfinancing of social protection in Africa calls for strong political will to put adequate resources and institutional frameworks behind the social protection agenda and to ensure financial sustainability. Financial sustainability hinges on anchoring the social protection agenda firmly on domestic financing and reflecting it in Member States' medium term expenditure frameworks (MTEF). Effective domestic resource

mobilization, through tax reforms and innovative forms of financing, can provide the fiscal space for greater investments on social protection in Africa. The private sector can play a critical role for the financial sustainability of social protection in the continent as a responsible contributor to governments' fiscal policies.

- b) While domestic financing is the primary source of funding for social protection programmes, international technical cooperation and coordination will continue to play a critical role for supporting African countries. Such support is anticipated from development partners, such as the UN agencies and South-South cooperation exchanges and partnerships. Caution must be taken to avoid creation of vertical funds, but rather strengthen government efforts in providing support that is integrated into government priorities, institutions and systems.
- c) Social protection is an investment with a multiplier effect that promote social and sustainable development, inclusive economic growth, job creation, promote local markets, improving occupational and economic inclusion. Social protection must be articulated with actions towards inclusive productivity focused on the most vulnerable.

19. Management and governance of social protection programmes

- a) Social protection programmes should be managed through public systems, based on national legal frameworks and ratified international conventions, aligned with development strategies. The African Union Commission can provide assistance to Member States by developing a model legal framework that is flexible enough for domestication according to national realities. The AUC is further requested to facilitate technical assistance to Member States with regard to the management and governance of social protection programmes. The AUC should document and disseminate good practices and encourage the establishment of learning fora. A clear definition of roles and responsibilities amongst institutions and coordination structures among local and national levels are critical. It is important to foster information and monitoring systems to assure the efficiency of the services provided its results, as well as its process of management towards the strengthening and improvement of policies. Social protection systems can be more efficient and expand their impact when promoted by well planned offers of services, based on the analysis of needs and vulnerabilities, (e.g. poverty, food security, nutrition, climate change, disability and health, including HIV, Malaria and TB) operated with transparent and accurate eligibility criteria. The social protection system shall be addressed to all citizens under the same conditions of vulnerability and guided by the principles of universality, uniformity, participation, (i.e. homogeneity in quality of service provision regardless of location) and equity.
- b) Recipients of social protection (services and benefits) need to be recognized as rights holders and active citizens with the right to advocate for the fulfillment of their social and economic rights. It is therefore critical

to ensure their participation in the design, implementation and monitoring of social protection systems through community based participatory processes and linking non-formal or traditional social protection schemes.

Specific recommendations

20. At the continental level, the AUC should consider the development of an additional Protocol to the African Charter on Human and Peoples' Rights, on the right of citizens to Social Security and Social Protection.

21. Member States were instrumental in the adoption of the Social Protection Floor and also adopted the ILO recommendations 202 on Social Protection Floor in 2013 which was based on Convention 102, Minimum Social Security Standards, 1952. Member States are therefore encouraged to progressively realize the implementation of the social protection floor as a rights based process, inclusive of the provision of education, health care, social assistance and unemployment allowances. Member States are requested to implement the Social Protection Floor resources permitting and could draw fiscal, technical and policy support from Regional Economic Communities, the AU Commission, ILO, CSO's and the private sector.

22. The AU Commission should upload on their website, all protocols and policy instruments which would facilitate the implementation of the Social Policy Framework by Member States;

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

23. The Ministers adopted the Draft African Common Position on the AU Campaign to End Child Marriage in Africa and urged Member States to address the root causes of child marriage through social protection measures in the form of access to education and employment be extended to rural areas and urban slums where high poverty, harmful traditional practices, high illiteracy rates and high security and political instability prevail.

Implementation of the Policy Framework and Plan of Action on Ageing

24. The Ministers:

- i) Adopted the Monitoring and Evaluation Framework with the request that indicators be added on care for older persons and on standards for residential and alternative care;
- ii) Adopted the Protocol on the Rights of Older Persons for onward submission to the STC on Justice and Legal Affairs, and the AU Assembly;
- iii) Requested the AUC to facilitate the process of revision of the AU Plan of Action on Ageing of 2002, considering that the review should be aligned

with the provisions of the Protocol, and present a report on the implementation of the Plan by Member States to the STC-SDLE-2.

Implementation of the AU Disability Architecture

25. The Ministers:

- a) Adopted the questionnaire for the Monitoring and Evaluation Framework for the Continental Plan of Action on the African Decade of Persons with Disabilities (2010-2019), with proposed amendments, and requested that accessibility to buildings, the right to employment for persons with disabilities, support to DPOs and sharing of best practices receive prominence;
- b) Adopted the report on the Replacement Structure of the African Rehabilitation Institute (ARI) with proposed amendments and in principle agreed on the need for the Institute, with the understanding that the new AU Disability Institute (AUDI) will be a completely new institute with no allegiance to the dissolved ARI;

Payment of arrears in contributions by ARI Member States

26. The Ministers **urged** former Member States of the ARI to pay 30% of their audited arrears in contributions to ARI as a matter of urgency to liquidate all outstanding liabilities due to ARI staff.

Emerging Social Development Challenges

27. In view of the social development impact and social consequences of the Ebola Viral Disease (EVD) in West Africa in 2014, also submitted by ECOWAS, the Ministers **decided** that:

- a) Positive social behaviours be nurtured, especially through increase in hand-washing, safe burial practices, elimination of harmful practices such as female genital mutilation (FGM) and gender based violence;
- b) A comprehensive study on the social impact of the EVD be conducted with recommendations to mitigate the social consequences as well as sharing of experiences on the care of Ebola patients;
- c) The poor and vulnerable groups be prioritized in affected countries for social service delivery, including cash transfers;
- d) Social protection services in the affected countries be up scaled, in terms of coverage and irrespective of geographic location and to cover all categories of vulnerable people, i.e. cash transfers, food, seeds, fertilizers, tools and livestock;
- e) Economic needs of women be prioritised, that CSO involvement be strengthened and youth be central to the recovery process.

BRIEFING ON THE AFRICAN SOCIAL DEVELOPMENT INDEX (ASDI)

28. The Ministers **decided** that:

- a) The ASDI is used as a tool for assessing and informing policy decisions on social exclusion;
- b) The Commission, in collaboration with UNECA and Member States should consider wealth distribution as an indicator of social exclusion.

SECTORIAL SESSION OUTCOMES – LABOUR AND EMPLOYMENT

The Draft 1st Five Year Priority Programme for Implementation of the Declaration and Plan of Action on Employment, Poverty Eradication and Inclusive Development

29. The Ministers adopted the Draft 1st Five Year Priority Programme for the Implementation of the Declaration and Plan of Action on Employment, Poverty Eradication and Inclusive Development with amendments to be incorporated by the Commission. The Commission shall anchor and integrate the 1st Five Year Priority Programme in the Ten Year Plan of the Agenda 2063.

30. The Special Initiative on Domestic Workers

- a) Member States are encouraged to:
 - i) Establish a minimum wage for domestic workers and facilitate extension of Social Security Coverage for them;
 - ii) Strengthen social dialogue regarding domestic work in development of policy and legislation;
 - iii) Ratify the relevant ILO Conventions (102, 189, 138, 182, 29, 105,) and implement them nationally;
 - iv) Put in place and improve enforcement of legislation on domestic work;
 - v) Facilitate labour inspection access to private households;
 - vi) Engage in campaigns and advocacy to educate stakeholders on labour laws related to domestic workers;
 - vii) Develop strong labour statistics related to domestic workers;
- b) AUC should:
 - i) Advocate and communicate to Member States regarding the ratification of the ILO Convention on Domestic Workers;
 - ii) Compile and disseminate good practices and lessons learned on domestic worker policies, legislation, enforcement, access to legal

- mechanisms for both domestic workers and employers and labour inspection;
- iii) Conduct a study on challenges facing the informal economy with emphasis on transforming domestic work into decent work;
- c) The Ministers adopted the Special Initiative with amendments to be incorporated by the Commission.

Sensitization and Mobilization of the Private Sector for Engagement in AU Policies on Infrastructure, Agriculture, Pharmaceutical Industry, Trade and Economic Development

31. The Ministers **decided** that;

- a) The Department of Infrastructure and Energy (DIE) and Department of Social Affairs (DSA) at the AU Commission should work on labour-intensive methodologies for the implementation of the Programme on Infrastructure Development in Africa (PIDA);
- b) Business Africa and the private sector should be engaged in the implementation of the PIDA;
- c) The involvement of the African private sector, in particular Business Africa, be enhanced as a vehicle for inclusive growth sector and for fostering social development in Africa within the framework of Agenda 2063;
- d) DEA and DSA to further pursue analysis on private sector engagement in social development.

Social Protection Programmes for SMEs

32. The Ministers adopted the report on Social Protection Programmes for SMEs, with its recommendations on social protection programmes for SMEs.

Improving the Status of Women in African Labour Markets as contribution to the theme of the African Union for 2015: “Year of Women’s Empowerment and Development towards Africa’s Agenda 2063”

33. The Ministers adopted the report and recommendations contained therein on the Status of Women in African Labour Markets as contribution to the theme of the African Union for 2015: “Year of Women’s Empowerment and Development towards Africa’s Agenda 2063”, and made substantive suggestions to be included by the AU Commission for improvement of the document:

- a) Include women’s organisations as key stakeholders in the matrix;
- b) Improve the document by referencing sources of statistics;
- c) Add a new objective on encouraging women and girls education in science and technology;

- d) Advocate to Member States to support education and literacy of girls and women;
- e) Include access to financing for women in objectives as indicated in the matrix annexed to the document;
- f) Foster Political will to promote and drive women's empowerment;
- g) Increase representation and participation of women in employers and workers' organizations;
- h) Include social partners and the three regional labour administration training centers as key stakeholders;
- i) Develop M&E mechanisms to follow-up on implementation of the document on Improving the Status of Women in African Labour Markets.

Decisions on the Report on the Activities of the African Group in Geneva

34. The Ministers adopted the following **decision**:

Decisions on the 1986 Instrument of Amendment to the ILO Constitution:

- a) Engage with African countries that have not yet ratified the 1986 Amendment to identify the challenges experienced in ratifying the instrument;
- b) Call on African countries that have not yet done so to ratify the 1986 Amendment;
- c) Develop a strategy to lobby countries especially in Latin America as well as those occupying non-elective seats on the Governing Body to ratify the 1986 Amendment;
- d) Request the African Group Coordinator to engage with other regional coordinators to promote the ratification of the 1986 Amendment

35. The Ministers endorsed the following candidatures for posts in the ILO:

H.E. Ambassador Sammi Eddico, Permanent Representative of the Republic of Ghana to the UN and other international organizations in Geneva as Government Group Chair for 2015/2016;

H.E. Ambassador Modest Jonathan Mero, Permanent Representative of the United Republic of Tanzania to the United Nations Office and other international organizations in Geneva, as Vice President of the 104th ILC;

Southern Africa to provide the President of the 105th Session of the International Labour Conference (ILC) in June 2016;

Chad to chair the Credentials Committee of the 104th Session of the ILC in June 2015;
North Africa to provide the chair of the Finance Committee of the 104th Session of the ILC in June 2015;

Algeria to Chair the Employment and Social Protection (ESP) Segment of the Policy Development Section of the 325th (November 2015) and 326th (March 2016) sessions of the GB;

One country each from West, Central, Southern and East Africa sub-regions to represent Africa in the Tripartite Working Group on the Standards Review Mechanism (SRM) and in this connection the following candidatures were agreed upon:

1. Kenya (East Africa)
2. Mali (West Africa)
3. Namibia (Southern Africa)
4. Cameroon (Central Africa)

Algeria and Egypt (North Africa) are representing Africa in the Tripartite Working Group on Working Methods on the Commission of Application of Standards, hence the region's exclusion from the mentioned group.

Zimbabwe to continue as African Group spokesperson for the Committee on Facilitating transition from the informal to the formal economy;

36. The meeting requested Member States to submit, by 8 May 2015, to the AU Commission the nominations for the African Group spokesperson in the committee on the strategic objective of social protection (labour protection), under the follow-up to the ILO Declaration on Social Justice for a Fair Globalization, 2008; as well as for the African Group spokesperson in the committee on Small and medium-sized enterprises and decent and productive employment creation.

Decisions on the Terms of Reference for the African Labour Migration Advisory Board

37. The Ministers endorsed the Terms of Reference for the African Labour Migration Advisory Board, after substantive recommendations to improve the document were made, including on the composition, mandate and the bureau of the Advisory Board.

The Draft Document on Mainstreaming SPIREWORK into the Comprehensive African Agriculture Development Programme (CAADP)

38. The Ministers endorsed the draft document.

The TOR for holding of a Regional Conference on Occupational Safety and Health at the Workplace in Africa in 2016

39. The Ministers endorsed the substantive recommendations on the objectives of the conference and proposed that it be held in November 2016. Member States

interested in hosting the conference were requested to submit their offer to the Commission by June 2015.

AGENDA ITEM 5: ADOPTION OF THE RULES OF PROCEDURE OF THE STC ON SOCIAL DEVELOPMENT, LABOUR AND EMPLOYMENT

40. The Ministers adopted the Rules of Procedure for the Specialized Technical Committee on Social Development, Labour and Employment with amendments to be incorporated, before onward submission to the STC on Justice and Legal Affairs.

41. The Ministers further decided that a request for annual meetings of the STC SDLE, such as with the STC on Finance, Monetary Affairs, Economic Planning and Integration, be submitted to the policy organs of the AU;

AGENDA ITEM 6: ADOPTION OF THE DRAFT PROTOCOL ON THE RIGHTS OF OLDER PERSONS FOR FINAL ADOPTION

42. The Ministers adopted the draft Protocol on the Rights of Older Persons for onward submission to the STC on Justice and Legal Affairs.

AGENDA ITEM 7: BRIEFING ON THE OUTCOMES OF THE ROUNDTABLE ON MIGRATION AND MOBILITY IN KIGALI, RWANDA, MARCH 2015

43. The delegation of Rwanda submitted a report on the outcomes of the meeting, and the Ministers adopted the recommendations on the Roundtable on Intra-regional migration and labour mobility within Africa, and requested that the issue of migrants be included on the agenda of the next Summit.

AGENDA ITEM 8: DATE AND VENUE OF THE 2ND SPECIALISED TECHNICAL COMMITTEE SESSION ON SOCIAL DEVELOPMENT, LABOUR AND EMPLOYMENT

44. The Ministers favourably acknowledged the offer from Algeria to host the 2nd Ordinary Session of the STC Social Development, Labour and Employment. on a date that will be determined in collaboration with the AUC. Rwanda offered to host an Extraordinary meeting of the STC SDLE if the need for such a meeting should arise.

AGENDA ITEM 9: ANY OTHER BUSINESS

45. No items were listed for discussion under any other business.

AGENDA ITEM 11: CONSIDERATION AND ADOPTION OF THE REPORT OF THE MINISTERS' MEETING

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

AGENDA ITEM 12: CLOSING CEREMONY

47. The Chairperson of the STC-HPDC-1, Hon Priscah Mupfumira, Minister of Public Service, Labour and Social Welfare, from Zimbabwe thanked the delegates for their constructive contributions and the AUC for its secretarial support.

48. The AU Commissioner for Social Affairs, H.E. Dr Mustapha Sidiki Kaloko, assured Member States of the efforts by the Commission to coordinate the implementation of their decisions at continental level and thanked them for their contributions.

EX.CL/905(XXVII)
Annex 2

**ADDIS ABABA DECLARATION ON SOCIAL PROTECTION FOR
INCLUSIVE DEVELOPMENT**



**FIRST MEETING OF THE SPECIALISED
TECHNICAL COMMITTEE SOCIAL DEVELOPMENT,
LABOUR AND EMPLOYMENT (STC-SDLE-1)
ADDIS ABABA, ETHIOPIA
20-24 APRIL 2015**

STC-SDLE-1/Min/

THEME:- "SOCIAL PROTECTION FOR INCLUSIVE DEVELOPMENT"

**ADDIS ABABA DECLARATION ON SOCIAL PROTECTION FOR INCLUSIVE
DEVELOPMENT**

Addis Ababa, Ethiopia, 24 April 2015

ADDIS ABABA DECLARATION ON SOCIAL PROTECTION FOR INCLUSIVE DEVELOPMENT

We, Ministers in Charge of Social Development, Labour and Employment of African Union Member States, meeting at the First Meeting of the Specialized Technical Committee on Social Development, Labour and Employment, together with Social Partners, under the theme, "**Social Protection and Inclusive Development**" at the AUC Headquarters in Addis Ababa, Ethiopia, from 20 to 24 April 2015,

RECALLING the African Charter on Human and People's Rights, in particular its provisions on human security, encompassing rights to education, health, nutritious food and social security for children, and for employment and social security for vulnerable populations such as older persons, persons with disabilities, women, girls, youths, the working poor in the informal economy and rural sectors, and for migrant workers and their families, among others;

CONVINCED that the family is the fundamental unit of society and has multiple roles and functions, especially in Africa where it is central, unique and indispensable in support of all its members, hence needs all requisite support to be strengthened further;

ALARMED by the devastating Ebola crisis and loss of lives and **UNDERScore** the urgency for support to strengthen national health systems and to scale up social protection services for vulnerable populations;

NOTING the adoption of the Declaration and Plan of Action on Employment, Poverty Eradication and Inclusive Development, as well as the Programmes on Labour Migration, (**Assembly/AU/20(XXIV)**); **ENCOURAGING** cooperation at all levels and sharing of experiences and best practices among Member States and regions for the effective implementation of these policy instruments;

REAFFIRMING that regular labour migration is an important vehicle for regional cooperation and integration; **CONCERNED** by the loss of lives of young migrations at sea, and **UNDERLINE** the urgent need for their integration in our labour markets;

CONCERNED by the deteriorating security situations in some Member States and regions, which impacts negatively on our development efforts;

DETERMINED to contribute to the AU Agenda 2063, a new continental socio-economic vision that will promote wider inclusive human development and social protection for all;

COMMIT ourselves to:

- a) **Fully pursue** the rights-based approach to social protection and social security for our citizens, aiming at inclusive development that **leaves no one behind**, through appropriate legal and policy frameworks supplementing the AU Charter on Human and People's Rights;

- b) **Enhance political will** in order to fully engage in the implementation of the AU Agenda 2063 where it concerns social development, labour and employment;
- c) **Drive social protection** by conviction and a non-partisan political vision that is owned by the state and accepted as a cornerstone of citizen-state relations otherwise referred to as a social contract;
- d) **Invest in social protection** for a multiplier effect that promotes social and sustainable development, inclusive economic growth, job creation, expansion of local markets, and improvement of occupational and economic inclusion;
- e) **Recognize recipients** of social protection (services and benefits) as rights holders and active citizens to participate in the design, implementation and monitoring of social protection services;
- f) **Implement the African Common Position** on the AU Campaign to End Child Marriage in Africa and address the root causes of child marriage;
- g) **Improve the Status of Women** in African Labour Markets, in particular the status and situation of domestic workers;
- h) **Redouble our efforts** towards full and harmonious integration of non-national Africans into our labour markets and economic and social systems;
- i) **Expedite** ratification and domestication of the Protocol on the Rights of Older Persons by all Member States;

REQUEST the Commission to:

- a) Prepare an additional protocol to the African Charter on Human and People's Rights on the Rights of Citizens to Social Protection and Social Security;
- b) Develop a Social Agenda for the AU Agenda 2063;
- c) Promote South-South cooperation on social protection, in particular with Brazil, in collaboration with international partners (UNDP, ILO, UNICEF, FAO, AfDB and Rio+ World Centre);
- d) Facilitate the revision of the AU Plan of Action on Ageing of 2002, and to align it with the provisions of the Protocol on the Rights of Older Persons;
- e) Pursue the establishment of the AU Disability Institute (AUDI) and collect the arrears in contributions owed by Member States that are members of the dissolved African Rehabilitation Institute (ARI);

- f) Speed up the implementation of the First Five Year Priority Programme for the Implementation of the Declaration and Plan of Action on Employment, Poverty Eradication and Inclusive Development with amendments to be incorporated by the Commission;
- g) Consider holding an Extra-Ordinary Summit on Labour Migration.

WELCOME the offer by the People's Democratic Republic of Algeria to host the Second Meeting of the Specialized Technical Committee on Social Development, Labour and Employment.

2015

Report of the 1st meeting of the
specialized technical committee on
labour, employment and Social
development, Addis Ababa, Ethiopia,
20-24 April 2015

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