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UNION AFRICAINE

UNIÃO AFRICANA

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Addis Ababa, ETHIOPIA

P. O. Box 3243

Telephone: 0115517 700

Fax : 0115517844

Website: [www.africa-union.org](http://www.africa-union.org)

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**FIFTH ORDINARY SESSION OF THE SPECIALISED  
TECHNICAL COMMITTEE ON SOCIAL DEVELOPMENT,  
LABOUR AND EMPLOYMENT (STC-SDLE-5)  
29 JULY- 02 AUGUST 2024  
ADDIS ABABA, ETHIOPIA**

**STC-SDLE-5/EXP/RPT**

***Theme: "SOCIAL AGENDA 2063: PROMOTING SOCIAL AND SOLIDARITY  
ECONOMY (SSE) ECOSYSTEMS"***

**REPORT OF THE LABOUR AND EMPLOYMENT SECTOR**

## INTRODUCTION

The Experts' Meeting of the Labour and Employment Sector was held physical on 30th July 2024. The meeting was attended by delegates from the following AU Member States: Algeria, Angola, Burundi, Botswana, Cameroon, Chad, Democratic Republic of Congo, Djibouti, Eritrea, Ethiopia, Egypt, Kenya, Kingdom of Lesotho, Liberia, Libya, Malawi, Mozambique, Morocco Namibia, Somalia, Senegal, Sierra Leone, South Africa, South Sudan, Eswatini, The United Republic of Tanzania, Tunisia, Zambia and Zimbabwe.

The meeting was also attended by Regional Economic Communities namely; EAC, ECCAS, SADC, ECOWAS, IGAD, COMESA, Social Partners, ITUC Africa, OATUU, Business Africa Employers Confederation, Pan African Productivity Association, ILO and ARLAC.

### 1. OPENING SESSION

The Sectorial Session on Labour and Employment was chaired by the Expert from the Government of Zambia, in his capacity as 1st Vice Chairperson of the newly elected Bureau of the STC-SDLE-5. In his Welcoming Remarks, the Chairperson of the Labour and Employment Sector **MR. SHITUBOTU GIVENS MUNTENGWA**, of the Republic of Zambia thanked all the delegates and urged the delegates to have a candid discussion on various items in the programme. He assured the delegate that each Member State will be accorded enough time to contribute effectively to all the issues.

### 2. ADOPTION OF THE PROGRAMME

The agenda for the labour and employment sector was adopted by all the delegates.

### 3. Draft African Union Social and Solidarity Economy Strategy (SSE) and Implementation Plan (2023-2032)

**3.1.** The representative of the African Union Commission presented the Draft Ten-Year SSE Strategy and Implementation Plan. The presentation was complemented by the representative from ILO highlighting the importance of SSE on the current global frameworks and Social Agenda 2063.

#### **3.2. After the presentation, the following observations were made:**

- i. There is need to have elaborate coordination mechanism for SSE since it has a multisectoral approach involving many stakeholders.
- ii. To ensure sustainability of the SSE it is important to look at domestic funding mechanisms as it remains a critical component that is not highlighted clearly in the strategy.
- iii. AUC and Member States to leverage the use of technology to support SSE
- iv. It is important to conduct advocacy and sensitization for local communities on SSE.
- v. There is need to put in place a technical and normative framework on SSE.

- vi. Add volunteerism and accountability to the guiding principles in the strategy.
- vii. In Para. 49 on traditional forms of SSE, replace Kings Field in Eswatini with 'Chief' Fields.
- viii. Identify SSE needs and value chains taking into consideration the realities on the ground.
- ix. Experts sought further clarification on gender equality in the strategy and it was highlighted that this encompasses the needs and considerations given to women in the implementation of SSE.
- x. Foster experience sharing amongst member states in terms of policy development and legal frameworks as well as various initiatives put in place to advance SSE.
- xi. Add gender equality in para 70 in the strategy.

**3.3. After deliberations the Experts Meeting delegates recommended that:**

- i. Member States to consider domestic funding model for sustainability of SSE
- ii. Member States to consider establishing an observatory mechanism for SSE
- iii. Member States to improve research and data collection through surveys, country assessments on SSE to reflect the realities and the current situation of SSE at national and local levels.
- iv. To fast track the growth of SSE, member states should consider maximizing SSE regulatory frameworks.
- v. Foster experience sharing amongst member states on policy development and legal frameworks on SSE.
- vi. AUC to provide technical assistance to Member States in identifying their needs and value chains to promote local development of SSE.
- vii. AUC to support Member states to strengthen their coordination mechanisms with a dedicated ministry/institution as a focal point for effective implementation of the strategy.
- viii. AUC to support Member States in the development of SSE legal frameworks taking into consideration the human rights component and gender perspective.
- ix. Include resource mobilization in the action plan to guide Member States in resource allocation to the SSE taking into account the peculiarities and realities in each Member State.

**3.4.** After deliberations, the Experts Meeting delegates recommended the Meeting of Ministers to endorse the Draft African Union Social and Solidarity Economy Strategy and Implementation Plan (2023-2032).

**4. Draft AU/ILO Youth Employment Strategy for Africa (YES-Africa)**

4.1. The representatives of the African Union Commission and ILO made a presentation on the Draft AU/ILO Youth Employment Strategy for Africa (YES-Africa).

**4.2. After the presentation, the following observations were made:**

- i. Include Skills qualification framework at regional and continental levels to para 83.
- ii. In para 39, consider replacing migrants with regular migrants and delete etc.
- iii. Harmonize terms in the strategy i.e. replacing marginalized groups with vulnerable groups in the document.
- iv. Ensure that the implementation of the strategy has a tripartite format
- v. In the priority areas consider skills development dimension which is essential for addressing the fragmented African labour Markets in Africa
- vi. Consider including the private sector as it plays an important role in creating and enabling environment for employment creation.
- vii. Include skills recognition and accreditation, skills mismatch and employment in the informal sector in the strategy.
- viii. Consider including the challenges for the youth in accessing the job market after completing education.
- ix. Reinforce the implementation of LMIS for better job matching and understanding of labour dynamics between countries.

**4.3. After deliberations the Experts Meeting delegates recommended that:**

- i. Member States to consider putting in place infrastructure to create decent jobs for the youth.
- ii. Implement a Tripartite approach to achieve the objectives of improving Youth Employment in Africa.
- iii. Prioritize skill development dimension and harmonization of skills qualification framework in the strategy to meet the global skill demands
- iv. AUC to support MS in establishment of a harmonized integrated labour market information systems in the continent for better skills anticipation, matching and understanding labour market dynamics to foster BLA's between MS and skills recognition and accreditation.
- v. Member States to strengthen public private partnership in the creation of employment opportunities, decent jobs and upskilling of the youth to meet the current labour market demands.
- vi. Strengthen public private partnership approach to achieve decent jobs for the youths.
- vii. SSE to be given a priority in relation to social and economic inclusivity.
- viii. Support the youth in transitioning from the informal sector to the formal sector.
- ix. AUC in collaboration with ILO to mobilize resources for the implementation of the strategy.

**4.4.** After deliberations, the Experts Meeting delegates recommended the Meeting of Ministers to endorse the Draft AU/ILO Youth Employment Strategy for Africa (YES-Africa).

**5. Draft Fair and Ethical Recruitment Strategy for Africa**

**5.1.** The representative of the African Union Commission presented the Draft Fair and Ethical Recruitment Strategy for Africa.

**5.2. After the presentation, the following observations were made:**

- i. Include timelines for implementation of the strategy in the document
- ii. Ensure inclusion of diaspora organizations in recruitment and social protection for migrant workers.
- iii. Consider advancing training for migrants on social, cultural and required skills in the countries of destination.
- iv. Leverage on establishing mechanisms for portability of social security benefits for migrant workers between countries of origin and destination.
- v. Put in place mechanisms to address fragmentation of migration data in both countries of origin and destination.
- vi. Consider creation of migrant communities in countries of destination.
- vii. Add regular migrant workers in the report.

**5.3. After deliberations the Experts Meeting delegates recommended that:**

- i. Member States to consider putting in place social protection mechanisms for the protection of regular migrant workers and portability of their social security benefits.
- ii. AUC to support Member states to improve the availability of migration data and establish mechanisms to reduce fragmentation of migration statistics.
- iii. Include diaspora organizations in fair and ethical recruitment to advance sound recruitment strategies and protection mechanisms for migrants.
- iv. The FER Strategy to address the vulnerabilities of domestic workers.
- v. Leverage existing mechanisms for portability of social security benefits for migrant workers between countries of origin and destination.
- vi. Delineate the roles and responsibilities of governments, social partners and recruitment agencies on fair and ethical recruitment.
- vii. Consider specificities in national legislations which contradict some provisions in the Strategy.
- viii. Reflect how AfCFTA and Free Movement of Persons can support fair and ethical recruitment.

**5.4.** After deliberations, the Experts Meeting delegates recommended the Meeting of Ministers to endorse the Draft Fair and Ethical Recruitment Strategy for Africa.

**6. Declaration of the Africa-GCC, Lebanon and Jordan Dialogue on Labour Migration (Doha Declaration)**

**6.1.** The representative of the African Union Commission presented the Declaration of the Africa-GCC, Lebanon and Jordan Dialogue on Labour Migration (Doha Declaration).

**6.2. After the presentation, the following observations were made:**

- i. There is need to ensure member states advance the dialogue in solidarity without competition through adoption of an African process for better cohesion.

- ii. Incorporate other thematic areas like skills development and mutual recognition of skills and qualifications, portability of social security in the dialogue.
- iii. Tripartism to be clearly reflected in the dialogue and to consider establishing similar dialogue with other regions such as Europe
- iv. To involve social partners and diaspora in the development, implementation and monitoring of BLAs.
- v. The Doha dialogue to consider ways to synergise with similar initiatives like the Abu Dhabi Dialogue
- vi. The Doha dialogue to be used as a mechanism to address fundamental challenges to prevent African migrant workers and unionising in the Gulf.

**6.3.** After deliberations, the Experts Meeting delegates recommended the Meeting of Ministers to endorse the Declaration of the Africa-GCC, Lebanon and Jordan Dialogue on Labour Migration (Doha Declaration).

## **7. Presentation for consideration and approval of the expanded mandate of African Labour and Employment Council (ALEC)**

**7.1.** The representative of the African Union Commission presented the expanded mandate of African Labour and Employment Council (ALEC) for consideration and approval.

### **7.2. After the presentation, the following observations and recommendations were made:**

- i. There is a need to consider harmonization of policy frameworks on free trade area.
- ii. There is need to put in place mechanisms to remove barriers on free movement of persons
- iii. Consider advancing training programmes to migrants incorporating cultural diversities in countries of destination.
- iv. Put in place elaborate measure for operationalization and funding of ALEC
- v. Consider the governance structure of ALEC and operationalization of the secretariat.
- vi. Consider inclusion of Academic institutions, immigration, foreign affairs, trade and other relevant entities and ensure that membership is institutionalized to the organizations/agencies.

### **7.3. After deliberations the Experts Meeting delegates recommended that:**

- i. AUC in collaboration with Member states to harmonize policy frameworks on free movement of persons and goods.
- ii. AUC to consider putting in place elaborate mechanisms for the implementation of recommendations and resolutions made from ALEC.
- iii. Include academic institutions, immigration, foreign affairs, trade and other relevant entities in the composition of ALEC.
- iv. Ensure that the composition of ALEC is institutionalized.

- v. Explore financing mechanisms for the sustainability of ALEC.
- vi. Ensure synergy between labour mobility instruments and trade and trade-related policies.
- vii. Promote legal instruments on labour mobility and strengthen the application of international standards.

**7.4.** After deliberations, the Experts Meeting delegates recommended the Meeting of Ministers to endorse in principle the expanded mandate of LMAC into a tripartite plus (social partners, civil societies and diaspora organizations) format African Labour and Employment Council (ALEC) and develop terms of reference for ALEC.

## **8. Progress Report on Labour Migration**

The representative of the African Union Commission presented the Progress Report on Labour Migration to appraise the delegates on the implementation of the AU/ILO/IOM/ECA Joint programme for Labour Migration and Integration in Africa (JLMP) for their information. Experts Meeting delegates took note of the progress made and recommended that the African Union extend the scalability of the JLMP to other Member States based on lessons learned from participating Member States.

## **9. Regional Guidelines for Orientation Programmes for Labour Migration Between the East and Horn of Africa and the Gulf Countries**

The representative of the African Union Commission presented Regional Guidelines for Orientation Programmes for Labour Migration Between the East and Horn of Africa and the Gulf Countries to the delegates for information. Experts Meeting delegates took note of the orientation guides and recommended that Member States facilitate institutional arrangements to ensure the use of such materials.