



**LABOUR AND SOCIAL AFFAIRS**  
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**LSC/MIN/2(IX)**

***THEME: “Enhancing the Capacity of the Labour Market Institutions in Africa  
to meet the Current and Future Challenges”***

**REPORT OF THE H.E. THE CHAIRPERSON OF THE AU COMMISSION  
TO THE NINTH SESSION OF THE AFRICAN UNION LABOUR AND  
SOCIAL AFFAIRS COMMISSION, 8-12 APRIL 2013, ADDIS ABABA,  
ETHIOPIA**

## I. INTRODUCTION

1. In accordance with the Decision of the Executive Council (Doc.EX.CL/555 (XVI)) adopted at its Sixteenth Ordinary Session in January 2010, the AU Labour and Social Affairs Commission (LASC) is convened every two years. The LASC is organized on the tripartite principle, providing a policy forum to governmental authorities, representatives of workers' and employers organizations.

2. The 8<sup>th</sup> Session was held in Yaoundé, Cameroon from 11 to 15 April 2011 under the theme: **"Promoting Employment for Social Cohesion and Inclusive Growth"**. A ministerial panel discussion was organized on the theme and a Declaration adopted. The outcome was submitted to the 17<sup>th</sup> Ordinary Session of the AU Assembly of Heads of States and Government, in Malabo (Equatorial Guinea) which adopted a Declaration on Creating Employment for Accelerating Youth Development and Empowerment. The Summit also decided on the holding of a Special Session of the Labour and Social Affairs Commission in order to evaluate the implementation of the Ouagadougou 2004 Summit Outcomes.

3. The main outputs of the conference were the adoption of:

- The Social Protection Plan for the Informal Economy and Rural Workers (SPIREWORK)
- The Strategic Document on Resource Mobilization for the implementation of the Plan of action on Employment Promotion and poverty alleviation; and
- The Declaration on Creating Employment for Accelerating Youth Development and Empowerment.

## II. Follow-up on the key provisions of the Declaration on Creating Jobs for Accelerating Employment Creation for Youth Development and Empowerment, Malabo Summit, July 2011

### A. Preparation of a Youth and Women Employment Pact

4. The Summit committed to ***"REDUCE Youth and Women unemployment by at least two percent annually over the next five years as contained in the Youth Decade Plan of Action 2009-2018"***. The Summit also requested the Commission to work with the African Development Bank (AfDB), the RECs and international partners, on a comprehensive youth employment pact,. A draft Youth and Women Employment Pact was prepared by the Commission. It is based on 7 guidelines. It will be submitted to the 9<sup>th</sup> Ordinary Session of the Labour and Social Affairs Commission for its consideration.

5. The AfDB, the AUC, the ILO and the EAC are engaged in a Joint Initiative on Youth Employment. The Pan African Employers Confederation is committed to a Public-Private Partnership on Youth and Women Employment as a continental framework build on Corporate Social Responsibility.

## **B. Communication Strategy on the Social Protection Plan for the Informal Economy and Rural Workers**

6. SPIREWORK anticipated the UN Social Protection Floor and provides solid ground for concerted efforts for its implementation in the informal economy and rural sector in Africa. The 17<sup>th</sup> Ordinary Session of the AU Assembly of Heads of States and Government requested the Commission to *“ACCELERATE appropriate social protection coverage expansion for the youth, women, informal economy and rural workers and members of their families, in order to reduce poverty and vulnerability”*. Accordingly, the AUC developed a Communication Strategy on SPIREWORK, which will be submitted to the 9<sup>th</sup> ordinary session of the AU Labour and Social Affairs Commission in Addis Ababa in April 2013.

7. A Webpage on the Informal Economy was developed by the Commission.

## **III. FOURTH BIENNIAL FOLLOW-UP REPORT ON THE IMPLEMENTATION OF THE OUAGADOUGOUR 2004 DECLARATION AND PLAN OF ACTION ON EMPLOYMENT PROMOTION AND POVERTY ALLEVIATION**

8. . At the 2006, 2008 and 2011 Ministerial Conferences, the Commission submitted 1<sup>st</sup>, second and 3<sup>rd</sup> biennial reports. The 4<sup>th</sup> biennial was prepared by the AUC on the basis of Country reports received from member states. It will be presented to the current 9<sup>th</sup> Session of the AU Labour and Social Affairs Commission in Addis Ababa in April 2013. The LASC will be able to assess the extent to which Member States have implemented the 11 key priority areas of the Plan of Action and provide political guidance on the way forward towards accelerating the implementation of the Declaration and the Plan of Action. The Report is submitted to the current session of the LSAC for discussion and adoption.

## **IV. LABOUR MARKET INFORMATION SYSTEMS HARMONIZATION AND COORDINATION**

9. Labour Market Information System Harmonization and Coordination Framework (LMIS-HCF) has been high in the policy agenda of the Union. It featured in the Ordinary Sessions of the AU Assembly of Heads of States and Governments in Malabo, in July 2011 (**Assembly/AU/Decl.1 (XVII)**) and in Addis Ababa, in July 2012 (**Assembly/AU/Dec.9 (XIV)**). The latter urged *“the African Union Commission to coordinate all activities on labour market information systems at the continental level and to reinforce its capacity with suitable staffing and adequate resources”*. Further to this call, with the continued support of the UNDP-Dakar, the Commission finalized the Plan of Action for the implementation of the AU LMIS-HCF, and a series of harmonization tools such as the Minimum List of Labour and TVET Indicators, the harmonized questionnaire for Labour Force Survey, the Harmonized Questionnaire for Establishment Survey.

10. In view of disseminating and customizing the labour statisticians with this framework and the harmonization tools, the Commission undertook the training and capacity building of Member States and RECs' experts, with the support of the UNDP-Dakar, ACBF, ILO and AFRISTAT. Two training sessions were organized for ECOWAS, East African Community and SADC member States respectively in Abidjan in August 2012 and in Maputo in December 2012..

11. The AU LMIS-HCF will benefit from the support of the ACBF during the second phase of its programme support to the AUC (2014-2018).

## **V. Intra African Technical Cooperation Platform**

12. In response to numerous weaknesses and challenges faced by the labour market institutions in Africa, the Key Priority Area 6 of the Ouagadougou 2004 Plan of Action on Employment and Poverty Alleviation was devoted to *“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”*. The principal strategy is based on *“Building institutional capacity in key ministries relevant to employment creation and fighting against poverty including Ministries of Labour, local Authorities, as well as Employers’, Workers and community based organizations.”* To this purpose, the Plan of Action called to *“Assess capacity needs. Review and/or develop and implement plans for strengthening stakeholders including Ministries of Labour, NGOs, Civil Society Organizations, as well as Employers and Workers’ Organizations”*. Determined to address this challenge, the 8<sup>th</sup> Ordinary Session of the AU Conference of the Ministers in charge of Labour requested that *“The AUC will facilitate provision of technical assistance to Member States” (EX.CL/ (XIX).*

13. The assistance would be coordinated through the establishment of an “Intra African Technical Cooperation Platform on Labour, Employment and Social Protection (IATCP)”. The IATCP is in line with the Inter-African Convention Establishing an African Technical Cooperation Programme (Kampala, July 28<sup>th</sup> to 1<sup>st</sup> August, 1975). And with the AOU Labour and Social Affairs Commission’s Rules of Procedures (Rule 3, a) charged the Commission with the task of “Bringing about and developing cooperation among African countries in the fields of labour and social affairs”.

14. In Post Conflict Countries, the IATCP will collaborate with the Solidarity Initiative spearheaded by the Department of Peace and Security.

## **VI. UPDATE ON THE ESTABLISHMENT OF AFRICAN CENTRE ON THE INFORMAL ECONOMY AND AN AFRICAN BODY ON PRODUCTIVITY.**

15. **Productivity improvement:** At its Sixteenth Ordinary Session in January 2010, the Executive Council (Doc.EX.CL/555 (XVI) endorsed the “Productivity Agenda for Africa and requested Member States to accelerate its implementation. The strategies of the Agenda focus on productivity capacity development for the Micro, Small and Medium Sized Enterprises. They focus also on improving productivity in the Public Sector, giving priority to the public administrations whose effectiveness and efficiency have a direct impact on the competitiveness of the private sector.

16. In October 2011, a capacity building and planning training session for the Micro Enterprises was organized by the AUC. 7 MS designated 2 experts to attend the session. They were trained by experts from PAPA and the ILO, and were introduced to the AU Productivity Agenda by the Commission. The participants were coached in outlining their national roadmap for developing productive capacity building in the sector of handicraft and informal economic units.

17. **Establishment of a Continental Body on Productivity:** Following request by the LSAC 8 to conduct feasibility study on the establishment of a continental body to spearhead the implementation of the AU Productivity Agenda, the AUC has consulted the Pan African Employers' Confederation and the workers organizations (OUATUU, ITUC-Africa) and the Pan African Productivity Association. The two main scenario that can be envisaged are:

- a. The transformation of the PAPA into a continental body
- b. The creation of a new organization

18. There is need for deeper analysis of the alternatives in order to make proposal for the best way to establish a regional body responsible for the implementation of the AU Productivity Agenda for Africa.

19. **Creation of an African Center of the Informal Economy:** The AUC did desktop research on the topic and exchanged information with the Brazilian Poverty Reduction Centre. Some member states have structure on the informal economy, intervening through studies, research and knowledge management activities. But they are isolated without communication between them or cooperation. Furthermore, this could be linked with the creation of the Employment and Informal Sector Technical Working Group within the framework of the structure governance of the AU LMIS-HCF and the AU Charter on Statistics. This Technical Working Group is working with the Deli Group on the Informal Economy.

20. Further reflection is needed to guide on the opportunity and the technical feasibility of an African Centre on the Informal Economy, considering the above initiatives and structures.

## **VII. SECOND PLAN OF ACTION (2011-2013) OF THE AFRICA-EU STRATEGIC PARTNERSHIP**

21. The Africa and the European Union are engaged in a Strategic Partnership built around 8 areas. This partnership is pursued through Plans of Action. The 2<sup>nd</sup> Action puts special emphasis on the *creation of more, more productive and better jobs* in Africa and the link to *social protection* as well as to the *informal and social economy*. In the course of 2013, the AU and EU will discuss on the 3<sup>rd</sup> Action Plan for the implementation of the Africa-EU Strategic Partnership. The LSAC9 has the opportunity to consider the issue and make proposals on the initiatives that better suit for

undertaking during the 3<sup>rd</sup> Action Plan, and thus provide the Commission with orientation to support the negotiation with the EU counterpart.

22. In order to facilitate the implementation of the employment segment of the Partnership 8, the EU will support the elaboration of two bankable projects on (i) Social protection, in particular for the informal economy and rural workers, and (ii) labour market governance. On the basis of TORs submitted by the AUC, Consultants will be hired to draft the projects in 2013.

## **VIII. PARTICIPATION IN RECS ACTIVITIES:**

### **Meeting of the SADC Ministers of Labour and Employment:**

23. The AUC was represented at the meeting of SADC ministers responsible for employment and labour and social partners' was organized in Luanda, Angola, from 26<sup>th</sup>-27<sup>th</sup> April 2012. The main outcomes related to commitment of the SADC region with regards to (i) the preparation of the 4<sup>th</sup> biennial Ouagadougou 2004 follow-up report; (ii) the Periodicity for the Ordinary Session of the LSAC; (iii) the AU SPIREWORK,; and (iv) the Labour Market Information System Harmonization and Coordination Framework (LMIS-HCF). The Draft SADC Declaration on Tuberculosis, HIV-AIDS and Silicosis in the mining sector, was approved by a Joint Meeting of Ministers responsible for Health

### **Meeting of the ECOWAS Ministers of Labour:**

24. The meeting was held in Dakar, Senegal, from 3 to 7 December 2010. The Commission was represented at this meeting by H.E the Commissioner for Social Affairs accompanied by two experts in the areas of labour/employment and child labour. The Conference adopted the following important policy instruments:

- The Comprehensive Convention on Social Security between ECOWAS Member States
- The General Provisions for the Implementation of the Convention
- The ECOWAS Plan of Action on Youth Employment
- The ECOWAS Plan of Action against Child Labour.

25. The AUC and ECOWAS initiated discussion on a possible collaboration framework covering the areas of labour, employment, social protection, child labour and migration. The collaboration could be implemented through joint programmes and activities in these areas.

## **IX. AU POLICIES ON MIGRATION AND DEVELOPMENT**

### **a. THE MIGRATION POLICY FRAMEWORK FOR AFRICA**

26. Adopted by the 9<sup>th</sup> Ordinary Session of the Executive Council in Banjul in 2006, the Migration Policy Framework for Africa provides a well-informed policy guideline on nine (9) key thematic migration issues, namely: Labour Migration (ii) Border Management (iii) Irregular Migration (iv) Forced Migration (v) Human Rights of Migration (vi) Internal Migration (vii) Migration Data (viii) Migration and Development (Inter-State Cooperation and Partnerships). Its objective is to assist member states and the RECs in formulating migration policies, as well as develop a comprehensive and balanced approach to migration in light of the increase in migratory flows.

#### **b. OUAGADOUGOU ACTION PLAN TO COMBAT TRAFFICKING IN HUMAN BEINGS, ESPECIALLY WOMEN AND CHILDREN**

27. The Ouagadougou Action Plan was adopted by Ministers for Foreign Affairs, Ministers Responsible for Migration and Ministers Responsible for Development from Africa and EU Member States and AU and EC Commissioners and Other Representatives gathered in Tripoli, The Great Socialist People's Libyan Arab Jamahiriya, from 22-23 November 2006. The Action Plan provides specific recommendations to be implemented by RECs and Member States based on a three-pronged strategy: The prosecution (including the prohibition) of trafficking in persons, the protection of its victims and the prevention of this crime. For states to live up to their international obligations to combat trafficking in persons they need to take action on all three levels.

#### **c. AU.COMMISSION INITIATIVE AGAINST TRAFFICKING**

28. Part of the overall Programme of Activities of DSA on Migration and Development for 2009-2012, the Commission in partnership with the UN/AU Social and Human Development Cluster (SHD) launched the 'AU Commission Initiative against Trafficking (AU.COMMIT) Campaign' in 2009. With the Ouagadougou Action Plan at the centre of its objective the campaign reaches out to Member States, the RECs and Civil Society Organizations in taking serious measures against combating trafficking in human beings. It also aims at consolidating the achievement of the AU Commission, the RECs, Member States and partner organizations while encouraging all actors to utilize the Ouagadougou Action Plan as a reference to develop and reform their policies, laws and interventions on trafficking in human beings, especially women and children. The AU.COMMIT has been launched in ECOWAS, EAC, IGAD, SADC, ECCAS AND UMA.

29. Other AU migration instruments are the African Common Position on Migration and Development; Joint Africa-EU Declaration on Migration and Development; and the AU Framework on Refugees, Returnees and Internally Displaced Persons (Kampala Convention).

### **X. ACTIVITIES OF THE BUREAU OF THE 8<sup>TH</sup> SESSION OF THE LABOUR AND SOCIAL AFFAIRS COMMISSION**

30. The LSAC8 Bureau held three meetings. The first meeting in Geneva, on 9 June 2011. The Commission updated the Members of the Bureau on the Outcome of the 17<sup>th</sup> Ordinary Session of the AU Assembly, Malabo, July 2011. The meeting discussed on the organization of the Special Session of the labour and Social Affairs Commission on the Ouagadougou 2004 Plan of Action. The second meeting was held at the margins of the 4<sup>th</sup> regional meeting of the ILO in Johannesburg. The meeting was informed that the ILO Director General is set to leave his position in 2012, before the end of his term set as for 2014. The Chairperson of the LSAC8 Bureau request from the AUC for the organization of an Extraordinary Session for an African common candidate. The AUC consulted the Members States on the possible organization of such an extraordinary session of the LSAC. Only 26 MS concurred with the holding of the extraordinary session. This record is less than 36 which is the quorum required by the Rules of Procedures of the LSAC for the holding of an extraordinary session.

31. The 3<sup>rd</sup> meeting **of the Bureau Labour and Social Affairs** Commission was organized in Geneva, on June 4, 2012. It discussed on the preparation of the 9<sup>th</sup> Ordinary session of the Labour and Social Affairs Commission to be held in April 2013. The Bureau approved the theme for the 9<sup>th</sup> session of LSAC as: ***“Enhancing the Capacity of the Labour Market Institutions in Africa to meet the Current and Future Challenges”***.

32. The Bureau further agreed that a point would be placed on the agenda concerning the *Review of the Rules of Procedure of the AU LSAC*.