



Decent Work and Sustainable Entrepreneurship for Peace and Security in the G5 Sahel “Solidarity Africa for Peace, Security and Development”

Africa In Solidarity for Security, Peace and Development

Context:

This Special Initiative is a follow-up on the decision of the Third Regular Session of the Specialized Technical Committee on Social Development, Labor and Employment held under the theme *'Eliminating Poverty through Strategic Investment at National and Regional Levels in social development, labor and employment in Africa'*.

At the session held from 1 to 5 April 2019 in Addis Ababa, Ethiopia, the ministers decided as follows:

'AUC is called upon, working with the Secretariat of the G5 Sahel, in collaboration with ILO and other international partners, to assist the G5 Sahel countries to develop a special initiative on labor, employment, social protection and labor migration in order to enhance the stability and social cohesion in the countries concerned, and reduce insecurity challenge'. STC-SDLE-3/MIN/RPT'.

Following the recommendation of the Specialized Technical Committee on Social Development, Labour and Employment (Addis Ababa, April 2019), the Executive Council of the African Union, at its ordinary session in Niamey in July 2019, decided as following:

'REQUESTS the Commission, in collaboration with the ILO and other international partners, to assist the G5 Sahel Secretariat in developing a special initiative on work, employment, social protection and labor migration 'work' (EX.CL/1161(XXXV)).

This commitment is an act of solidarity shown by the Member States with regard to the G5 Sahel countries.

The call is rooted in the spirit of Agenda 2063 and assumes that the realization in the G5 Sahel of the vision of **"The Africa We Want"** will rebuild peaceful and secure societies for inclusive development leaving no one behind for risk of engaging in violence, conflict, armed conflict, organized crime and terrorism.

The Initiative is placed under the theme ***"Silencing Guns: creating conditions conducive to the development of Africa"*** as the theme for the year 2020 (Decision EX.CL/1155(XXXV)). Council recognizes that conflict and instability continue to be a serious challenge across the continent and that the resulting effects hamper development, perpetuate poverty, reduce incentives to invest and the capacity for economic growth and overall achievement of the goals of Agenda 2063.

It is in a straight line with the declaration of HE Mr. Moussa Mahamat Faki, the Chairperson of the African Union Commission, at the 34th ordinary session of the Executive Council of the AU:

"We must..., while reflecting on the theme of the year 2020, question, among other things, our doctrine on security and beyond the apparent causes, to seek its root causes. In short, we must build peace differently by implementing innovative solutions that give a certain

degree of relativity to military solutions by compensating them with measures in other areas, in particular development and all in solidarity”

The Special Initiative is part of the Strategy for the Development and Security of the G5 Sahel Countries. It covers the period of 2020-2024, which will be marked by the socio-economic impacts of the **COVID-19 pandemic**, in particular in the labour markets and migration. Despite the absence of data on the impact of COVID-19 on the labor market in the G5 Sahel countries, it will be necessary to revise employment and other related policies for adapted responses in the medium term during the three years of the Special Initiative.

I.1.2. Political context of the G5 Sahel: Development and Security Strategy of the G5 Sahel.

G5 countries face multiple interconnected challenges, including climate change, food security, poverty and explosive population growth, high levels of unemployment and underemployment, weak governance and growing radical extremism, migration and human trafficking, cross-border organized crime with trafficking and smuggling, as well as drug and arms trafficking, multiple inequalities and discrimination. The current population of 78.4 million will grow to 118.2 million in 2030 and 204.6 million in 2050, an increase of more than 250%, with a potential to amplify the multiple challenges.

Regional responses to these challenges are largely military and strongly security-oriented, to the detriment of broader development needs. Although necessary, this orientation will not be enough to stabilize countries and advance development to transform economies, improve living standards and give hope to young people, women and other groups of the population.

Defense and security have long been the main areas of intervention, invested with less investment in the development aspect, until the adoption of the Priority Investment Plan (PIP) in June 2014 and updated by the Council of Ministers in Bamako on June 6, 2017. The PIP 2019-2021 covers the following areas with 14 priority projects, among which governance, resilience and human development, targeting young people, youth employment and women's empowerment and infrastructure:

COVID-19 has become a threat multiplier. The G5 Sahel has declared COVID-19 as First Public Enemy in the region. The timeframe of the Special Initiative will cover the period of the AU Comprehensive Response to the Socio-Economic Impacts of COVID-19.

The severe socio-economic impacts of COVID-19 have accentuated these challenges and increased the pressure on governments and non-state actors involved in restoring living conditions for populations. The G5 Sahel countries have been affected by the COVID-19 pandemic which has hit all sectors of the economy and society. The labor market was particularly affected with immediate impacts on employment. The governments of the countries, often in consultation with the social partners, have taken fiscal measures to

protect employment by supporting the company in order to avoid layoffs during the period of the pandemic and to support the private sector during the recovery of economic activity after COVID 19.

Massive job losses can be expected after the end of government support measures during the health crisis, leading to an expansion of the informal sector and also to an increase in emigration. The severe socio-economic impacts of COVID-19 have accentuated these challenges and increase the pressure on governments. and non-state actors involved in restoring living conditions for the populations.

I.1.3. Orientation of G5 Sahel governance:

The question of governance is at the heart of the challenges of the Sahel and is considered to be a transversal issue being the keystone of any lasting solution to instability in the Sahel. It has a double interest because, in addition to being a source of concern in itself, be it security, resilience or development, bad governance is systematically identified as one of the causes of the problems. Better governance is proposed as one of the main measures to meet these different challenges.

For this Initiative on labour, employment, social protection and labor migration, the following governance challenges of the G5 Sahel are very worrying: (i) the low participation of young people, women and categories excluded populations, including those living in peripheral areas; (ii) incomplete decentralization processes; and (iii) corruption and mismanagement of public funds.

The Initiative will support the relevant priority areas of G5 Sahel governance as they relate to effective and inclusive labor market governance in the G5 Sahel countries and region.

I.1.4. G5 Sahel political framework for youth empowerment:

The political reference framework defines the fundamentals and priorities, determines the vision, the directions and the choices on which the G5 Sahel relies to develop its integrated youth strategy and its 2018-2022 youth action plan.

It takes into account all the dimensions of the promotion of the youth of the G5 Sahel: civic construction, culture of peace, employment, education, gender, professional training and is fully consistent with the development and security strategy of the G5 Sahel. It is obvious that the COVID-19 pandemic, by heavily impacting the labor market in all its formal and informal components, particularly affects young people and women by greatly reducing their opportunities for access to employment in the short, medium and long term. They are also affected by the closure of schools, colleges and universities during the COVID-19 period with major disruptions in the academic, technical and vocational training system. These conditions contribute to more motivate the youth to make the decision to move out of the region and engage in dangerous routes of irregular migration in in search of better conditions and opportunities, putting their life at risk in crossing the Mediterean sea or ending in irregular labour if they reach European countries. They also increase the

risk for more vulnerable youth to be enrolled in other criminal activities such as terrorist groups, drugs and human trafficking.

I.1.5. The G5 Sahel in UEMOA and ECOWAS

The situation in the G5 Sahel countries presents a risk of expansion in the WAEMU and ECOWAS, which are aware of the threats and are engaging politically at the highest level through the summits of heads of state and government. In December 2019, ECOWAS adopted a 2020-2024 action plan for the eradication of terrorism.

These two economic communities have employment and labor migration policies that have the potential to build integrated responses to the challenges of the labor market and migration. It also calls for effective mechanisms for the reintegration of returning migrants into the labor market.

I.1.6. The G5 Sahel and the Organization of Islamic Cooperation (OCI)

All G5 Sahel member countries are members of the Organization for Islamic Cooperation (OIC) and participate in the activities of the Conference of OIC Labor Ministers, which recognizes that unemployment and underemployment are among the root causes of radicalization of the youth in OIC Member States (**Resolution OIC / 4ICLM / 2018 / RES / FINAL, Jeddah, Saudi Arabia, February 21-22, 2018**)

The engagement with the OIC will be based on **OIC Labor Market Strategy 2025** at the 4th Conference of Ministers of Labor (February 21-22, 2018, Jeddah, Saudi Arabia) and the **Framework for Cooperation in the fields of Labor, Employment and Social Protection** as the main framework for promoting intra-OIC cooperation.

The IsDB Group Strategic Preparedness and Response Programme for COVID-19 pandemic support Member Countries' efforts to prevent, contain, mitigate and recover from the impact of the COVID-19 pandemic, with a holistic approach in the short, medium and long term.

It is also helping through programs such as the COVID-19 Rapid Response Initiative and the Recovery Response Program.

I.1.7. The G5 Sahel and the International Labor Organization (ILO)

The ILO is the first agency of the United Nations system and which celebrated its 100 years of existence in 2019, in the service of peace, the promotion of decent employment and social justice, and brings together more than 192 members, including the G5 Sahel countries.



The ILO launched the flagship Jobs for Peace and Resilience program in 2016 (see figure opposite), based on the ILO Recommendation (No. 205) on Jobs and Decent Work for Peace and resilience, The project addresses grievances, discrimination, and stigma around access and control over resources, livelihoods and health services - and identify ways to operate, maintain and to build resilience capacities.

Since November 2019, the ILO has made its contribution to the G5 Sahel, directly, through a project, a catalyst which should ultimately enable the ILO's strategy in the Sahel to be developed and consolidated.

This proposal aims to strengthen the capacity of the G5 Sahel secretariat as well as that of the social partners of member countries in order to support them in the implementation of the Priority Investment Program (“PIP”) of the G5 Sahel and these two countries engage in a dynamic response to the crisis and peace consolidation through promoting decent jobs.

In parallel, a certain number of existing partnerships at the global level in the region can be operationalized, such as the Global Initiative on Decent Youth Employment, and extrabudgetary resources could be mobilized.

I.2. AU political context:

Among others, the Initiative takes into account AU policy frameworks such as (i) the first five-year priority program on employment, poverty eradication and inclusive development; (ii) the first ten-year plan for implementing the AU Agenda 2063, which gives a central role to the ministry / department responsible for planning for the domestication of Agenda 2063 in the Member States; (iii) the AUC-ILO five-year program “Decent work for the transformation of the informal economy” and the Social Protection Plan for the informal economy and rural workers (SPIREWORK), (iv) the Joint Development Program of the

African agriculture (CAADP); (v) relevant programs on infrastructure, ICT, energy, TVET strategy and the AU roadmap to harness the demographic dividend through investments in youth as decided by the Assembly of AU (Assembly / AU / Dec.601 (XXVI), etc.

At the continental level, the initiative will have as a central frame of reference the AU Declaration and Action Plan on Employment, Poverty Eradication and Inclusive Development adopted by the Assembly of Heads of State and Government (Addis Ababa, Ethiopia, January 2015). The Declaration and the Action Plan are based on the following 6 Key Priority Areas:

1. Political leadership, good governance and accountability;
2. Employment of young people and women;
3. Social protection and productivity for sustainable and inclusive growth;
4. Well-functioning and inclusive labor market institutions;
5. Labor migration and regional economic integration;
6. Partnership and resource mobilization.

The African Union is committed to the fight against the COVID-19 pandemic, through its political bodies and the Commission. An AU COVID-19 Response Fund has been established to meet the needs of member states in the health field. An AU Guide to COVID-19 in the workplace has been developed in collaboration with the ILO and NEPAD. More generally, an AU Global Response to the Socio-Economic Impacts of COVID-19 was also defined.

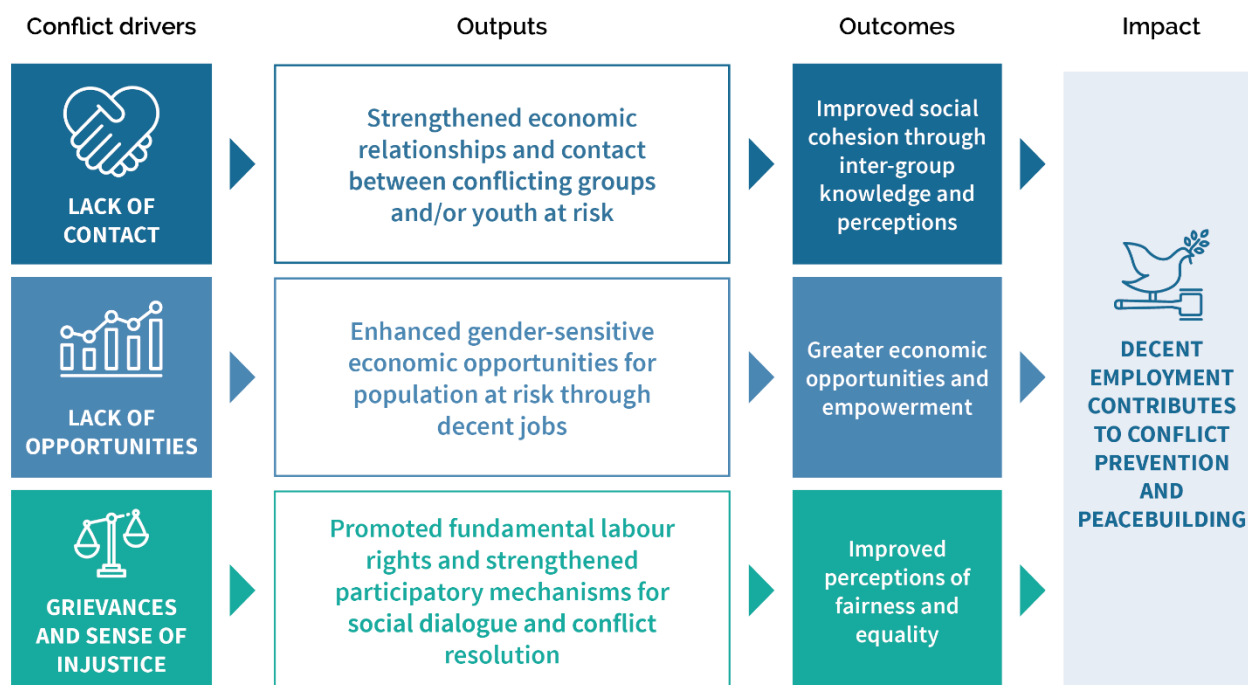
I.3. Social and economic context in the G5 Sahel

During an extraordinary conference on the coronavirus pandemic, in their Declaration, the Heads of State of the G5 Sahel stressed the factor of worsening of the economic, social, climatic and security situation which constitutes the pandemic of COVID-19 in their region. The pandemic has a significant impact on “the economies and employment, essentially informal economies and jobs of the countries, with the risk of disrupting the social fabric and threatening the security and stability of the G5 Sahel States. It creates unprecedented social tensions and could tip entire populations into precariousness”, with the threat of a food crisis and a recession of an extent never equaled, between 2 and 5% and which could reach 8% for some of member states. This worsening of the situation could “serve as a breeding ground for the spread of terrorism and insecurity”.

L’absence d’opportunités économiques, exacerbées par la crise du COVID-19, en particulier pour les jeunes et les femmes et l’existence de griefs, le manque de cohésion sociale et le sentiment d’injustice en matière d’inégalités, d’accès aux droits fondamentaux au travail et d’exclusion peuvent exacerber les conflits existants.

Decent employment to promote peace and social cohesion

Inclusive and transparent employment and social protection programs aimed at improving equal opportunities, livelihoods, and quality and rights at work can reduce the risk of conflict in the G5 Sahel paxs.



The unemployment rate for young people aged 15 to 24 (2014) is 16.3% for young women and 15.26% for young men (source ILO); however, these rates are relative to actual job seekers and do not take into account underemployment, since they concern the age group considered to be young internationally (15-24 years), while the age used by the African Union is that of young people aged 15 to 35. (Reference Framework for the Integrated Youth Strategy of the G5 Sahel, Final Report, November 2017, Published on 03/11/2019)

With the exception of Mauritania, the G5 Sahel countries are among the African countries with the highest activity rate, with only around 10% of wages and salaries in 2016 (51.2% in Mauritania). The high level of unemployment and underemployment places young people in a vulnerable / precarious situation and exposes them to criminal activities (drug abuse, violence, trafficking, irregular migration, terrorism, etc.).

The G5 Sahel countries have a tradition of implementing national employment policies to cope with high unemployment and underemployment rates, mainly affecting young people and women.

For the most part, young people and women hold precarious jobs in the agricultural sector, the informal economy, including the productive arts and crafts sector. Furthermore, the lack of social security exposes them to the economic and social risks that make them vulnerable, leading to a very high poverty rate among them despite the fact that they work.

Working conditions are particularly bad for women. The vast majority of women are in unpaid or precarious jobs in informal economy and rural sector, suffer from wage inequalities, provide more than ¾ of personal care, have difficulty finding a balance between family and professional life and face violence and harassment in the workplace. Overall, the COVID-19 pandemic worsens the situation described above and further slows labor market performance.

Social protection to support and increase the resilience of the populations of the G5 Sahel:

Social protection policies to reduce poverty must not be separated from efforts to create jobs in the G5 Sahel, to promote growth and improve the well-being of populations. They support redistribution, protect people from the risks of unemployment, illness and old age, and strengthen the productive capacities of individuals and communities. Trade policies, including import policies, can be used to empower rural workers, increase and rationalize their incomes.

Most countries have adopted a national social protection policy, such as Mali (2015), Niger (2011), Mauritania (2012)

The COVID-19 context will impact the design and delivery of social protection and economic development strategies. The supply chains disruptions in all areas will slow down the pace of implementation and the benefits of the Special Initiative. In order to take into consideration, the short, medium and long term shocks of the pandemic, the Special Initiative will be inspired by the AU Comprehensive Response to the Socio economic Impacts of the COVID-19. As a cross-cutting approach, all the strategies will gear towards building and enhancing the resilience of persons, communities and economic units in the G5 Sahel countries.

Countries in the Sahel are drawing on their existing social protection systems to respond to the social and economic shock from the COVID-19 pandemic.

Labour migration and other forms of migration to the G5 Sahel:

The G5 Sahel is strongly interested in migration intense migration movements, all G5 Sahel countries are countries of origin and countries of destination.

However, irregular migration is observed on a large scale, with the situation prevailing in Libya in particular and fueling massive flows of irregular migrants from the G5 Sahel countries, supported by criminal origins, in particular smugglers and human traffickers.

This is facilitated by the regional free movement regime of Mali, Burkina Faso and Niger as member states of the UEMOA and ECOWAS.

In addition, irregular migratory flows pass through the countries of North Africa as countries of destination, in particular Morocco, more as a country of transit to Europe as in Libya, Tunisia and Algeria.

Measures must be laid down for the integration and reintegration of migrants into the economy and the labor market of the G5 Sahel countries, building on the AU Guidelines for the Sustainable Integration and Reintegration into the Labor Market of Returning Migrants. The experience of some countries in this area will be used for technical assistance to the G5 Sahel countries.

Based on the AU Migration Policy Framework (2018) and its Facility, the États membres du G5 seront également soutenus pour renforcer leurs cadres de politique migratoire nationaux et régionaux, tout en veillant à ce qu'ils établissent des politiques nationales et régionales durables pour lutter contre la traite des personnes et le trafic de migrants. Des efforts seront également déployés pour soutenir la collecte de données fiables et la promotion de la recherche sur les migrations dans la région afin de soutenir l'élaboration et la mise en œuvre de politiques fondées sur des preuves.

The AUC programs on labor migration (Joint AUC-ILO-IOM-ECA Program on Governance of Labor Migration for Development and Integration) will contribute to the improvement labor migration policies by strengthening the capacity of labor market institutions, among others.

In addition, the African Remittances Institute (AIR) is the technical structure responsible for assisting Member States.

Typology of young people and work market:

According to G5 Sahel, young people can be classified as follows:

- Unemployed young graduates with difficulty accessing self-employment with the private and public sectors offering few job opportunities
- Young dropouts from the education system who can read and write, can be trained for the job but lack support
- Young people who never went to school and who constitute the great mass in rural areas; the lack of investment pushes them to go to the cities where they live and work without social protection

Treatment will be given to the particular case of young people engaged in criminal activities, in particular those who are enlisted in terrorism, for lack of options, for their integration / reintegration into the labor market.

I.4. Institutional context and governance of the labor market in the G5 Sahel

1.4.1. Limited impact of dispersed and uncoordinated employment and SMEs development policies

These are characteristics common to the continent's labor markets, accentuated by the specific context of fragile countries, in particular the G5 Sahel countries. In the presence of a massive youth unemployment rate, with a limited capacity for job creation in the modern private sector and in the public sector too, countries invest in promoting entrepreneurship, by supporting self-employment by through various mechanisms.

There is a general practice of creating a government-run youth employment funds or programmes to support youth entrepreneurship. However, microfinance policy and institutions are increasingly anchored in the G5 Sahel countries which have developed technical capacities for a wider opening and open to their citizens wishing to start a business or improve their business.

This unbalanced approach focuses on entrepreneurship as a panacea and gives a small window to other components of employment policies, in particular strategies facilitating access to paid employment for young people through well-established measures. labor market, including reforms of labor market institutions.

In terms of financial and non-financial services, these countries have also set up structures dedicated to the promotion and development of micro, small and medium-sized enterprises operating as public or private organizations.

According to surveys carried out in several countries, business development services are little known to MSMEs and this contributes to their difficulties. This partly contributes to the mortality rate of companies, affects their growth and development trajectories, resulting in a significant loss of job opportunities.

Another factor limiting the job creation potential of MSMEs is linked to their approach to human resource management, in particular hiring policies and the lack of incentives to recruit young graduates.

Bold measures have yet to be devised and implemented to unleash the significant job creation potential of MSMEs, beyond the usual policies of access to financial services, including microcredit. Tax and social incentives, improved market access and improved productivity support can lead MSME managers to soften their recruitment policies and open their enterprises to young graduates.

Occupational safety and Health policies are not a common governance practice in micro, small and medium sized enterprises. This state of affairs has been accentuated by the COVID-19 crisis, which particularly affects MSMEs. With the view of promoting the resilience of the MSMEs, the Initiative will support the adoption and implementation of management systems based on OSH and similar programmes aiming at creating secure, safe and productive workplaces. The social security institutions will play a central role. The AU COVID-19 at Workplace Guidance in Africa will serve as reference framework, among others.

I.4.2. Labor market governance:

Labor market institutions are essential to achieve inclusive development and an equitable redistribution of growth outcomes to which all categories of workers have contributed.

Like other countries, the G5 Sahel labor market institutions focus on providing technical and administrative services to the modern sector, leaving behind the vast majority of workers in the informal economy and the rural sector. For example, as we can see for many other countries of the continent, social security institutions, public employment services and labor inspectorates in G5 Sahel countries barely cover 10% of workers in the economy, because they do not meet the needs of more than 90% of workers in the informal economy and the rural sector. This also applies to the growing social enterprise sector, including NGOs / CSOs, cooperatives, etc. In addition, project / program staff, mainly youth and women, remain beyond the reach of labor market institutions.

In addition, due to the lack of professional capabilities, they do not act to catalyze the private sector and businesses to be efficient in managing the workforce and to hire in a number of occupations and positions for support their growth and development.

The COVID-19 pandemic has unveiled how the weak inclusivity of labour market institutions exacerbate the vulnerabilities and insecurities of the majority of workers in African countries. As a result, they have very limited resource, if any, to cope with the shocks of the COVID-19 pandemic and are at risk of falling into poverty or extreme poverty. There is need to use the resources of the labour market institutions to build and enhance their resilience.

There is no integration of the labor markets in the G5 Sahel, in the context of the absence of a regional labor and employment policy.

Corruption, discrimination, the “politicization” of programs, the waste of funds, the lack of culture and M&E mechanisms, the disconnection of youth employment policies from the labor market, etc., pose challenges.

Other challenges are linked to the lack of coordination in the number of job creation programs managed and funded by various government actors and international partners.

Despite the decentralization policies in all the G5 Sahel countries, the governance of the labor market does not involve local authorities in the promotion of decent jobs with appropriate systems that ensure local development and local employment. The job opportunities are more at the local level, with a good base of local resources to be exploited for the benefit of the populations.

For example, there is a dynamic local entrepreneurship that creates wealth and provides income for the vast majority of the population engaged in unstructured activities in the urban informal economy and the rural sector. A good understanding by the local

government and the provision of decentralized technical services add value to the local entrepreneurial ecosystem.

Priority and support must be given to labor-intensive investments that create jobs for young people and women, including the integration of employment targets into all G5 infrastructure projects Sahel. The AU Commission has developed a tool to measure the impact of infrastructure investments in the creation of decent jobs. This tool will be promoted in the G5 Sahel countries.

The ineffectiveness of labor market information systems in the G5 Sahel limits the capacity of public employment services in terms of placement, including vocational guidance and contributes largely to the high unemployment rate of young graduate job seekers.

The initiative will build on the AU's intra-African technical assistance platform to strengthen the capacity of labor market institutions in the G5 countries and bring them to cooperate within a G5 Sahel network. Expertise will be drawn from several advanced countries, including Morocco, Tunisia, Senegal, Mali, Cameroon, etc.

I.4.4. Social dialogue

Social dialogue and the institutions having in their attributions the questions related to social dialogue must be reinforced in the G5 Sahel and tackle the challenges linked to social justice, to support decent wages for salaried employees. They can handle other issues such as the redistribution of wealth, reforms in the public sector necessary to open recruitment opportunities in social sectors such as health and education, in pursuit of the objectives of universality of health and education services. Social dialogue institutions, where they exist, should be associated in the policy dialogue related to COVID-19 pandemic.

I.4.5. Soft power for the creation of decent jobs and inclusive development:

Participatory management is a common principle in policy planning, aiming to involve the main stakeholders and beneficiaries at all stages. Any G5 Sahel policy must be based on the capacity of stakeholders and a wide range of leaders to engage in the peace process as well as in the development process, playing a catalytic role in stabilizing the society. This special initiative plans to foster the leadership capacity of stakeholders to participate effectively in both processes, as a condition for their success.

Inclusive labor market governance will be supported to encourage the leadership of non-state actors in order to strengthen the resilience of vulnerable categories of workers and strengthen social cohesion in the G5 Sahel region.

I.4.6. Political leadership, responsibility and good governance:

For almost all the G5 Sahel countries, except Chad, there is a dual employment policy system, resulting from the coexistence of a comprehensive national employment policy with a national employment policy young people.

Youth employment has been transferred from the analytical to the political and institutional fields. This has led to a fragmentation of policies and institutions; which also explains the limited impact of employment and labor market policies, particularly in French-speaking countries. Greater political coherence on the basis of the ILO Convention 122 and institutional is necessary to achieve significant progress and reduce youth unemployment.

In line with Key Priority Area 1 of the AU's First Five-Year Priority Program on Jobs, Poverty Eradication and Inclusive Development (2018-2022), the Initiative will strengthen political leadership, accountability and good governance in the field of employment and labor policies among the G5 Sahel countries. Leadership intervention will extend to leadership in religious and social areas.

Furthermore, leadership of Non-State actors, in particular of youth and women, will be enhanced to curb terrorism and promote socio-economique inclusion of youth and women.

It is necessary to rationalize the political and operational framework of employment policies, including the vocational training component, to create coherence (vertical and horizontal), coordination and amplify their impact on the fight against unemployment in terms of number jobs created, income from work and working conditions, poverty.

II. Opportunities for the development and promotion of entrepreneurship: Sectors with high job creation potential

II.1. Agriculture and Livestock

The G5 Sahel countries are among the countries with the highest employment rates in the agricultural sector in sub-Saharan Africa (World Bank data for 2016): Chad (87% in 2016). The food economy (on and off-farm) and the non-food agricultural sector (mainly cotton) are the main job providers, livestock systems absorbing 60% of the total population in Mali and fishing contributing to 10% of GDP and 50% of export earnings in Mauritania. The share of food employment represents 80% of total employment (52% in Mauritania, exceeding 90% in Mali, Niger and Burkina Faso

Non-agricultural employment in the food economy is at a very low level (9% in Mali and Niger, 13% in Burkina Faso 13%, 15% in Chad and 24% in Mauritania). Food processing employment is mainly based in urban areas (34% in Mali, 41% in Burkina Faso and 40% in Niger). It is dominated by women and tends to be low-skilled and labor-intensive. Food marketing is even stronger in connection with the urban areas of these countries (46% in Mali and 57% in Burkina Faso) (Allen et al 2018).

The non-agricultural labor sector is largely dominated by the informal economy, with 90% of workers in informal jobs (80% of the mining workforce in Niger).

The G5 Sahel has partnerships to strengthen food and nutrition security, with technical assistance (Niamey, February 4, 2018) from the Food and Agriculture Organization of the United Nations (FAO) and the World Food Program (WFP). Partnerships target ecosystem rehabilitation and job creation, agricultural and forestry production (animal husbandry, fish farming, agroforestry), pastoralism, support for nutrition, access to basic services and social safety net programs.

II.2. Micro, Small and Medium Enterprises (MSMEs):

The informal economy absorbs more than 80% of non-agricultural jobs, especially in urban areas. It contributes on average to 40% of the GDP at the continental level, is dominated by young people and women.

The general profile of informal enterprises and employment within these enterprises in the Sahel presents a set essentially made up of very small and small enterprises which operate in all sectors of activity, trade being predominant. Women, young people and the least educated workers are the most exposed to informal employment dominated by young people and women.

The informal economy includes commercial activities and crafts, the food industry, services such as transport, construction, restaurants, etc. The employment status is marked by the absence of social security coverage for workers, low skills and low productivity leading to low income and a high incidence of working poverty. They were severely hit by the shocks of the COVID-19 pandemic in the absence of coverage by labour market institutions, in particular on social protection, skills development and decent work.

Development policies exclude these categories of workers despite their significant economic and social contribution, due to their poor organization and their exclusion from the national policy-making process. many programs aim to support the transition from the informal to the formal economy and support the development of opportunities for access to decent work. However, these are little known to businesses in the informal economy.

To a large extent, meeting the challenges of the informal economy will strengthen the resilience of the majority of the working poor, reduce the inequalities induced by the labor market and improve social cohesion. Their growth and development for the creation of decent jobs face certain challenges : low productivity, lack of access to appropriate capital from both the banking sector and capital markets.

For the development of the private sector in the G 5 Sahel, a more enabling environment for the development of SMES should be promoted, and improved to attract investment in labor-intensive sectors and value chains with high potential for creating sustainable jobs. The labor-intensive and low-productivity sector will be supported to improve its performance

II.3. Arts, Cultural and Creative industries.

The arts, the cultural and creative industry represent important sectors with high job creation potential for young people and women, by supporting cultural entrepreneurship. They attract entrepreneurship from young people and women.

On January 17, 2020, in Ouagadougou in Burkina Faso, the Culture Ministers of the G5 Sahel adopted the Ouagadougou Declaration on the contribution of culture to the prevention and the fight against violent extremism in the G5 Sahel countries

In connection with this Declaration, G5 Sahel countries will receive support for the production, distribution and consumption of cultural goods and services, in accordance with the AU Action Plan on the Cultural and Creative Industries in Africa (Algiers, 2008). According to the action plan, the cultural industries include: advertising; architecture; arts and crafts; designer furniture; trendy clothing; films, videos and other audiovisual productions; graphic design ; educational and entertainment software; live and recorded music; performing arts and entertainment; television, radio and Internet broadcasting; visual arts and antiques; and writing and publishing.

Aware of the significant contributions of the cultural industry, as part of the creation of new jobs, dedicated support structures have been put in place by the countries to boost cultural and artistic entrepreneurship, such as the Agency for the Promotion of Enterprises and Cultural Industries of Niger (APEIC) created in 2009, with a Cultural Development Support Program (PADEC) (2017-20).

Tourism is often linked to culture and the arts. It is recognized as a bearer of sustainable development and a job creator by the African Union Agenda 2063 and by SDGs 8, 12 and 14. The Special Initiative will coordinate interest for integer rural tourism exploiting the values and local building materials.

The COVID-19 pandemic had a sudden and substantial impact on cultural and creative industry sectors. This crisis creates a structural threat to the survival of many firms and workers in cultural and creative production. Lockdown, social distancing, stoppage of international travels and other restrictive measures around the world directly impact the entire creative value chain – creation, production, distribution and access. Many cultural workers have lost or will lose their income as a result of the COVID-19 pandemic, whether they are salaried employees, contract workers or self-employed workers. However, the crisis and disruption open up new possibilities for creativity and innovation. Cooperative and collaborative endeavours between cultural professionals have the potential to provide innovative responses to the current COVID-19 emergency.

Cultural and creative products and services generate economic opportunities for job creation and income-generating activities, while working to build a G5 Sahel cultural market. Creators and artists must be better protected, promote manufacturers and distribution channels, use of ICT, improve working conditions.

II.4. Social and solidarity economy:

The challenges of the Sahel decent work agenda - unemployment, exclusion, inequality, poverty and global warming - are forcing us to rethink the way we do business. One of the fruits of this reflection has been the emergence of social enterprises - enterprises with essentially social objectives - as part of the development of the "social economy", which also includes the economic activities of community and voluntary organizations. In times of crisis such as the COVID-19 pandemic, the social and solidarity economy played a vital role in extending assistance to vulnerable persons and communities. They play a role in building and enhancing resilience at all levels, with preparedness and responsive ecosystems. The Special Initiative will enhance the social and solidarity economy ecosystem in the G5 Sahel region.

Social entrepreneurship is practiced in the G5 Sahel countries, as well as in other member states of the AU which recognizes it as a crucial lever for the creation of decent jobs and called for the formulation of a strategy for social entrepreneurship (First Five-Year Program on Employment, Eradication of Poverty and Inclusive Development, Addis Ababa, January 2018). Countries like Burkina Faso are making remarkable progress.

Cooperatives are important for the improvement of the living and working conditions of men and women in general and the establishment of essential infrastructure and services even in areas neglected by public authorities and companies looking for investments.

However, the ecosystem of social and cooperative enterprises is often weak and the understanding of their contribution to social and economic development remains to be established. Social and cooperative enterprises are also vulnerable because they often hold precarious jobs in the absence of social security for workers of all categories. The G5 Sahel will be supported to develop a global strategy / policy for social entrepreneurship, social and solidarity economy.

II.5. G5 value chain development:

The cotton and food / agro-business sectors offer interesting potential for the development of the value chains in the G5 Sahel region and to create a large number of quality jobs in rural areas and in cities. Livestock is the third sector for promoting value chains in the G5 Sahel. Partnership with the private sector, particularly modern commercial distribution, can do a lot to improve market access for entrepreneurs in these value chains. However, the COVID 19 pandemic has showed how the supply chain disruptions can weaken the value chain clusters and increase vulnerability in particular in food ecosystem. Resilient value chain clusters need to be promoted in the G5 Sahel countries and region.

II.6. ICT sector:

This sector is already an important creator of jobs in the formal and informal economy. It has significant growth potential. The structure of the sector makes it possible to promote public-private partnership programs, including the gradual integration of actors from its expanding informal segment into the formal economy, thereby reducing their vulnerability

and poverty at work. women working in this segment. ICTs must be used to strengthen the resilience of ecosystems in all areas, as has been demonstrated in the context of the COVID pandemic 19.

II.7. Green economy, green jobs:

Countries like Burkina Faso recently adopted (2019) a Green Economy Strategy. The African Union Great Green Wall Initiative for the Sahara and the Sahel will open opportunities in the G5 Sahel countries. In all sectors of activity, the project will support the promotion of the green economy in relation with the SDGs, with the prospect of efficient and productive use of natural resources by industry and micro and small enterprises in the informal sector, in construction and social housing with the valorisation of local building materials including for the construction of infrastructure meeting social needs (education, health, markets, other public buildings, etc.)

Support will be given to green productivity in companies of all sizes. A large section will be devoted to renewable energies, including as a factor of production, particularly in the processing of primary products and rural crafts.

For financing, the example can be taken with the models of green banks, the DBSA Climate Finance Facility of South Africa, the Rwanda Catalytic Green Investment Bank (RCGIB), etc. This could help the G5 Sahel and its countries to define appropriate national and regional contribution mechanisms demonstrating their commitment under the Paris Agreement and green growth objectives for the creation of green jobs.

II.8. Migration Situation in G5 Sahel region and the need to promote Labour Migration as a pathway to decent work opportunity

The G5 Sahel countries are at the heart of migration phenomena from Africa to Europe through Libya and the other countries of North Africa (Algeria, Morocco and Tunisia). Managing migration flows in cross-border areas, a large number of refugees and drug trafficking is an issue. The smuggling networks are still active in irregular migration, with human trafficking particularly affecting women and children. They use illicit funding networks.

Insecurity, the pursuit of secondary studies, the fear of forced marriage and the search for a job illustrates the diversity of the reasons for migration of young Sahelians. Emigration is a response strategy to the various economic, social, environmental and terrorist insecurities and vulnerabilities. The main destinations are neighboring cities and countries, then the coastal countries of West Africa which come before Europe. The permanent or seasonal rural exodus of young Sahelians is an obstacle to the development of agriculture while fueling the urban informal economy, underemployment and unemployment among young people in cities. The massive phenomenon of migration poses serious development and security challenges in the G5 Sahel.

In 2017/2018, youth organizations from the G5 Sahel countries discussed the challenges and possible solutions for the prevention and management of migration. They stressed

the importance of emphasizing the priority issues of free and universal primary education, vocational training and the labor market.

Reduction of remittances, increase of unemployment, worsening conditions of underemployed and working poverty, failure of COVID 19 fiscal packages to cover the workers in the informal economy, will trigger irregular migration.

In addition to stranded migrants in Lybia there is significant number of nationals of every G5 Sahel country in another, facilitated by the regional free movement regime for Mali, Burkina Faso and Niger as Member States of UMEMOA and ECOWAS. All G5 Sahel countries are countries of origin and countries of destination. Most are in self-employment in the informal economy, which is severely hit by the COVID-19 pandemic. In addition, it can be expected that the job losses caused by the COVID-19 pandemic will push more people to migrate and increase irregular migration in particular to Europe through dangerous routes. On the other hand, with the labour market crisis and the measures taken to stop the COVID-19 spread in Europe (social distance), number of African migrant workers in Europe and other regions of the world will lose their jobs. There will be need to develop the capacity of labour market institutions of the G5 Sahel countries to assist the returning migrant workers for their sustainable reintegration in the labour market, building on the AU Guidelines for the Sustainable Integration and Reintegration into the Labor Market of Returning Migrants. The experience of some countries in this area will be used for technical assistance to the G5 Sahel countries.

The AU Migration Policy Framework will help designing a G5 Sahel Migration Policy which will be the basis for defining national migration policy for its Member States. In addition, the (AUC-ILO-IOM-ECA Joint Programme on Labour Migration Governance for Development and Integration to support the G5 Sahel countries.

The Mali Center on Migration will support research on migration in the Sahel region to support policy dialogue and evidence-based decision making. In collaboration with ECOWAS and WAEMU, a policy dialogue and cooperation will be facilitated with the UMA and its Member States.

There will be need to also develop a dialogue framework among Member States in the region, similar to the AU Horn of Africa Initiative to support the region in addressing irregular migration flows in that region. The project will support the development of regional and national initiatives to build sustainable policy framework to combat trafficking in persons and smuggling of migrants as well.

III. Main challenges

The main challenges of the G5 Sahel countries in terms of the labor market and social development are:

- Lack of decent jobs for young people and women ;

- The magnitude of the migratory flow of labor ;
- The impact of climate change
- Training-employment mismatch
- Very low coverage of workers by labor market institutions
- The weak decentralization in terms of labor and employment policy
- The inequalities between men and women in the world of work ;
- The lack of coordination of interventions by actors at different levels
- Limited access to infrastructure and services in the areas of transport, energy, hydraulics and telecommunications ;

The socio economic impact of the COVID-19 in the labour market as well as on peace and social cohesion of the G5 Sahel countries and the challenges of Post-Covid 19 economic recovery.

Operational Framework of the G5 Sahel Special Initiative

Alignment with the AU Agenda 2063:

The G5 Sahel asked the commission to help it formulate a global and integrated regional employment policy, taking into account the situation in the member countries. In response to this request, the G5 Sahel Special Initiative aligns with the objectives and targets of the first ten-year implementation plan for the AU Agenda 2063:

- Transition from at least 20% of the informal economy to the formal economy, 50% of which will belong to women;
- Extend social insurance schemes to cover at least 20% of formal economy workers and rural labor by 2023
- Reduce the underemployment rate by 50%
- Reduce the vulnerable unemployment rate in 2013 by at least 25%
- Reduce poverty levels in 2013 by at least 30%.

The Initiative takes into account the Sustainable Development Goals (SDGs) which are an essential reference for the fight against poverty through social protection and achievement of the resilience of the poor to economic, social and environmental shocks (Objective 1), health (Objective 3), education (Objective 4), promotion of decent employment (Objective 8), gender equality (Objective 5), climate change (Objective 13), and the protection / preservation of ecosystems (Goal 15).

Goal:

The objective is to improve opportunities for sustainable and inclusive economic growth for the employment of women and men, social security and enterprise productivity, migration for better resilience of populations, in particular young people and women, by to reduce insecurity and instability in the G5 Sahel countries.

To this end, initiatives to specifically promote peace and social cohesion are necessary, such as:

- A conflict-sensitive approach with an analysis upstream of conflicts and how these different proposed approaches will respond to them;
- Include conflict management, mediation and peace curricula in professional training programs implemented for young people at risk and / or fragile areas;
- Promote mixed enterprises / cooperatives between “antagonistic” groups;
- Promote contact and exchanges between opposing groups within a participatory dialogue platform;
- Strengthen the role of women in the dialogue process and access to training and employment.
- Sensitize employers to break stereotypes about certain young people from groups / ethnicities / communities perceived to be in conflict, etc.
- Reduce the feeling of injustice through the active participation of young people in their choice of job;
- Reduce grievances towards institutions through public investments

The principles of complementarity and synergy will guide the implementation of the Initiative which will be conducted in consideration of national policies, programs and projects in each area at the level of each country as well as at the level of the G5 Sahel Secretariat. Complementarity and synergies apply to technical and financial measures.

Each AU Commission Department will pilot the implementation of its support proposal in collaboration with the G5 Sahel Secretariat and the relevant national structures which will be the subject of an inventory with resource people to facilitate communication. with the Commission.

Development objectives/Outcomes:

In accordance with the Decision of the Executive Council of the African Union and at the request expressed by the Permanent Secretariat of the G5 Sahel, the four pillars of the Special Initiative are:

Pillar/Outcome 1: A sustainable ecosystem for small, micro and medium-sized enterprises promoted

Pillar/Outcome 2: Better access to basic social services in rural areas promoted

Pillar/Outcome 3: Inclusive labor market governance for decent work for young people and women improved

Pillar/Outcome 4. Sub-regional institutional integration for decent work facilitated

Pillar 1/Outcome 1. A sustainable and resilient ecosystem for small, micro and medium-sized enterprises promoted

This objective will focus on decent rural employment and decent work in the informal economy, in particular the urban informal economy hampered by severe poverty among workers without access to social protection and with low productivity. The Covid-19 crisis has an impact on the resilience of the ecosystem characterized, among others, by the

absence of hygiene, security and health at work in MSMEs. The development of promising value chains and massive sustainable and productive entrepreneurship will be the backbone of the approach. Support will be given to the development of micro and small enterprises, cooperatives and social enterprises in collaboration with UEMOA and CODEPA.

The intervention extends to entrepreneurship in the creative and cultural industries where there are a large number of young people and women, with a component on the mastery of digital in the cultural enterprise. Crafts are a very fast growing segment in Africa, with more than half of the jobs in Mali. The cultural and creative industries have enormous potential to boost intra-African trade and support the achievement of the objectives of the African Economic Free Trade Zone (ZLECA).

The project will work for an articulation of social protection and social insurance policies aimed at reducing poverty among workers and facilitating their transition to more productive and more profitable economic activities.

The project will scale up Multifunctional Platforms already established in the G5 Sahel countries.

Tourism is a sector recognized as a driver of sustainable development and job creator by the African Union Agenda 2063 and by SDGs 8, 12 and 14. It is also severely hit by the shocks generated by COVID-19 pandemic. The Special Initiative will coordinate interest for rural tourism with an integer and exploitative nature local building values and materials

The following strategies will be pursued to achieve the objective:

Strategy/Output 1.1: Sustainable entrepreneurship in urban and rural areas enhanced

Activity 1.1.1: Assess the business environment to understand its impact on MSMEs and put in place the necessary adaptations (pro-employment macroeconomic policy, taxation, sectoral policies, local institutional arrangements, etc.); this must account for COVID-19 impacts in the short, medium and long terms.

Baseline information:

- State of the framework on the business environment

Targets:

- All countries have evaluated their business environment framework for promoting MSMEs or carried out a review of this framework based on the EESE methodology¹
- All countries have updated their business environment framework for promoting MSMEs
- Microcredit loan scheme exists at G5 Sahel level to support countries
- Microcredit loan scheme exists or is enhanced in each country

Indicators:

- Number of countries having evaluated and updated their framework

¹EESE (Enabling environment for Sustainable Enterprises) is a comprehensive ILO methodology developed to assess, advocate and reform the environment in which enterprises start up and grow.

- G5 Sahel credit Scheme for Microfinance
- Microfinance Scheme in every country

Activity 1.1.2: Strengthen microfinance policies and institutions, with the establishment of accessible short, medium and long term resources for the creation of businesses by young people and women, with an interest rate not exceeding 5 % and a subsidy for capacity building activities (training, project development, commercial research, partnerships, etc.).

Baseline information• Existence of microfinance policy and number of microfinance institutions

- Existence of credit lines for microfinance and characteristics including non-credit component (training, capacity building, monitoring and evaluation, etc.)

Targets:

- All countries have a micro finance policy
- All countries have a microfinance capacity building plan

Indicators:

- Number of countries with a micro finance policy
 - Availability of a training plan and capacity building in microfinance in the countries
- Activity 1. 1..3: Carry out capacity building actions for productivity management and kaizen in MSMEs (training of kaizen experts and practitioners and implementation of kaizen systems in MSMEs), including adapting the lever of technologies and ICT and methods of supporting start-ups by employers' organizations, and the dissemination of quality standards on products. The activity will contribute to enhancing the resilience of the ecosystem and its entities, building healthy, safe, secure and productive workplaces. It will be coordinated by the Quality Association of Burkina Faso, member of the Pan African Productivity Association, in collaboration with the National Center for Productivity and Competitiveness of Mauritius within the framework of cooperation with the Association. Pan African Productivity.

Baseline information• Existence of productivity promotion policy or programs

Targets:

- 1 G5 Sahel productivity promotion framework is available
- At least 500 Kaizen and productivity experts are trained and available in each G5 Sahel country
- At least 100 MSMEs Productivity Models exist in each G5 Sahel country, out of which at least 20% are in the agrocinbusiness and 50% at least are owned by women

Indicators:

- Availability of the G5 Sahel to promote productivity
- Number of Kaizen experts and productivity trained
- Nb of training sessions on Kaisen and Productivity and Nb of beneficiary MSMEs
- Number of organizations promoting MSMEs receiving training in Kaizen and Productivity
- Nb of model MSMEs by country

Activity 1.1.4: Support local authorities by creating capacity to support local entrepreneurship for local development and ensuring the interface with key public administrations (taxation and fields, education and professional training, health, etc.) through partnerships with sharing of means / resources (mapping of resources / activities / industries / trades and jobs)

Baseline informationTargets:

- At least 5 municipalities have a framework on local employment in each country
- Mapping model of resources for local development and local employment available
- At least 10 experts trained in each country on the mapping of local resources

Indicators:

- Number of municipalities per country with a framework
- Number of experts trained in local employee mapping and strategy

Activity 1.1. 5: Integrate modules on entrepreneurship into the training programs of technical education and vocational training schools, both rural and urban

Baseline information• Existence of training module / program

Targets:

- Training program available at the G5 Sahel Secretariat level
- All G5 Sahel countries have integrated entrepreneurship training into the training curriculum

Indicators:

- G5 Sahel training program available
- Number of countries that have integrated the program into their curricula

Activity 1.1. 6: Identify and Develop Labor-intensive Value Chains at the G5 level (sub-regional value chains) and at the level of member countries (national value chains), after evaluation taking into account the impact of COVID-19 on the identified value chains.

Baseline informationTargets:

- G5 Sahel Regional Value Chain Strategy available
- At least two labor intensive value chains in each country

Indicators:

- Availability of the G5 Sahel Strategy
- Number of value chains by country

Activity 1.1. 7: Facilitate cooperation with and commitment from the insurance industry through an adapted offer of insurance services to protect assets and investments in crafts and agriculture

Baseline informationTargets:

- 1 G5 Sahel policy on cooperation and engagement of the insurance industry
- National strategy in all countries

Indicators:

- Cooperation and engagement strategy available
- Number of countries with a National Strategy

Activity 1.1.8: Strengthen the capacities of support structures for cooperatives and social enterprises by providing them with support services, adapted to the targets, through cooperation with other African countries.

Baseline information• Ignorance of the Initiative

Target: The Initiative is promoted in all G5 Sahel countries

Activity 1.1.9: Promote in the G5 Sahel countries the AU Million Jobs Initiative and the 100,000 SMEs of the Chairperson of the AU Commission

Reference situation:

- Ignorance of the Initiative

Target: The Initiative is promoted in all G5 Sahel countries

Activity 1.1.10: Evaluate and support the scaling up of Multifunctional Platforms.

Baseline information:

Targets:

- All countries have done the assessment
- 1 Strategy G5 sahel passage to scale
- All countries supported in the scale-up

Indicators:

- Number of countries with evaluation
- Availability of the G5 Sahel Strategy
- Number of countries supported for scaling up with at least 1000 Multifunctional Platforms per country and at least 60% of which are owned by women

Activity 1.1.11: Support creation of rural and urban Micro, Small and Medium Sized Enterprises, in particular by youth and women, in partnership with structures such as Songhai

Targets:

- At least 2,000 MSMEs created in each country, 50% of which belong to women
 - At least 6000 agricultural infrastructures are carried out in the basins of the Niger, Volta and Senegal rivers.
 - At least 100,000 farms (mainly for the production of local cereals) are created in the facilities of each basin
 - At least 5,000 fish farms are established in each country
 - At least 5,000 modern livestock farms are established in each country
 - At least 1000 small and medium dairies (SMDs) are established in each country
 - Indicators: Nb of MSMEs created by country
 - % of MSMEs occurring to women
 - Number of agricultural infrastructures in the Niger, Volta and Senegal river basins
 - Number of farms
 - Number of fish farms
 - Number of modern livestock farms
 - Number of SMDs
-

Activity 1.1.12: Support creation/enhancement of Technical Agricultural Lycees and Colleges

Baseline information: TBD

Targets: At least 1 Technical Agricultural Lycee and 3 Technical Agricultural Colleges in each Member State

Indicators: Nb of Technical Agricultural Lycee and Colleges by country

Strategy/Output 1.2: Extension of social security to workers in the informal economy and in the rural sector

Activity 1.2.1: Raise awareness and mobilize social security institutions in the G5 Sahel countries

Baseline information:

Targets:

- 1 annual meeting of country institutions at regional level

Indicators:

Activity 1.2.2: Support cooperation between social security institutions, especially for migrant workers

Baseline information:

Targets:

- 1 G5 Sahel information and exchange system on migrant workers
- Labor migration management agreements between the G5 Sahel countries

Indicators:

- G5 Sahel system operational
- No. of agreements negotiated

Activity 1.2.3: Reform the legal framework governing social security in member countries after evaluation studies

Baseline information:

Targets:

- Study carried out in each country
- Reform in place in each country

Indicators:

- Number of countries with a study
- Number of countries initiating reforms

Activity 1.2.4: Support the establishment of Health and Safety and Work Environment systems in MSMEs of member countries

Baseline information:

Targets:

- All countries have an operational system
- At least 5,000 MSMEs in the informal economy covered, 50% of which belong to women
- At least more than 20% of workers in rural areas covered by social security services, including 50% women

Indicator:

- No. of countries with a system for covering workers in the informal economy and in the rural sector
- No. of MSMEs covered
- % women covered

Activity 1.2.5: Combating child labor, forced labor, trafficking in human beings and modern forms of slavery;

Baseline information:

- No G5 Sahel operational framework

Targets:

- G5 Sahel frame available
- National policy revised in each country

Indicators:

- G5 Sahel frame available

Activity 1.2.6: Facilitate Corporate Social Responsibility to extend social security to informal workers in Supply Chains and Value Chains, such as mobile phone industry and commercial distribution chain

Baseline information:

Targets:

- Application of CSR for extension

Indicators:

- Number of extension CSR companies

Activity 1.2.7: Leverage Social Protection Floors to extend social protection to workers in informal economy and rural sector, combining social security and non cash transfers measures;

Baseline information:

Targets:

- Social cover mechanisms by the Socles defines

Indicators:

- Existence of cover mechanisms
- Penetration rate of the mechanisms

Strategy/Output 1. 3: Improvement of the system of skills and qualifications in MSMEs

Activity 1.3.1. Support the G5 Sahel in the definition of a regional framework on the traditional apprenticeship system and the recognition and validation of experiential skills through a sub-regional certification for the integration of young people and women in the economy

Baseline information:

- Absence of policy framework
- Framework elaborated

Indicator:

- Framework available

Activity 1.3.2. Facilitate, through fiscal and social incentives, the access of young people and women to employment in companies through private public partnership on decent employment at the level of the G5 Sahel and at the level of member countries (transition from school at work market)

Baseline information:

- Absence of G5 Sahel frame

Targets:

- 1 PPP in each country
- 1 G5 Sahel frame

Indicators:

- Number of countries with a framework
- G5 Sahel frame available

Activity 1.3.3. Develop skills and abilities in reading and arithmetic, using local public, private and other Non-State Actors partnerships

Reference situation:

- No offer

Targets:

- 1 G5 Sahel standard available
- All countries have a repository on skills and abilities in reading and numeracy

Indicators:

- G5 Sahel repository
- Country repository

Strategy/Output 1.4: Promotion of Social entrepreneurship, Solidarity Economy and green jobs

Activity 1.4.1: Support the G5 Sahel to develop a common strategy / policy for social entrepreneurship and solidarity economy

Baseline information:

Target:

- G5 Sahel policy adopted

Indicator:

- G5 Sahel policy available

Activity 1.4.2: Support social entrepreneurship and solidarity economy in the G5 Sahel countries

Baseline information:

Targets

- All countries have a policy
- At least 5 training sessions and capacity building for country experts
- 1 G5 Sahel social entrepreneurship and solidarity economy network in place

Indicators:

Activity 1.4.3: Support the G5 Sahel in the formulation of a "Green Jobs" program

Activity 1.4.4: Support G5 Sahel member countries to strengthen their capacities in social entrepreneurship, solidarity economy and in the promotion of green jobs

Baseline information:

Targets:

- At least 5 training sessions and capacity building for country experts
- 1 G5 Sahel social entrepreneurship and solidarity economy network in place

Activity 1.4.5: Implement the Great Green Wall Initiative for the Sahara and the Sahel in the G5 Sahel countries (training, training of trainers, capacity building, financial support, technical assistance, green entrepreneurship, green skills,). A planning workshop will be organized for G5 Sahel countries to define their priorities and needs that can be supported by ongoing AUC programs.

Baseline information:

Target:

- Great Green Wall project for the G5 Sahel
- Great Green Wall project in the G5 Sahel country

Indicators:

- 1 G5 Sahel project
- 1 project for each country

1.4.6: Organize the biennial G5 Sahel Green, Social and Solidarity Economy Forum

Strategy/Output 1.5: Promotion of entrepreneurship and decent employment in the Arts, Cultural and Creative Industries

In 2017, 4 million jobs were directly linked to the cultural and creative industries (CCI) sector in Asia-Pacific, 2 million in Africa and 1.9 million in Latin America. They also play a major role in achieving the Sustainable Development Goals (SDGs), in particular SDGs 1, 4, 5, 8, 11 and 16. through their contribution to employment, growth, education, vocational training, citizenship, conflict prevention, gender equality as well than creating a local identity. The industries face challenges as the informality, lack of social security, lack of structured capacity building and training in management, etc are reducing their potential of contribution to the development process. Artists are more and more engaged in onternational activities, including migration with situation of irregular migration as observed in the G5 sahel region. The G5 Sahel Countries have a vibrant cultural and creative industry sector, which contributes significantly to jobs creation. However, the potential of the sector needs to be supported in many ways and use it as resource for peace building. The strategy will focus on policy setting, knowledge and data base, and on enhancing capacity on the mangement of cultural and creative enterprises and organisms.

His Excellency the President of the Republic of Mali has been designated as the Champion of Culture in Africa by the African Union Assembly (Addis Ababa, Ethiopia, January 2020). The Special Initiative can leverage this opportunity and advance the strategy on cultural and creative industries in the G5 Sahel countries.

Activity 1.5.1. Develop a G5 Sahel policy for support to the creative and cultural industries taking into account digital opportunities and the engagement of the private sector

Baseline information:

targets:

- G5 Sahel policy available

indicators:

Activity 1.5.2. Create an economic and social information base for the arts, cultural and creative industries covering all sectors, at city level in partnership with professional organizations and support organizations for the cultural industry

Baseline information:

targets:

- Information base available in all countries
- G5 Sahel integrated information base available
- Panorama of cultural and creative industries
- Job / job directory
-

indicators:

- G5 Sahel operational base
- Operational database operational in all countries
- Panorama of cultural and creative industries available
- Job / job directory available

Activity 1.5.3: Support technical cooperation on the creation, innovation, growth and development of micro, small and medium sized enterprises in the cultural and creative industries:

Baseline information:

Targets:

Indicators:

Activity 1.5.4. Support management capacity building of cultural and creative enterprises and organisms, including through intra African technical cooperation

Baseline information;

Targets:

Indicators'

Gender target:

In accordance with the First Ten-Year Plan of the AU Agenda 2063, 50% of MSMEs receiving project support must belong to women. This gives significant weight to investments by the AU Women's Fund which must increase its resources for the G5 Sahel.

The ECOWAS Gender Agency will be involved in the implementation and monitoring of investments.

Pillar/Outcome 2. Better access to basic social services in rural and urban areas

This objective is the pillar of social protection in the G5 Sahel countries. It aims to mitigate the vulnerability of rural workers and households due to their limited access (if any) to basic social services such as health care, education, clean water, energy, housing and rural housing, infrastructure, etc.

It responds to the request of the G5 Sahel for support in the social protection sector which includes health, education, drinking water, energy, food, sanitation, infrastructure, etc. The COVID-19 pandemic exposed the weaknesses of the health systems and strongly affected other social sectors such as education and food. Investments in health and education structures will be privileged, as well support to local entrepreneurship in these remote areas. Lessons will be drawn from existing experiences UEMOA, ECOWAS, Senegal, Algeria with Mali and Niger).

Access to health and education is essential to build a healthy, skilled and productive workforce with a lifelong perspective. The Commission will support activities to assess health systems in the G5 Sahel countries.

Reforms will be studied for a flexibility of the system of health and education agents for a qualitative and quantitative adaptation of the workforce in these two priority sectors of social development.

For a comprehensive and inclusive approach, social protection will be integrated into sectoral development policies and programs as a key component, in order to accelerate

access to social protection and social security for excluded workers in different economic sectors. This will increase resources and support the achievement of the objectives of the various development policies and programs by acting on the human factor for more productivity.

The following strategies will be pursued to achieve the objective:

Strategy/Output 2.1. Increased access to health care and services

Activity 2.1.2. Undertake labor market reforms to promote the professions of community health workers

Baseline information:

Targets:

- 1 consultation workshop on the framework of community health workers with workers' organizations in the health sectors

Indicators:

- Framework adopted

Activity 2.1. 3. Support in strengthening health systems and financing health policies, with a health and safety at work component

Activity 2.1.4. Establish coordination of national and regional epidemiological surveillance

Activity 2.1.5. Support and promote prevention and hygiene, with consideration of public health aspects related to the state of the environment

Strategy/Output 2.2 Increased access to education, vocational training and technical education

Activity2.2.1. Undertake labor market reforms to promote the trades of community education workers

Baseline information:

Targets:

- 1 consultation workshop on the framework of community health workers with workers' organizations in health and education
- At least 10,000 young people and women recruited in community health and community education per country

Indicators:

- Framework adopted
- Number of young people and women recruited

Activity 2.2.2. Establish public-private partnerships on vocational training and the labor market

Baseline informationTargets: 1 PPP in each country

Indicators: Nb of PPP in each country

Activity 2.2.3: Identify in each member country a labor-intensive sector of activity and strengthen its professional training system as a G5 Sahel reference center responding to the needs of the labor market in skills and appropriate qualifications

Baseline informationTargets:

- At least one activity sector identified by country

- 1 repository of trades and skills developed by sector
- 1 training and qualification curriculum developed by sector

Indicators:

- Nb of activity sectors identified
- Number of job repositories and skills available
- Number of training curricula adapted to the needs of the labor market

Activity 2.2.4: Promote School Feeding Schemes within national food and nutritional security policies

Strategy/Output 2.3: Increased access to production/farming water, drinking water, decent housing, energy services and the production of renewable energy

Activity 2.3.1. Increase financial resources to accelerate the implementation of measures to access basic social services in border areas and poor areas

Baseline information/Cibles:

Indicateurs

Activity 2.3.2. Promote access to decent housing in rural settings with smart social technology allowing utilization of and value adding to local construction materials (appreciation and upgrading of local knowledge through training); the activity will also support utilization of local construction materials in building health and education infrastructures

Baseline information :

Targets :

- *At least 30% of new public infrastructures, including schools and health centers, are built using local materials*
- *G5 Sahel roadmap on the promotion of local construction materials available*
- *1 specialized structure identified to be the G5 Sahel reference center for local construction materials*
- *At least 50 trainers in local construction materials are trained in each country*
- *1 G5 Sahel benchmark on local construction materials*
- *At least 1000 young construction workers are trained in local construction materials in each country*

Indicators :

- *Percentage of public infrastructures built with local materials*
- *Number of trainers in each country*
- *G5 Sahel benchmark available*
- *Number of young artisans in each country*

Strategy/Output 2.4: Facilitation of access to energy to strengthen the health and education system, in particular through decentralized solutions (Multifunctional Platforms, renewable energies, etc.) and through ICTs

Activity 2.4.1. Evaluate Multifunctional Platforms and facilitate a scale-up at the level of the G5 Sahel countries

Baseline information/Targets:

- Assessment made in all countries
- Scaling programs developed by country

Indicators:

- Number of countries with evaluation made
- Number of programs developed

Activity 2.4.2. Develop a G5 Sahel 'Renewable Energies' Strategy

Baseline informationCibles:

- Strategie disponible

Indicateurs:

Activity 2.4.3. Deploy the G5 Sahel Renewable Energy Strategy in member countries

Baseline informationTargets:

- All countries deploy the strategy

Indicators:

- Number of countries deploying the Strategy availableActivity

2.4.4. Develop and implement a G5 Sahel 'Digital Decent Work' Strategy

Baseline informationTargets:

- Strategie available

Indicators:

- Number of countries deploying the strategy

Strategy/Output 2.5: Integration of social protection and social security as a component of sectoral development policies and programs

Activity 2.5.1. Review sectoral development policies and programs to integrate or strengthen their protection and social security content for excluded categories of workers

Baseline informationTargets:

At least 5 sectoral policies are evaluated

- Social protection measures integrated into selected policies

Indicators:

- Nb. of policies assessed
- Nb. of policies incorporating social protection measures

Activated 2.5.2. Support G5 countries in promoting social protection and social security in their sectoral development policies and programs

Baseline informationTargets:

Indicators:

Activity 2.5.3. Mobilizing social protection to improve the employability of young people and women on the labor market with a diversification of employment promotion instruments

Baseline informationTargets:

Indicators:

Activity 2.5.4. Design of contingency (risk) financing mechanisms to complement and support social protections systems.

Pillar 3/Outcome 3. Improvement of inclusive labor market governance for decent work for young people and women

This Pillar aims to ensure that the governance of the labor market is effectively inclusive by including the excluded categories of workers in the informal economy and in the rural sector, who constitute the majority of the workforce employed in the G5 Sahel countries.

This affects other vulnerable populations such as people living with disabilities, working children and migrant workers.

Inclusive governance calls on non-state actors (Social Partners, NGOs and Civil Society, etc.) who have a vital role to play in stimulating the labor market, in particular at the local level. The project will support the G5 Sahel Secretariat in defining a charter of engagement for these actors to optimize the effect of their interventions.

Beyond strengthening planning capacity, actions will be taken to establish and increase the professionalization of technical services.

The G5 Sahel countries will be supported for the establishment of Integrated Labor Market Information System. They will have to develop a baseline situation on the labor market, based on the list of indicators on the labor market drawn up in accordance with the African Union's First Ten-Year Plan for the Implementation of Agenda 2063.

The issues of labor market governance also cut across the challenges of coordination between interconnected poles, namely work, employment and vocational training. There are difficulties in coordination and cooperation between these poles, leading to the ineffectiveness and ineffectiveness of policies and other interventions in the labor market.

Member countries will have to make a coordination effort between these poles for synergies and complementarities in action.

The pillar relates to Key Priority Area 1: Political leadership, accountability and good governance of the AU Declaration and Action Plan on Employment, Poverty Eradication and Inclusive Development (January 2015).

The overall objective is to guarantee the emergence of transformational leadership and commitment at the highest political levels and to foster a culture of inclusion, self-evaluation and monitoring of results.

Transformational leadership is necessary to build a cohesive and inclusive society in the G5 Sahel and provides equal employment opportunities for young people, women and other vulnerable groups.

Training programs for staff of labor market institutions, capacity building and professionalization initiatives will be provided to enable these institutions to act as key actors in the orderly implementation of policies and programs development of their countries, to offer quality services to the private sector, in particular to MSMEs, investors and TVET systems, and to strengthen labor inspection services, with emphasis on improvement of social security, health and working conditions.

The capacity of local authorities to manage local employment and create jobs will be strengthened.

Evaluations will be made of the funding mechanisms for employment policies. It is crucial to establish and strengthen leadership in the informal and rural sector, in particular by supporting the formation of effective professional associations and multifunctional cooperatives.

Agenda 2063 aims to improve governance and increase public responsibility in the Member States, through the following objectives of the first Ten-Year Plan for Agenda 2063: (i) "Institutions and Leadership" and "Development participatory and local governance".

To this end, the Special Initiative will ensure the upgrading of labor market institutions by pursuing the following targets in the sceteur of the labor market:

- at least 70%. 100% of the public recognize that the labor administration is ... responsible, impartial and free from corruption.
- at least 70% of member states implement the African Charter of Public Administration Values and Principles and all local governments have appropriate administrative, institutional and fiscal capacities

Labor market governance in the G5 Sahel must meet these targets if it is to be inclusive, effective and tailored to the needs of user groups.

The African Union Commission will provide support through synergies with the missions of the Special Envoy on Gender and the Special Envoy on Young People.

The following strategies will be pursued to achieve the objective of well-functioning and inclusive labor market governance, without leaving any category of workers behind.

Strategy/Output 3. 1: Strengthening of the planning and coordination capacities of the Ministry responsible for labour and social security.

Activity 3.1.1: Create a Labor Market Planning and Coordination Unit at the level of the Ministry of Labor. The Unit will facilitate coordination between structures in charge of employment, labour, TVET and key administration of key labour intensive sectors. The coordination will be based on the national Employment Policy for roles distribution between the different sectors and accountability.

Baseline informationTargets:

- Operational planning unit in the ministry of labor of each country

Indicators

- No. of countries with a planning unit within the Ministry of Labor

Activity 3.1.2: Support member countries in the operationalization of an Integrated Labor Market Information System with a component on labor migration

Baseline informationTargets:

- An integrated SIMT operational in each country

Indicators

- Nb of countries with a functional integrated SIMT

Activity 3.1.3: Support member countries to set up a coordination unit for the Integrated Labor Market Information System

Baseline informationTargets:

- All countries have a SIMT coordination unit

Indicators:

- No. of countries with a coordination unit

Activity 3.1.4.: Support the professionalization of Public Employment Services and Labor Inspections for inclusive services covering all categories of workers, including in the management of labor migration, after evaluation of their performance and definition professionalization and modernization plans

Baseline informationTargets:

- Professionalization program of PES and Labor inspections available
- All countries have professionalized their labor administration

Indicators

- Program available
- No. of countries with labor administrations providing quality professional technical services

Activity 3.1.5: Facilitate periodic consultation and consultation between the Ministries of Labor and Employment in the G5 Sahel countries

Baseline informationTargets:

- At least one G5 Sahel ministerial and expert meeting per year

Indicators:

- Number of re-meetings per year

Activity 3.1.6. Support strategic management and productivity in the Ministries of Labor of the G5 Sahel countries (with the quality center in Burkina Faso, the AUC and the National Center for Production and Productivity in Mauritius under the coordination of the Association Pan African Productivity)

Baseline informationTargets:

- The ministry of each country has a strategic and productivity plan

Indicators:

- No. of countries with a ministry having a strategic and productivity plan

Activity 3.1.7. Support cooperation between the G5 Sahel countries, with the other Member States of the AU, the OIC and other regions of the world through the AU Intra African Technical Cooperation Platform on employment, work and social protection

Baseline informationTargets:

- At least one G5 Sahel cooperation project with the OIC and the AUC for the G5 Sahel countries

Indicators

- Number of cooperation projects with international partners

Activity 3.1.8. Strengthen the capacity of labor administrations in managing the labor migration value chain (social security and pension institutions, LMIS, PES, labor inspectorate, municipalities, etc.)

Baseline informationTargets:

- All countries have established capacity in their labor administration
- At least 30 labor administrators trained in labor migration management capacity

- The ENAs of the countries integrating the training modules into their initial training program and deploying a continuous training program
- Return migrants supported for their sustainable reintegration into the labor market

Indicators:

- No. of countries with labor administrations offering labor migration management services
- Number of labor administrators trained by country
- Number of projects by ENA activity

Activity 3.1.9. Facilitate the decentralization of employment policy by strengthening the capacities of local authorities, including through mechanisms such as local employment initiative centers to optimize the exploitation of local resources for local development

Baseline informationTargets:

- At least 10 municipalities per country have a capacity for local employment and local entrepreneurship management, with a local employment initiative center operational

Indicators:

- Number of municipalities offering local employment promotion services

Strategy/Output 3.2: Institution of effective social dialogue to support policies and programs and transparency in a corruption-free labor market

Activity 3.2.1: Establish an effective Trispartism based on the sharing by the Ministry of Labor and the social partners of 2 common projects in the labor market

Baseline informationTargets:

- At least one joint project between the Ministry of Labor and the social partners in each country

Indicators:

- Number of joint projects by country

Activity 3.2.2. Carry out case studies in G5 Sahel member states on the impact of lack of transparency, corruption and weak governance on the creation of decent jobs

Baseline informationTargets:

- At least one study in each country
- Indicators:

- Number of studies per country

Strategy/Output 3.3: Support the G5 Sahel in the definition of a partnership charter with non-state actors

Activity 3.3.1. Support the G5 Sahel in the formulation of the Charter

Baseline informationTargets:

- 1 Charter in each country

Indicators:

- Number of countries with a Charter

Activity 3.3.2: Support the G5 Sahel and its countries to negotiate and implement Public-Private Partnerships for Decent Employment, with reference to the Ouaga + 1 Declaration and Action Plan on Employment, Eradication of Poverty and Inclusive Development.

Baseline informationTargets:

- All countries have a PPP

Indicators:

- No. of countries implementing a PPP

Stratégie/Output 3.4: Enhanced Capacity on Migration Governance

Activity 3.4.1. Assist G5 Sahel Secretariat and G5 Sahel Countries to develop Migration and Labour Migration policy

Activity 3.4.2. Assist the G5 Sahel countries to address irregular migration, specifically trafficking in persons and smuggling of migrants through establishing dialogue a collaboration framework involving relevant government agencies and other actors in the region

Activity 3.4.3: Supporting Sahel Secretariat and G5 Sahel Members States to develop national and regional policy framework on the prevention of Trafficking In Persons and Smuggling Of Migrants.

Activity 3.4.4. Support capacity building of labour market institutions on labour migration management

Activity 3.4.5. Enhance capacity of labour market institutions on sustainable reintegration of returning migrants in labour markets, with focus on stranded migrants in Lybia

Activity 3.4.6. Support cooperation between labour market institutions within G5 Sahel, with other AU Member States and with EU Member States

Activity 3.4.7. Support Integrated Labour Market Information Systems including labour migration information and Skills Mapping in the G5 Sahel region

3.4.6: Enhance remittances for productive investment in MSMEs with G5 Sahel Diaspora engagement

Activity 3.4.8. Leverage the potential of the Valetta Plan of Action for cooperation on regular labour migration and decent jobs creation

Activity 3.4.9. Provide assistance to the G5 Sahel Member States and the G5 Sahel Secretariat on the management of remittances for peace, security and development

Activity 3.4.10. Strengthen the capacity of labor administrations in managing the labor migration value chain (social security and pension institutions, LMIS, PES, labor inspectorate, municipalities, etc.)

Baseline informationTargets:

- All countries have established capacity in their labor administration
- At least 30 labor administrators trained in labor migration management capacity
- The ENAs of the countries integrating the training modules into their initial training program and deploying a continuous training program
- Return migrants supported for their sustainable reintegration into the labor market

Indicators:

- No. of countries with labor administrations offering labor migration management services
- Number of labor administrators trained by country
- Number of projects by ENA activity

Activity 3.4.11. Use the leverage of the diaspora of the G5 Sahel countries for the export of products from countries in the host and residence countries, in particular with exotic distribution chains; with COVID-19, ICTs have made inroads in commercial distribution

Activity 3.4.12: Support policy dialogue and cooperation on migration and labour migration in the G5 Sahel Region, between G5 Sahel and ECOWAS, WAEMU and UMA

Activity 3.4.13: Support G5 Sahel programme research on migration and labour migration through the Mali Center

Activity 3.4.14: Facilitate establishment of Migration Coordination Unit in G5 Sahel Secretariat and in its Member States

Pillar/Outcome 4. Promotion of Sub-regional institutional integration for decent work

This pillar aims to strengthen cooperation and solidarity between the G5 Sahel countries, by speculating each of them in a key sector of the Initiative as a benchmark country. This implies the functions of coordinating and stimulating actions in the respective fields, with an endowment of human and financial resources on the basis of synergy with an existing national structure which will be reinforced in these additional roles.

Three of the five G5 Sahel countries (Burkina Faso, Mali and Niger) being members of UEMOA and ECOWAS, the project will identify points of articulation with the relevant policies of UEMOA and ECOWAS to ensure coordination which preserves and reinforces the philosophy, principles and mechanisms of regional integration in progress at the level of UEMOA and ECOWAS.

The distribution of roles considers that Mauritania is home to the headquarters of the G5 Sahel which ensures the general coordination of the Special Initiative.

The following key areas are planned with the reference country:

1. Information and Communication Technologies, decent Digital Jobs (a Digital Work / Employment project will be developed): Country G5 Sahel 1
2. Productivity, Extension of social security to MSMEs and workers in the informal economy: Country G5 Sahel 2
3. Sustainable entrepreneurship: G5 Sahel Secretariat and G5 Sahel Country 3
4. Decent rural employment and Green Employment: Country G5 Sahel 4
5. Labor market governance and labor market information system: Country G5 Sahel 5.

Communication will be an important lever at all levels, with advocacy activities. Communication, education, awareness and coaching activities will be carried out to mobilize actors at all levels and support the operations of the Initiative. It will also make it possible to popularize the results of the Initiative and encourage their full participation in the implementation and monitoring process.

It will extend to other projects and programs pursuing the same objectives, to reflect the efforts made by the government and partners in the areas of the Special Initiative.

Strategy/Output 4.1: Integrated G5 Sahel development projects with country specialization promoted

Activity 4.1.1. Support a G5 Sahel Digital Work Cluster based in a G5 Sahel country with the formulation of a Digital Work / Decent Work project

Baseline information

Targets:

- A Digital Pole operational in a country
- Indicators:
- Number of projects in the countries

Activity 4.1.2. Support a G5 Sahel Productivity Cluster, Extension of social security to MSMEs and informal economy workers based in a G5 Sahel country

Baseline information

- Productivity and Extension of functional social security in a country

Indicators:

- Number of projects by country

Activity 4.1.3. Support a G5 Sahel Cluster Sustainable and productive entrepreneurship based in a G5 Sahel country

Baseline information

- Functional Entrepreneurship Pole in a country

Indicators:

- Number of projects by country

Activity 4.1.4. Support a G5 Sahel Decent Rural Employment and Green Employment Cluster based in a G5 Sahel country

Baseline information

- A functional center in a country

Indicators:

- Number of projects by country

Activity 4.1.5. Support a G5 Sahel Cluster Inclusive Labor Market Governance and Integrated Labor Market Information System based in a G5 Sahel country

Targets:

- Operational center in a country
- Indicators:
- Number of projects by country

Strategy/Output 4.2: Communication and Advocacy to accelerate and support the implementation of the Initiative promoted

Activity 4.2.1: Develop and execute a G5 Sahel Communication Strategy and multi-stakeholder advocacy, involving the social partners

Activity 4.2.2: Promote synergies with the Special Envoy of the Chairperson of the African Union Commission on Gender for advocacy in favor of improving the situation of women and children in the G5 Sahel labor market

Activity 4.2.3: Promote synergies with the Special Envoy of the Chairperson of the African Union Commission on Youth for advocacy on youth employment in the G5 Sahel countries

Activity 4.2.4. Promote human rights in the G5 Sahel labor markets, with a gender dimension centered on the rights of women at work.

Activity 4.2.5. Develop and introduce occupational safety and health modules in schools, with specific modules for most of the dangerous employment sectors (agriculture, construction, mining)

Parties to the G5 Sahel Special Initiative:

The parties involve:

- The Permanent Secretariat of the G5 Sahel, piloting and coordinating the implementation of the initiative with the capacities and technical assistance appropriate to its member organizations
- G 5 Sahel Member State governments
- The African Union Commission
- The ILO and
- The main funding partner

Roles and responsibilities:

Their roles and responsibilities will be reflected in the memorandum of understanding that will govern the main partnership of the Special Initiative.

G5 Sahel Secretariat:

The G5 Sahel Secretariat will lead the management of the project and needs capacity building for this purpose.

The Permanent Secretariat is notably responsible for:

- a. ensure technical, administrative, logistical and financial management in accordance with the action plans and in compliance with conventions and the management manual. This responsibility includes the execution of a financing plan, approved by the Council of Ministers;
- b. issue, for the attention of the Council of Ministers, an advisory opinion on the investment program for the implementation of G5 Sahel SDS projects and programs;
- c. propose measures to ensure the coherence or harmonization of security and development policies in the G5 Sahel countries;
- c. define the principles and procedures for carrying out projects and programs in the G5 Sahel zone;
- e. provide administrative and technical expertise to member states;
- f. ensure the implementation of the G5 Sahel security and development strategy;
- g. implement the strategy for mobilizing financial and material resources;
- h. promote the exchange of information, experience or documentation between the G5 Sahel States.

The current structure of the Secretariat consists of:

- Resilience department
- Department of Defense and Security
- Department of infrastructure
- Department of governance

The G5 Sahel Secretariat should endeavor to identify two regional sectors of the value chain to be developed. In order for the G5 Sahel Permanent Secretariat to properly manage the envisaged project, it is necessary to build its capacities according to its responsibilities.

G5 Sahel Member Countries

The G5 Sahel member states must act as follows:

- Take appropriate bold measures to improve their entrepreneurial ecosystem
- Define or improve their micro-finance policy, including the establishment and strengthening of micro-finance institutions to support business creation strategies with decentralized mechanisms
- Prepare and negotiate a commitment with the private sector (employers' organizations), including a PPP framework inspired by the AU model and social dialogue on sustainable enterprise, trade facilitation, decent wages,
- Public sector reform on the schemes of public officials (civil servants and non-civil servants) for more inclusive access to basic social needs (health, education), in particular through the employment systems of community workers;

Contribution of the African Union:

The Commission will mobilize and provide different support through its competent technical services (i) Social Affairs on work, employment, migration, sports, health and culture, including the African CDC; ii) agriculture and rural economy (livestock, fisheries, TVET agriculture, land management, environment, water, agro-processing, labor-intensive investment, tvet, green energy and energy, technology), including IBAR; (ii) Infrastructure and energy (ICT opportunities, partners, G5 Sahel ICT policy, etc.); (iv) Trade and industry (agro-processing, etc.), Gender and Women's Empowerment, HRHST and NEPAD. The Commission will also mobilize the support of the Pan-African Productivity Association for a massive Kaizen plan for the G5 Sahel aimed at disseminating 5S and other productivity management systems in MSMEs for example (the Quality Center of Burkina Faso will ensure the leadership as a reference center of the G5 Sahel in collaboration with the Center for Productivity and Competitiveness of Mauritius as a French-speaking member).

As part of the AU's "Silencing Arms" program, until February 2021, support will be provided on (i) visibility of the scope of the project; (ii) resource mobilization; (iii) awareness and raising awareness; and (iv) monitoring and evaluation.

In the short and medium term, the Commission's Department of Social Affairs will provide technical and financial support in the fields of health (including maternal and child health, epidemiology, nutrition), child labor and forced labor, child marriage, drugs, and social protection. Through collaboration with the Pan African Productivity Association, support will be put in place to improve productivity, and health and safety at work in MSMEs in the G 5 Sahel countries. Support will also be provided for sport and culture.

In collaboration with the Department of Economic Affairs, an intervention will be deployed for the establishment of Information Systems on the Integrated Labor Market, in accordance with the decision adopted by the conference of Ministers of Labor of the African Union (Addis Ababa, Ethiopia, April 2019). This will strengthen the role of interface between vocational training and the labor market, with the active participation of the private sector.

In the short term (2020), the AU border program will help share best practices in the implementation of cross-border cooperation thanks to AUBP's experience in cross-border cooperation and its working relationships established with the Member States and local authorities of the G5 Sahel countries.

In the medium term (2021-22), the program is available to play an active role by supporting Member States and local stakeholders in the implementation of existing roadmaps, action plans and local cross-border programs that have been developed within its framework.

In the long term, AUBP suggests developing a cross-border program in G5 countries on the training of women and young people in various sectors of border areas and facilitating the employment of these social categories in order to contribute to the stabilization and development of border areas.

With regard to agriculture and rural development, in the short term (2020), support can be provided for inclusive and sustainable agricultural production, competitive private sector / expanded and promoted agro-industry development. Technology / innovation transfer will be supported to improve the resilience of the livelihoods of smallholders in the G5 Sahel countries.

Functional partnerships and alliances will be promoted in the agricultural sector (including improved farmers' organizations and cooperatives, agro-industry, apex bodies and civil society).

In the medium term (2021-2022), young people and other stakeholders will strengthen policies and the framework to promote the expansion of intra-African trade in agriculture in order to engage in strengthening the expansion of intra-African trade in agriculture in the G5 Sahel and other regions or abroad.

Assistance will also be provided for the incubation of young people and women in animal husbandry, fishing and aquaculture. Women will be supported in protecting their rights to secure land tenure.

The project 'Electrification and connectivity of post offices in Africa' (Department of Infrastructure and Energy), aims to make the post office a center for socio-economic activity, including financial and digital inclusion, and the spirit leading to the achievement of the Millennium Development Goals, including poverty reduction. Burkina Faso and Chad are among the 13 beneficiary countries. The project can provide financial and technical support on advocacy and capacity building in the G5 Sahel countries.

The Gender and Women's Empowerment Department will provide technical and financial support through the Gender Strategy, to integrate the gender issue in all areas, by supporting women's organizations in the G 5 Sahel at country and sub-regional level. In addition, financial support can be provided through the African Women's Fund.

On infrastructure investments, the toolbox of the commission on the assessment of the employment impact of infrastructure projects will be used to help monitor and optimize this impact in the G5 Sahel countries.

To support the resilience of local communities and to experiment with alternative economic development models, actors will intervene; CILSS, African Institute for Remittances, ACALAN and CELTHO, CODEPA, Commission sports structure in Yaounde, the ECOWAS gender office in Dakar, the ECOWAS health structure and Africa Centers for Diseases Control (CDC),

The project will recruit a planning, monitoring and evaluation expert, a secretary and a coordinator for the management of the project for the African Union Commission/AUDA-NEPAD.

Funding

The funding partners will be identified. They will participate in the definition of financing mechanisms, support windows (financial and non-financial loans / credits).

The Commission of the African Union will contribute to the implementation of the Initiative through its programs which will provide financial support and technical assistance in the various sectors where it has offered assistance. The Commission assists in the mobilization of resources, including through the PassThrough budget mechanism.

In addition, the Commission will collaborate with the Permanent Secretariat of the G5 Sahel to diversify the sources of funding and technical partnership. In this perspective, the funding potential of OIC Member countries will be exploited, on the basis of the cooperation necessary for the implementation of the OIC Labor Market Strategy 2025.

Implementation, coordination, monitoring and evaluation

G5 Five-Year Priority Plan Permanent G5 Sahel Secretariat

The Permanent Secretariat of the G5 Sahel will develop a five-year plan which will put into perspective its strategic choices on the basis of the Special Initiative and other

policies or programs relating to employment, work and social protection. This plan will provide a common political platform for the G5 Sahel countries with common indicators. Staff will be placed at the G5 Sahel Secretariat to enhance its capacity in managing the programme, from planning to monitoring and evaluation. There will be 1 planner/M&E expert, 1 administrative assistant and 1 financial staff.

Formulation of a national plan at the level of the G5 Sahel countries

As part of the AU 2020 theme, each Member State must present a national plan to "Silence the Arms", and conduct a campaign at the national level. The 5 G5 Sahel countries must express their commitments in February 2020 and announce initiatives that may be part of the national program.

In this context, each member country of the G5 Sahel will develop a five-year action plan around the strategies of the Initiative.

The actors of the world of work must raise awareness around them so that their contribution is taken into account in the respective national action plans.

Under the 2020 theme of the African Union, the Initiative will be supported in the context of significant resource mobilization and partnership.

The objective is to reshape peace in the region / silence the guns, mobilize stakeholders, international partners, the private sector to support the implementation of the action plan, with the AUC raising awareness in the campaign to support the initiatives identified, through the budget and technical assistance.

The G5 Sahel and its countries must demonstrate leadership, take ownership of the program.

Steering and coordination

National Coordination Committees

The Special Initiative will be implemented through the Priority Investment Program (PIP). Each member country of the G5 Sahel has a National Coordination Committee bringing together key players from the public, the private sector and civil society. It is placed under the authority of the Prime Minister with the secretariat provided by the Ministry of Labor and Social Security. It includes national sectoral experts responsible for monitoring the implementation of programs and projects in their respective sectors.

Countries must establish collaboration with Technical and Financial Development Partners, the private sector and civil society organizations involved in policies, programs and projects in the field of employment, work, labor migration, social protection covering health and social assistance. The social partners will play a crucial role, in particular through targeted public-private partnerships.

Continental and regional coordination:

The Commission and the Executive Secretary of the G5 Sahel will enter into a Memorandum of Understanding (MoU). Currently, there is a MoU between the G5 Sahel and the AUC on security. Each Department and Directorate of the African Union Commission engaged in the Initiative will ensure the coordination of its component in relation to the responsible ministerial department in the G5 Sahel countries and with the structure responsible for the Permanent Secretariat of the G5 Sahel.

The Commission, the Permanent Secretariat of the G5 Sahel and the AUC will prepare a joint report which will be submitted to the political bodies of the AU and the G5 Sahel as part of the monitoring of the implementation and of the Accountability Initiative.

The competent departments and units of ECOWAS and UEMOA will support the implementation of the Initiative by mobilizing their resources, in particular their technical capacities in various areas where they have greater experience compared to the G5 Secretariat. Sahel.

Cooperation agreements will be signed between the G5 Sahel Secretariat on the one hand, the AU Commission, the UEMO Commission and the ECOWAS Commission on the other.

Building partnerships for equitable distribution of assistance:

The project will build partnership with other projects with similar objectives, leveraging synergies and complementarity through joint funding or technical assistance where required. It will allow the G5 Sahel Secretariat to create a database of key related projects and establish collaborative relationships, seeking better and more equitable coverage of people and communities in need of support.

Actions to develop partnerships and funding will be rolled out, with partner meetings.

Partnerships will also be promoted with local authorities, NGOs and civil society organizations.

Monitoring and evaluation system

Periodic monitoring reports will be produced for on the progress of the activities of the initiative

At the sub-regional level, the Permanent Secretariat will coordinate monitoring / evaluation through its internal monitoring / evaluation structure.

At the level of member states, the National Coordination Committees, the monitoring and evaluation services of the technical ministries in charge of programs and projects relating to the Special Initiative, the project management units at different levels. The ILO will provide member countries with support on monitoring and evaluation.

Monitoring will be carried out on the basis of a baseline including common strategic indicators, as a baseline in accordance with the guidelines given by the African Union's First Ten-Year Plan for the Implementation of Agenda 2063. It will also take into account