

**DECLARATION  
ON EMPLOYMENT, POVERTY ERADICATION,  
INCLUSIVE DEVELOPMENT IN AFRICA  
Doc. Assembly/AU/20(XXIV)**

**The Assembly,**

**Recalling** the objectives of the Constitutive Act of the African Union as well as the Vision and Mission of the African Union, the African Common Position on post-2015 Development Agenda for Africa and the AU 2063 Agenda;

**Recalling** all relevant declarations, decisions and policy guidelines that we adopted in the area of poverty eradication and political and socio-economic development since 2004 in particular instruments such as the Migration Policy Framework for Africa (2006), the Social Policy Framework for Africa (2008), the Post-Conflict Reconstruction and Development Policy-PCRD (2006); the African Youth Decade Plan of Action, 2009-2018, the African Women Decade 2010-2020,; the African Charter on Statistics, the Productivity Agenda for Africa (2010), the Yaoundé Declaration on Social Protection (2010), the Social Protection Plan for the Informal Economy and Rural Workers-SPIREWORK (2011), the Malabo Declaration on Creating Employment for Accelerating Youth Development and Empowerment (2011), the Action Plan for Industrial Development in Africa (AIDA), the Labour Market Information Harmonization and Coordination Framework (2012);

**Recognizing** that the last two decades Africa experienced sustainable and high growth rates that did not translate into proportionate job creation, thereby contributing to significantly reduce unemployment, underemployment and poverty;

**Acknowledging** that high political engagement in some countries complemented by increased commitment of international partners, Social Partners and other Non-State Actors, has yielded significant progress in the implementation of the 2004 Ouagadougou Agenda, while **Recognizing** the imperative to scale up the political leadership and commitment;

**Affirming** the private sector as engine for jobs and wealth creation, and **Mindful** that productive investment, micro, small and medium size enterprises (MSMEs), the rural sector and social economy are the main sources to create jobs;;

**Noting with Concern** the very high level of structural underemployment associated with limited social protection coverage, low productivity and income generating capacity and poor occupational health and safety conditions which affect particularly women and youth in the informal economy and rural sectors, and the most vulnerable groups, people living with HIV&AIDS and persons with disabilities.;

**Noting with Concern** that the high levels of unemployment, underemployment and poverty are among the principal factors fuelling conflict and civil strife in the continent; **Noting with Concern** the inadequate appropriate legal and policy and measures to protect workers from unacceptable forms of work in compliance with relevant legal instruments to promote fundamental principles and rights;

**Noting with Concern** discrimination against women as well as the inadequacy of legal and institutional arrangements to cater for their work and life responsibilities; **while appreciating** the increase of their participation in the labour market;

**Noting with Concern** the inadequate appropriate legal and policy and measures to protect workers from unacceptable forms of work in compliance with relevant legal instruments to promote fundamental principles and rights;

**Noting with concern** the insufficient appropriate internal budgetary resources allocation for the implementation of the Declaration and Plan of Action on Employment, Poverty Eradication and Inclusive Development;

**Conscious** that the acceleration of widespread labour migration within Africa contributes to development and poverty eradication;

**Conscious** of the importance of beneficiation from the continent's endowed natural and human resources which open up sustainable development opportunities;

**Having Taken Cognizance** of the assessment of the implementation of the 2004 Ouagadougou Declaration, Plan of Action on Employment and Poverty Alleviation and after having drawn the lessons;

**DO HEREBY SOLEMNLY:**

**1. RE-AFFIRM** our determination to place employment creation as an explicit and central objective of our economic and social policies at national, regional and continental levels, with a view to improving the living conditions of our people;

**2. RE-AFFIRM** our determination to reduce unemployment in our countries, in particular of Youth and Women, by at least two (2%) percent annually over the next decade; and also to halve the huge underemployment rate over the next decade;

**3. RE-AFFIRM** our willingness to speed up transitioning of the informal economy to the formal economy and promote decent work in all economic activities sectors;

**4. REAFFIRM** our determination to step up our regional cooperation for smooth labour migration in the continent, including through effective implementation of our treaties, charters, protocols and other relevant policy instruments in view of free movement of people and workers while combatting its negative impact on human trafficking; **WE FURTHER REAFFIRM** our resolution to enhance our cooperation with other regions of the world for better and more responsible management of labour migration flows for mutual development benefits while emphasizing the importance of adequate protection of the rights of migrant workers and their families;

**1. ENHANCE AND DEVELOP** labour market institutions governance; **AND EMPOWER** local collectivities to actively participate in local development, including local entrepreneurship;

**2. IMPLEMENT** the relevant African and international instruments to protect all people in their relation to the labour market; and **ENSURE** equal opportunities and employment conditions for all, particularly the vulnerable and marginalized groups;



3. **FACILITATE** effective and productive labour migration, free movement of workers to promote regional economic integration and cooperation;
4. **INCREASE** significantly and appropriately the budgetary resources allocated to employment policies financing and put employment among our development priorities with international partners in the true spirit of the Paris Declaration and Accra Call for Action;

**FINALLY RE-AFFIRM** our determination to end with the challenge of high levels of unemployment, underemployment and poverty, in particular among the youth and women, over the next decade, through a speedy, measurable and well-resourced implementation of the following Key Priority Areas:

- a. Political Leadership, Accountability and Good governance;
- b. Youth and Women Employment;
- c. Social Protection and Productivity for Sustainable and Inclusive Growth;
- d. Well-functioning and inclusive Labour Market Institutions;
- e. Labour Migration and Regional Economic Integration;
- f. Partnership and Resource Mobilization.

**TO THIS END WE COMMIT TO:**

6. **EFFECT** reforms at national, regional and continental levels to address structural constraints in view of improving governance, in particular fighting against corruption, improving the TVET Systems, and accelerating creation of sustainable enterprises;
7. **TAKE** urgent measures to improve the level of growth inclusiveness, productivity and competitiveness of our economies, targeting the SMEs, Micro Enterprises in the Informal Economy, the rural sector;
8. **ENHANCE AND DEVELOP** labour market institutions governance; **AND EMPOWER** local collectivities to actively participate in local development, including local entrepreneurship;
9. **IMPLEMENT** the relevant African and international instruments to protect all people in their relation to the labour market; and **ENSURE** equal opportunities and employment conditions for all, particularly the vulnerable and marginalized groups;
10. **FACILITATE** effective and productive labour migration, free movement of workers to promote regional economic integration and cooperation;
11. **INCREASE** significantly and appropriately the budgetary resources allocated to employment policies financing and put employment among our development priorities with international partners in the true spirit of the Paris Declaration and Accra Call for Action;
12. **IMPLEMENT** the commitments in the present Declaration, its Plan of Action and Follow-Up Mechanisms, as well as **ADOPT** for implementation: (a) the Labour Migration Governance for Development and Integration; (b) and the Public-Private Partnerships Framework for Jobs Creation and Inclusive Development annexed herewith;

**TO THIS EFFECT WE:**

**13. SHALL INCLUDE** employment creation, social protection and social security, social inclusion and poverty eradication as indicators in the African Peer Review Mechanism (APRM) and in the RECs' Macroeconomic Convergence Frameworks;

**14. REQUEST** the Commission in collaboration with the AfDB, ILO, ECA, UNDP and other key international partners to develop a Five Year Priority Programme to ensure the implementation of the Declaration, its Plan of Action and Follow-Up Mechanism, the Labour Migration Governance Strategy with international partners and the Public-Private Partnerships Framework for Jobs Creation and Inclusive Development;

**15. REQUEST** the Commission, in collaboration with the African Development Bank and international development partners, to consider the establishment of the Employment and Social Cohesion Fund as financing mechanism for the Declaration and its Plan of Action

**16. ENCOURAGE** the UN, international financial institutions, bilateral and multilateral institutions, regional and continental development banks to adopt policies in coherence with the present Declaration and its Plan of Action, including UNDAF processes the Decent Work Country Programme at country level.

