

AFRICAN UNION

الاتحاد الأفريقي



UNION AFRICAINE

UNIÃO AFRICANA

---

Addis Ababa, ETHIOPIA P. O. Box 3243 Telephone: 00 251 11 5517 700; Fax: +251 115 182 072  
[www.au.int](http://www.au.int)

---

**SECOND MEETING OF THE SPECIALISED TECHNICAL  
COMMITTEE ON SOCIAL DEVELOPMENT,  
LABOUR AND EMPLOYMENT (STC-SDLE-2)  
ALGIERS, ALGERIA  
24-28 APRIL 2017**

**STC-SDLE-2/EXP/RPT**

**Theme: *“Investment in Employment and Social Security for Harnessing the  
Demographic Dividend”***

**REPORT OF THE EXPERTS' MEETING**



## REPORT OF THE EXPERTS' MEETING

### INTRODUCTION

1. The Experts' Meeting of the Second African Union Specialized Technical Committee on Social Development, Labour and Employment (STC-SDLE-2) was held in Algiers, Algeria from 24-28 April 2017. The theme of the meeting was "Investment in Employment and Social Security for Harnessing the Demographic Dividend".
2. The meeting discussed critical issues addressing the theme in the two sectors of the STC:

**Social Development** – Social protection for older persons on the continent should be intensified as their numbers are growing rapidly and they play a critical role in social and economic development, and shoulder a heavy burden regarding care giving to family members. Social and economic inclusion of Persons with Disabilities, and using their abilities and talents is indispensable for harnessing the demographic dividend. Furthermore, allowing girls to be married, not supporting them to complete their education to harness their contribution in social and economic development, is a serious impediment for reaping the demographic dividend and this practice should stop.

**Labour and Employment** – With the growing numbers of young people on the continent entering the informal sector, skills training and education to match the demands of the labour market, alongside productivity improvement, have become critical not only to transform the informal sector into the formal sector, but for harnessing the demographic dividend in the service of economic development of the continent. Furthermore, labour rights need to be realized to attract trade and investment to the continent. Expanding social security and social protection provisions for workers in the agricultural, informal and handicraft/ artisan sectors, among other sectors, will contribute greatly to social and economic development of African societies.

### ATTENDANCE

3. The meeting was attended by delegates from the following AU Member States: Algeria, Angola, Benin, Botswana, Burkina Faso, Burundi, Cameroon, Democratic Republic of Congo, Republic of Congo, Cote d'Ivoire, Djibouti, Egypt, Ethiopia, Gabon, Ghana, Guinea, Guinea-Bissau, Kenya, Lesotho, Liberia, Libya, Malawi, Mali, Mauritania, Mauritius, Morocco, Mozambique, Namibia, Niger, Nigeria, Rwanda, Saharawi Arab Democratic Republic, Senegal, Sierra Leone, South Africa, South Sudan, The Sudan, Swaziland, United Republic of Tanzania, Togo, Tunisia, Uganda, Zambia and Zimbabwe.
4. In addition, AU Organs, Regional Economic Communities, UN Agencies, Inter-Governmental and Non-Governmental Organizations and cooperating partners were represented.

**AGENDA ITEM 1: OPENING SESSION**

5. The experts were welcomed to Algeria and Algiers by Hon. Mohamed El Ghazi, Minister of Labour, Employment and Social Security of Algeria. The Minister mentioned that social development, labour and employment are key areas for promoting human development and highlighted how the themes of social security, migratory systems and labour markets are important to take advantage of the demographic dividend. The promotion of social security and employment are essential in translating the demographic transition into a demographic advantage, and strong economic policy and good governance will be critical for key development areas, including health, education, decent work and the prevention of child marriage. Hon. El Ghazi informed the meeting of the achievements Algeria has made in health and education programs, in putting investments in social protection and employment at the heart of its development policies, and in establishing economic growth models that incorporate the needs of employers and workers, including skills training.

6. Hon. Mounia Meslem Si Amer, Minister of National Solidarity, Family and Women's Affairs of Algeria stressed that it is necessary to scale up the exchange of good practices and expertise in order to move forward Africa's stability, security, progress and development. The AU dream is about political integration, economic exchange, good governance, cultural exchange, respect for liberties and human rights, and rule of law. Achieving this requires putting an end to the violation of human rights and strengthening our identities, protecting cultural identities, and spreading religious tolerance. Promotion of science and technology and human skills (investments in human resources) is critical. So too are reinforcing the social progress of Africa through the protection of children against child marriage and child labour; the empowerment of women; and the protection of older persons, refugees and vulnerable people; and the fight against transnational crime and instability of all kinds.

7. The outgoing Chairperson of the STC-SDLE-1, Mr Poem Mudyawabikwa from Zimbabwe, wished the meeting focused and constructive debates and engagements and committed to assist in formulating clear recommendations for the Ministers.

8. In his opening statement, the African Union Commission Director of Social Affairs, Amb. Olawale I. Maiyegun, thanked the Government of Algeria for hosting the STC and for their continued commitment to Africa and sustainable development. He noted that the investments in the demographic dividend should be made through skills development by promotion of and investment in science, technology and engineering which is important for young populations to contribute to entrepreneurships. Decent jobs is another imperative as they are sustainable and environmentally friendly. The future of work should include Africa's youth, persons with disability and older persons to yield a demographic dividend and reduce inequalities and intergenerational poverty. Lastly, the challenge of malnutrition and under-nutrition and minimizing the risk of nutrition security in Africa should be addressed to produce a workforce with abilities for skills training that is required to develop the continent.

<b>AGENDA ITEM 2: PRELIMINARY ELECTION OF THE BUREAU</b>
--

9. In conformity with the Rules of Procedure for composition of the STC and following due consultations amongst Member States, the Bureau of the STC-SDLE-2 was elected as follows:

<b>Chairperson, Mr Mohamed KHIAT</b>	<b>Algeria – Labour - North Africa</b>
<b>1st Vice-Chairperson, Ms Florence Ayasi Quartey</b>	<b>Ghana – Social Development - West Africa</b>
<b>2nd Vice-President, Mr Yousif Ali</b>	<b>Sudan – Workers - East Africa</b>
<b>3rd Vice-Chairperson, Ms Sandra Bessong Achare Batey</b>	<b>Cameroon – Employers- Central Africa</b>
<b>Rapporteur, Mr Samuel Morotoba</b>	<b>South Africa – Social Development - Southern Africa</b>

<b>AGENDA ITEM 3: ADOPTION OF THE AGENDA AND PROGRAMME OF WORK</b>
--

10. The meeting adopted the agenda and programme of work with minor amendments in relation to the order of presentations.

<b>AGENDA ITEM 4: PRESENTATIONS AND DISCUSSIONS ON THE THEME: “INVESTMENT IN EMPLOYMENT AND SOCIAL SECURITY FOR HARNESSING THE DEMOGRAPHIC DIVIDEND”</b>
--

#### **4.1. Introduction to the paper on the theme**

11. The representative of the Department of Human Resources, Science and Technology, AU Commission, pointed out that the continental initiative for the DD through the creation of the AU Roadmap, was done to help usher member states to achieve the aspirations of Agenda 2063 and the SDGs, with clear actions and deliverables indicated. He highlighted the roadmap's four (4) thematic pillars: employment and entrepreneurship; education and skills development; health and well-being; and rights, governance, and youth empowerment.

12. The representative of the Department of Social Affairs, AU Commission, alluded to the importance of migration and labour; public-private partnerships to be strengthened with actions to include youth in the labour market. He emphasised the synergy between the key priority areas of the Ouaga+10 and that their implementation will facilitate the implementation of the AU Roadmap for the DD. He stated that in decent work, the inclusion of women, older persons and persons with disabilities is essential.

13. Pursuant to the introduction to the theme, the Experts made the following observations:

- i) Performance indicators need to be included in the roadmap to track progress in the annex section;
- ii) The youth fund for employment proposed by AfDB should be established;
- iii) Investments in factors that facilitate the harnessing of the DD is essential, across all four pillars, including employment and skills development schemes aimed at the youth as well as those already in the labour market;
- iv) Ending child marriage has to be taken forward with zero tolerance as part of harnessing the DD;
- v) The tripartite partnership should support the implementation of the roadmap;
- vi) The creation of an entrepreneurship culture must be included in school curricula to support the youth in pursuing their own job creation. Additionally, families should also be involved in preparing children for the labour market through guidance and mentorship;
- vii) Agriculture and agricultural value chains need greater emphasis, to encourage youth to take more interest in these fields at university and at TVET level because of their potentials for creating decent jobs for youth in this sector;
- viii) There is a need for greater synergy between the AU DD roadmap and Ouaga +10, in particular with regard to youth and women employment;
- ix) Social Protection programmes need to be made more self-sustaining, to build capacity of the beneficiaries to go beyond dependency on cash transfers and be more productive. Additionally, governments need to have sustainable funding for their social protection programmes and to reduce dependency on donor funding;
- x) Methods of recruitment need to be addressed in Government and other sectors, as there is a lack of objectivity in the recruitment process such as nepotism and corruption, the state needs to put in place laws and policy to formalize recruitment processes to avoid this and make the recruitment process more competitive and transparent;
- xi) Social security is also key for migrants and countries need to include them in their social protection national schemes;
- xii) Access to reliable, affordable, sustainable energy is important for local businesses in the labour market, in particularly SMEs;
- xiii) Inclusion of not only formal sector in social protection programmes but also informal sector, particularly casual workers;
- xiv) Comprehensive studies of the labour markets are needed at country level for effective policies and programmes, and to facilitate learning and sharing of best practices across countries;
- xv) Private sector role is critical and we need to better elaborate it in regards to the roadmap;
- xvi) It is important for countries to take the lead on implementing and reporting on the AU Roadmap, and to have national ownership of the AU Roadmap for more effective implementation of the Roadmap;
- xvii) Member-states were advised to launch their national DD roadmaps, and encouraged to do so as soon as possible;
- xviii) There was strong consensus around the need for more investment into the four pillars that will support harnessing of demographic dividend;

- xix) Regional Economic Communities have an important role to play in the implementation of the roadmap; their specific roles need to be drawn out more clearly;
- xx) Challenges to implementation that need to be addressed to fully harness the DD include, among others, child marriage, unmet needs in family planning, and inclusivity of all people, including persons with disabilities;
- xxi) Greater South-South cooperation is needed, including technical cooperation;
- xxii) Social justice, ethics, moral values, and equity need to be further emphasized within the context of youth employment, including in education and training.

#### **4.2. Introduction on the Future of Work: Challenges and perspectives of African Labour Markets with regard to the Demographic Dividend**

14. The representative of the ILO alluded to the fact that technology, innovation and climate change have changed the manner in which work and production are organized and it resulted in new forms of employment and the nature of work. It also affects social security regimes. Hence the aim of the ILO work regarding the future of work is to generate understanding of the forces transforming work, to identify public policy, enhance the social dialogue and follow a humanistic approach. There are 3 stages of work regarding the exploration of the future of work. National consultations were held around the themes of work and society, decent jobs for all, organization of work and labour governance. African countries are looking forward to the use of technology, more jobs in agriculture, and to improve quality education and new skills training, among others. The next stage will be research inputs into the topic and lastly, a Declaration on the Future of Work will be adopted at the 100 years anniversary of ILO in 2019.

15. The Experts made the following observations regarding the Future of Work:

- i) More advocacy is needed to improve labour governance and social justice;
- ii) Better negotiations is required to retain labour with investors, otherwise the latter will bring technology;
- iii) Raw materials should be processed in Africa and not exported;
- iv) Improving the skills and quality of employment should be considered, not outsourcing or trade liberalization;
- v) The STC should consider organizing a special session on the future of work and climate change should be at the heart of the discussions, and the ILO Regional Office as well as the Pan-African Parliament should be involved in the session;
- vi) The future of work should be viewed with opportunities, not with pessimism.

16. The meeting was informed that the International Organisation of Employers held a 2 days conference before the STC-SDLE-2 in Algiers on jobs for Africa. In this regard, the meeting was apprised that the Jobs for Africa Foundation is an initiative of African Social Partners aimed at promoting job creation and employability, especially for Africa's youth. To achieve this, the Foundation seeks to promote an

enabling environment for enterprise creation and development in particularly SMEs and job rich sectors such as agriculture and ICT. In order to promote employability, the Foundation focusses on addressing the mismatch between education and training and the needs of the labour market. More emphasis is placed on STEM subjects, TVET and life long learning.

17. After the briefing, Experts called on Governments to support the Jobs for Africa Foundation and its endeavours.

#### **4.3. Women Empowerment in Labour Markets for inclusive development**

18. The representative of the Government of Algeria highlighted the experience of Algeria and some of the on-going programmes to support the greater role of women in the labour force. She outlined the national strategies to promote the role and empowerment of women such as the Charter on Working Women to enhance their role in the work force: the quota system to include women in political positions; agencies to support entrepreneurs for females with training including sensitization and granting of micro-credit to women. All these initiatives are aimed at harnessing the DD through genderisation of the DD.

19. The representative of the Commission alluded to AU policy documents on empowerment of women and because of their contribution to labour markets for additional gains in terms of economic growth. The AU launched the First Report on Women Empowerment with a specific recommendation to facilitate and promote access to full productive employment and decent work for women. Agenda 2063 underscores the specific target to increase access to social security to women in vulnerable work and to upgrade micro enterprises owned by women into the formal economy. He recalled the previous framework adopted by the STC-SDLE-1 in favour of Women Employment, specifically regarding domestic work.

20. The following observations were made by the experts:

- i) Bold action should be taken regarding the effective implementation of the mentioned policy framework on women empowerment in line with Agenda 2063 and with the conclusion of the 61<sup>st</sup> Session of the UN Committee on the Status of Women under the priority theme of « Women Empowerment in a Changing World of Work » ;
- ii) The Bureaus of the STC on Gender and Women Empowerment and of the STC-SDLE-2 should meet to discuss joint implementation of existing Frameworks.
- iii) There is need for regional conferences with women for technical exchanges on female entrepreneurship;
- iv) There is need to follow up on the implementation of previous decisions on women empowerment;
- v) Education of girls and women is critically important and affirmative action should be implemented regarding the enrollment of women in Science, Technology, Engineering and Mathematics (STEM) educational programmes.



#### **4.4. Incisive and novel perspectives on the ways in which Africa's older persons can yield a demographic dividend in the Continent**

21. The presentation by the representative of the African Health and Population Research Centre (AHPRC) highlighted gaps in the current considerations of Africa's older populations, then offered a set of propositions on the relevance of this group to establishing conditions for a demographic dividend and ways to harness their influence and concluded with recommendations to take further an agenda 'ageing and a demographic dividend' in Africa. Among the key propositions, were that older people – depending on their gender and social status – play a spectrum of strategic roles at family, community and societal levels and that through their strategic roles older adults influence key building blocks for the four pillars of the AU Roadmap on the DD. The presenter recommended to the meeting to commit to active consideration of the older population in deliberations on the DD roadmap and to endorse the development of an AU research agenda to further consolidate evidence base for action.

22. The Experts made the following observations:

- i) There is need for the Protocol to enter into force, and Member States should sign and ratify it to reap the DD from this population sooner than later;
- ii) Most older persons in Africa usually live and die in poverty, hence the need to address their needs expeditiously.

#### **4.5. Briefing on the development of the additional Protocol to the African Charter on Human and People's Rights on the Rights of Citizens to Social Protection, and the Social Agenda 2063**

23. The representative of the Commission briefed the Meeting, that in implementing the Executive Council Decision for the mentioned instruments, a consultative roundtable was held with international experts in June 2016 where the proposed outlines for the protocol and the policy instrument, Social Agenda 2063, respectively, were developed. The Chairpersons of the respective Working Groups of the African Commission on Human and People's Rights (ACHPR) were intensively involved from the start and they commissioned two African Experts who, with the support of ILO, started to develop the draft Protocol that will be presented to the Chairperson of the Working Group on Economic, Social and Cultural Rights (ECOSOC) by end of May 2017. The Draft Protocol will be discussed by the ECOSOC Working Group and it is expected that the ACHPR will adopt it towards the end of 2018, to be considered by the STC-SDLE-3 in 2019. Once the draft Protocol is completed by June 2017, UNDP will support the development of the Social Agenda 2063, which will have a broader scope than social protection, and will incorporate priority social policy areas for a macro social policy. This social policy framework should be widely consulted in RECs and Member States and could also be ready for consideration by the STC-SDLE-3 in 2019.

24. Further to the briefing, the Experts made the following observations:

- i) The involvement of Member States in the development of the protocol and the Social Agenda 2063 is critical for buy-in and to convince Governments to sign up for the implementation of these instruments.

#### **4.6. Introduction to the Social Protection Inter-Agency Coordination Board (SPIAC-B) and its benefits for Member States**

25. The representatives of ILO and the World Bank, as the co-chairs of SPIAC-B, explained that the Board was formed after the 2008 financial crisis and that 50 partner organisations and donors working in the field of social protection have become members of SPIAC-B. They engage in global advocacy for social protection and policy coherence in this regard, and have developed inter-agency social protection tools (ISPA tools). These include a core diagnostic instrument, and tools for public works programmes, identification systems, payment delivery mechanisms, policy option tools and universal scheme promotion. They also offer training and Member States can visit the SPIAC-B website in that regard.

26. After the presentation, Experts made the following observations:
- i) The ISPA tools will be useful as they may also assist in measuring the impact of social protection interventions objectively.

### **AGENDA ITEM 5: BRIEFINGS ON SOCIAL PROTECTION**

#### **5.1. Consideration of the implementation of the Resolution of the 9th Joint AU/ECA Meeting of Ministers of Finance, Economy and Development Planning of April 2016**

27. The representative of the Commission reminded the meeting of the resolution of the 9th Joint meeting of April 2016 on Financing of Social Protection, that Ministers of Finance have already made a commitment and that it should be used in arguments for the implementation of social protection measures towards vulnerable populations in Member States.

#### **5.2. The State of Social Protection in Africa**

28. The representative of UNDP indicated that his organization has been leading on the development of a publication, "The State of Social Protection in Africa". The publication proposes to go beyond a sectoral, topical or a case study approach to arrive at a comprehensive survey of social protection in Africa, covering all 55 AU Member States from the sustainable development perspective. An interactive online platform will make the information contained user friendly. It is hoped that the State of Social Protection in Africa will become an important reference source for policy makers and practitioners to learn of existing good practices, models, and to engage in South-South collaboration. It will also serve as an advocacy tool. This initiative brings together key actors in social protection in Africa, such as, but not limited to AU, UNECA, ILO and UNDP.

### **5.3. Assessment, training and capacity building tools for social protection**

29. The representative of the EU Social Protection Systems Project mentioned that the African Union Social Protection Experts Group meeting in Gaborone (June 2016) requested African experts and international partners, to design a regional African package of social protection training modules which could be tailored to various country contexts and languages as part of the implementation of the AU Agenda 2063. Stemming from an assessment of common challenges faced by technical personnel involved in the day to day administration of non-contributory social protection programmes, an initial set of eight 'TRANSFORM' training modules has been developed on the following topics: Legal framework, Selection and Identification of Beneficiaries, Administration (registration, payments, conditionality, graduation, case management, complaints), Financing, Governance, Coordination, MIS, M&E.

30. Following the presentations, the meeting made the following observations:
- i) The sustainability of social protection, especially cash transfers, remains a challenge, and it should be integrated with other measures upon graduating from the cash transfer;
  - ii) Coverage, harmonization and coordination of social protection is important and Member States should exchange best practices among themselves.

31. The meeting welcomed and appreciated the EU/SPS initiative, in particular the training component and encouraged Member States to access the TRANSFORM training modules.

### **5.4. Green jobs and Green Productivity projects**

32. The representative from the AU Commission noted that the promise of Green Jobs has received growing attention in recent years, with the ILO and others leading major efforts to characterize the potential for green job creation, understand the mechanisms by which it can be achieved, and empower African countries with the tools and guidance they need to move such efforts forward. The AUC's proposed Green Jobs for Africa programme seeks to leverage the coordinating capacity of the AUC to maximize the potential for green job creation in Africa by bringing this expertise and best practice to policy-makers, private sector partners, and civil society organizations at the member-state level, and working with them on policy and programmatic initiatives that accelerate the creation of decent green jobs across the continent.

33. The Experts concluded that:
- i) Green job creation is amongst the key emerging themes in labour and employment and must be addressed strongly by AUC, ILO, countries, and partners;
  - ii) Green job creation must be mainstreamed into national development plans as well as urbanization, agricultural, and other sector-specific policies;
  - iii) The African diaspora should be engaged as an important source of knowledge, know-how, and financial resources in green job creation.

## **5.5. African Charter on Maritime Security and Safety and Development in Africa: Annex 6 on Poverty Eradication, Employment and Social Development**

34. The representative from the Commission presented the mentioned Annex 6 for discussion and adoption.

35. The Experts were requested to reflect on Annex 6 on Poverty Eradication, Employment and Social Development of the Charter and make recommendations to the AUC before the end of June 2017, upon which it will be forwarded to the STC on Justice and Legal Affairs.

### **AGENDA ITEM 6: TWO PARALLEL SESSIONS: SECTORIAL PRESENTATIONS AND DISCUSSIONS ON SOCIAL DEVELOPMENT, LABOUR AND EMPLOYMENT**

36. Experts from the Social Development, and Labour and Employment sectors met in respective parallel sessions, and convened in their sectorial meeting their agenda in one day.

### **AGENDA ITEM 7: FEEDBACK FROM PARALLEL SESSIONS**

#### **I. SECTORIAL SESSIONS OUTCOMES – SOCIAL DEVELOPMENT**

37. The Sectorial Session on Social Development was chaired by the Expert from the Ministry of Gender, Children and Social Protection of Ghana, representing the Vice Chairperson of the newly elected Bureau of the STC-SDLE-2.

#### **Implementation of the Policy Framework and Plan of Action on Ageing**

#### **Consideration of the Common African Position on Long-Term Care systems for Africa**

38. The representative of the AHPRC clarified the definition of long term care and provided an account of the rationale for the development of this draft Common African Position for Africa. In this regard, the presentation highlighted growing challenges regarding the adequacy and negative impacts of care provided by families; and an absence of strategic frameworks, or debate to address them. The presentation concluded with an outline of the major elements of the draft instrument.

39. The Experts recommended that:

- i) The Common African Position on Long Term Care systems be adopted for implementation by the identified stakeholders;
- ii) Member States should put in place national platforms with laws for protection of older persons, including social protection schemes to ensure health coverage and other key services for older persons;

- iii) Curricula of institutions of tertiary education in Member States should include gerontology (for social sciences) and geriatrics (for health sciences);
- iv) Governments should collaborate more with the private sector in investing in skills development in specialized areas pertaining to older persons and support to families;
- v) Countries should share good practices on how the care of older persons is managed taking into account cultural aspects;
- vi) Retirement age should be harmonized by the African Union according to the life expectancy from country to country, to ensure proper preparation and planning so that older persons receive their pension and other financial benefits when it is due;
- vii) Research should be conducted on the size of the older population with desegregated data on age and capabilities;
- viii) Governments should organize awareness raising at schools and communities to promote respect and value of older persons and have laws to protect older persons against all forms of violence and abuse.

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

#### **Briefing on the Africa Children's Rights Agenda 2040**

40. The Member of the African Committee of Experts on the Rights and Welfare of the Child (ACERWC) briefed the meeting the Africa Children's Rights Agenda 2040. She presented the document "Africa's Agenda for Children 2040 fostering an Africa fit for children". Its main objective is to restore the dignity of the African Child through assessing the achievements and challenges faced towards the effective implementation of the African Children's Charter. The Agenda 2040 document sets out 10 aspirations to be achieved by the year 2040 and provides a brief background with deep insight on specific issues and action steps for member States to realise the aspirations.

41. The presenter called on the STC's Social Development sector to call upon the AU policy organs to adopt and recognize Agenda 2040 as an African Union document and for all stakeholders to own this document in order to enable the effective implementation of the Agenda.

42. The meeting took note of the briefing with appreciation.

#### **Consideration of the 2 Year Report on the Implementation of the Common African Position on Ending Child Marriage in Africa**

43. The representative of the Commission presented the report and emphasized that within the framework of the AUC Campaign to End Child Marriage that was launched on 29 May 2014, an assessment to determine the status of child marriage in Africa and progress of the Campaign for the period 2014 - 2016 and has provided recommendations to ensure the Campaign meets its objectives. There is increased commitment and funding towards ending child marriage in Africa, but child marriage

is still widely practiced. A number of gains have been achieved, however existing laws and traditional practices in some member states threaten to erode gains recorded. There should be a review of the minimum age for marriage and the discordance between state and customary laws across Africa and strong engagement of community based organizations and religious leaders.

44. Deliberations ensued and the meeting made the following recommendations:

- i) At national and regional levels champions for the Campaign should be identified, as well as focal persons, including traditional and religious leaders;
- ii) Political commitment is crucial with resources made available for programmes on ending child marriages;
- iii) Strict laws are needed particularly to harmonize national and customary laws to address any discrepancies in age of marriage;
- iv) Child marriage needs to be mainstreamed into national action plans so that the issue remains a priority;
- v) The linkages between child trafficking and child marriage should be closely monitored;
- vi) More research is required on why child marriage keeps recurring;
- vii) An African Committee to oversee the fight against child marriage needs to be established which will, among others, offer awards to and recognise countries that have made clear progress on ending child marriage and to appoint a Special Rapporteur in this regard.

### **Implementation of the AU Disability Architecture**

a) **Report on the Status of Disability in Africa as collated from the completed Monitoring and Evaluation Framework for the Continental Plan of Action on the African Decade of Persons with Disabilities (2010-2019) from Member States**

45. The representative of the Commission explained that the report could not be compiled because only a few completed M&E Frameworks were received from a few Member States and appealed to Member States to submit the questionnaires by 30 June 2017 for the report to be developed and made available by 30 November 2017. The questionnaires would be used to develop a successor policy document to the Continental Plan of Action on the African Decade of Persons with Disabilities (2010 – 2019) – CPoA.

46. A presentation was furthermore made by the UN Independent Expert on the enjoyment of human rights by persons with Albinism and she presented the Regional Action Plan on Ending of Attacks and Discrimination against People with Albinism.

47. Following the presentations, the meeting made the following recommendations:

- i) Member States mandated the AUC to commence the development of the successor policy document to the CPoA (2010-2019);

- ii) The Plan of Action on Ending Attacks and Discrimination against People with Albinism is referred to the African Network of People with Albinism for further comments.

**b) Endorsement of the Draft Protocol on the Rights of Persons with Disabilities for onward submission to the STC on Justice and Legal Affairs**

48. The Experts were informed by the Commission that the Draft Protocol was deliberated upon by considering it Article by Article over the past two days by Experts in the field of disability, participating in the STC-SDLE-2. Valuable inputs were made by all participants and those which were agreed upon have been incorporated into the Draft. The Draft Protocol will be submitted to the Ministers' Meeting for endorsement.

49. The Meeting recommended that the Draft Protocol be submitted onward submission to the Ministerial Session of the STC-SDLE-2, and thereafter to the STC on Justice and Legal Affairs.

**Briefings**

**Disability**

**a) Payment of arrears in contributions to the African Rehabilitation Institute (ARI) for the settlement of salary arrears of former ARI staff**

50. The representative of the Commission explained that of the 26 ARI Member States, 17 still owe arrears in contributions to the ARI which results in former, deceased and retired ARI staff not having been paid their audited dues since 2013 which amounts to \$1.3 million. These former ARI staff are from Zimbabwe, Republic of Congo and Senegal. Many have died and their family members, as well as the remaining former staff members are suffering financially. The AU Executive Council has urged ARI Member States in January 2013, and again in January 2015 to pay only 30% of their outstanding dues. The Commission has sent out 3 Note Verbales to the ARI Member States indicating the audited amount due by each ARI Member State. A few former ARI Member States have since paid their arrears. If the remaining 17 ARI Member States that owe arrears to ARI would pay only 15% of their assessed arrears, the liabilities owed to ARI staff will be liquidated. The matter will be tabled again at the Executive Council in June 2017.

51. The Experts urged ARI Member States to pay their arrears and made the following additional recommendations, that:

- i) The AU Commission pays a subvention of US\$150,000 from Member States' contributions towards the liquidation of the liabilities of ARI in 2017;
- ii) The seventeen (17) ARI Member States that are in arrears in their contributions to ARI, be billed (invoiced) by the AU Commission for 15% of their audited arrears in 2017;

- iii) Payments owed to ARI staff are done in proportion to funds received from the AUC and ARI Member States, i.e. that the dues to ARI staff are offset as payments come in, for them not to wait another year for any payments;
- iv) Those remaining ARI Member States that still owe arrears to ARI in 2018, are billed by the AU Commission for 30% of their audited arrears to ARI, in addition to their annual assessed contribution to the AU Commission;
- v) The Executive Council receives a report from the Commission on the liquidation of the liabilities of the ARI at their Ordinary Session January 2018, as requested for already in January 2013.

**b) Implementation of the AUC/Finland/GIZ project for the AU Disability Architecture (AUDA)**

52. The representative of the Commission explained that the African Union Disability Architecture [AUDA] project aims to set the conditions for more effective disability mainstreaming in the AUC. The project is designed to sustain disability inclusion through strengthening the AUDA's operational pillar and disseminate experiences and promising practices across the continent. This will include strengthening the AUDA policy framework; Capacity development; Knowledge management; networking and information sharing; and Implementation in "Champion" member states. Through the AUDA project, the African Union Commission's Department of Social Affairs has built a strategic partnership with the Governments of Finland and Germany being implemented by GIZ.

53. Member States unanimously commended the AUDA project and recommended that the criteria for selection of the Champion States be circulated and the selection of these states be done in a transparent manner.

**Social Protection**

**a) Long term prospects for social protection in East Africa**

54. The representative of the Organisation for Economic Cooperation and Development (OECD) briefed the meeting on the report of the OECD Development Centre the report on, «Harnessing the Future: A long-term perspective on Social Protection Development in East Africa. » The African Union's Agenda 2063 reaffirms the centrality of social protection in Africa's strategy for eradicating poverty and ensuring sustainable and equitable development. This report identifies possible futures and explores new paths for action in six countries in East Africa – Ethiopia, Kenya, Mozambique, Tanzania, Uganda and Zambia. It highlights seven grand challenges that confront social protection policymakers in the region and discusses which policy directions are most appropriate for tackling today's social protection needs and preparing for those of tomorrow. A number of these challenges, such as rapid population growth and urbanisation, persistent informality, low domestic resource mobilisation and climate change are common to Africa; the methodology and approach used here will be applicable to many other countries across the continent.



55. In response, the meeting commended the report and recommended that OECD supports research in the area of social protection measures and outcomes in member States.

#### **b) Financing of Social Protection in Africa**

56. The presentation of the representative of the UN Economic Commission for Africa (ECA) covered the issues of public expenditure, including social spending and expenditure on social protection, as well as revenue trends. The average public expenditure (as % of GDP) for most countries in Africa surveyed, is between 20-30% of GDP and has increased across all sub-regions in the period 2000-2012, though some countries witnessed a decline. Social expenditure, which is part of public expenditure, is about one-third of the total public expenditure in three sub-regions. Social expenditure is towards education, health, social welfare, water and sanitation, employment and housing, and social protection. Expenditure on social protection is on average 22% of total social spending.

57. The meeting recommended that there is need for greater policymakers' awareness of the links between social protection and economic growth along with better data and more rigorous analytical work to convince them of the real benefits of investments in vulnerable groups.

#### **Older persons**

#### **a) Status of Signature and Ratification of the Protocol on the Rights of Older Persons in Africa**

58. The representative of HelpAge International informed that the Protocol on the Rights of Older Persons was adopted by the AU Summit in January 2016 and noted that it covers a range of rights to promote and protect the rights of older persons. The Protocol can help the continent elevate the issues of older people to the same levels as other vulnerable groups, allow member states to systematically address older persons policies at national and regional levels, and ensure they are not left behind in SDGs and Agenda 2063. However only 3 countries have so far signed and 15 countries are needed to ratify in order for the Protocol to come into force. Member states and international development partners should increase financial support to ageing development.

59. The meeting took note of the slow pace of signature and ratification of the older persons protocol and urged Member States to engage with Governments and with the advocacy of civil society to have the Protocol signed and ratified expeditiously.

#### **b) Status of the development of the UN Convention on the Rights of Older Persons and participation of AU Member States in the Open Ended Working Group for the Convention**

60. The representative of the UN Department of Economic and Social Affairs (UNDESA) informed that the Open-ended Working Group on Ageing (OWWG) that was established in 2010 by the General Assembly has been active in discussing

issues affecting older persons, particularly existing international human rights frameworks and mechanisms in relations to older persons to address normative and/or implementation gaps such as: Discrimination against older persons; Right to the enjoyment of the highest attainable standard of physical and mental health, Access to palliative care; Violence and abuse of older persons. Some of the observations made by the OEWG on gaps in human rights instruments at international and regional levels were: Regional human rights frameworks should be established/enhanced for new international action; or mainstream the rights of older persons within existing human rights frameworks. The 7<sup>th</sup> Session of the OEWG reached consensus to move forward and discuss specifics of what elements should be included if a decision to move forward on a Convention is taken.

61. The meeting recommended that:
- i) Member States support the development of a UN Convention on the Rights of Older Persons;
  - ii) Member States should use the AU Protocol on the Rights of Older Persons as reference at the international level when drafting the UN Convention on the Rights of Older Persons.

## **II. SECTORIAL SESSION OUTCOMES – LABOUR AND EMPLOYMENT**

62. The Sectorial Session on Labour and Employment was chaired by the Expert from the Government of Algeria, in his capacity as Chairperson of the newly elected Bureau of the STC-SDLE-2.

### **Implementation of the Declaration and Plan of Action on Employment, Poverty Eradication and Inclusive Development**

#### **a) Consideration of fast-tracking the implementation of the First Five Year Priority Programme (5YPP) on Employment, Poverty Eradication and Inclusive Development (2016-2019) – Planning and M&E Tools**

63. The representative of the AUC briefed the meeting on mechanisms for fast tracking implementation of the 5YPP, including roles and responsibilities for the AUC, member-states, RECs, and partners; processes for implementation and reporting; and harmonization of statistics to facilitate learning and sharing of best practice.

64. The Experts recommended the following regarding the implementation of the Declaration and Plan of Action on Employment, Poverty Eradication and Inclusive Development:

- i) AUC to work on the clarification of concepts and indicators being requested, as well as on the reporting methodology for further discussion on the margins of the ILC in Geneva and ensure that countries are focusing only on the most important indicators;
- ii) Involvement of social partners, business, and workers in 5YPP implementation to be increased and to make reporting more tripartite and

- consultative by sending the questionnaires also to focal points of social partners;
- iii) Member States to establish and enhance their inter-sectoral follow-up structure by September 2017 and inform the Commission for submission to the Bureau;
  - iv) Member States and RECs to take appropriate measures for the formulation of their national and regional domestication document on the 5YPP;
  - v) Capacity building programmes to be established for institutions in charge of labour and employment statistics to improve data collection, analysis, and reporting at Member State level;
  - vi) Ensure policy coherence in international cooperation with partners such as ILO in line with the Addis Ababa 2015 Declaration, the Decent Work Agenda for Africa and Ouaga+10.

#### **b) Forum on Public-Private Partnerships for Job Creation and Inclusive Development**

65. The representative of the Commission introduced PPPs as a tool for implementing labour policies and programmes. He highlighted that given the size of the private sector and its job creation potential, it is critical to work with private players, including informal ones, to streamline the pipeline from education and training into decent jobs, in partnership with relevant government, workers, and social partners.

66. In the debate that ensued, the Experts meeting recommended that:

- i) PPPs should be linked with efforts to spur new enterprise creation and pursued in partnership with broader efforts to improve national productivity and competitiveness;
- ii) PPPs should be structured to achieve co-benefits beyond decent job creation including better cost- and risk-sharing, improvements to government service delivery, improved quality and reach of data and statistics;
- iii) To increase their inclusivity and effectiveness, PPPs need to go beyond just 'public' and 'private' stakeholders to involve and incorporate workers, trade unions, and social partners;
- iv) AUC to develop guidelines, tools, including regulatory frameworks for Member States to promote and develop PPPs, and also to strengthen their private sectors to begin with as effective PPPs rely on a strong private sector;
- v) Include labour migration, social protection and rural employment in the framework;
- vi) Improve understanding and implementation of PPPs within the agriculture sector and in post-conflict environments;
- vii) AUC to gather experiences from member States and produce a compendium of good practice on PPP.

## **Skills for Jobs and Demographic Dividend in Africa**

### **a) Communication by the Hon. Minister of TVET of Algeria**

67. The Hon. Minister of TVET of Algeria informed the experts of Algeria's efforts to deliver TVET, highlighting the importance of a well-trained, productive workforce in transitioning an economy towards a greater degree of openness and international competitiveness.

68. The Experts welcomed the remarks by the Hon Minister and emphasized their desire for greater sharing of best practices between member States with success in TVET (e.g. Algeria) and those seeking to improve domestic TVET practices and outcomes.

### **b) Skills matching**

69. The Ministry of Labour and Social Security of Algeria informed the experts on Algeria's efforts to improve the relationship between skills supply and skills demand, highlighting the need for employers to better define their skills needs and to get more involved in vocational and university training;

70. Taking into account the decisions of the African Union, the Experts recommended:

- i) A greater clarification of the role of national observatories and national qualification authorities in skills matching and coordination of labour supply and demand should be conducted;
- ii) Skills matching needs to take into account technological change and its implications for future skills demands in the workplace.

### **c) Communication by GIZ**

71. The representative from GIZ informed the Experts on the programme and support offerings that GIZ provides to African countries related to skills matching. These include Youmatch, the Pan African University, African German Youth Initiative, ATVET/ATVET for Women, and Skills Initiative for Africa.

72. The Experts made the following observations regarding the presentation:

- i) AUC, GIZ and other partners to craft a comprehensive skills supply and demand forecast model based on current experiences for use by Member States in order to improve skills matching to create decent jobs for youths.
- ii) Technical cooperation and financial support are required by Member States on skills supply and demand forecast;
- iii) Regional exchange programmes should be encouraged to enhance shared learning.

### **d) Skills Supply and Demand Forecast Approach and Methodology**

73. The representative of the AUC informed the Experts on efforts to refine methodologies for skills supply and demand forecasting.

74. The Experts made the following observations regarding the skills forecast approach and methodology:

- i) The AUC must work with RECs to strengthen coordination across all levels in skills matching, ensuring that member States are aware of best practices and working together to improve policy, evaluation, and reporting through effective advocacy;
- ii) South-South cooperation to be promoted regarding skills supply and demand forecast.

### **Labour rights in trade and investment**

75. The representative of the US Department of Labour explained the labour provisions of USA's Africa Growth and Opportunity Act (AGOA), which provides duty-free access to the US market for African producers. She emphasized the importance of dialogue between trade and labour ministries in meeting AGOA's labour provisions, and presented evidence of the benefits of labour standards and provisions to job creation, social welfare, and equality in the context of international trade.

76. The Experts made the following recommendations regarding labour rights to attract investment:

- i) A mechanism should be established to help African countries achieve better coordination between their labour and trade ministries to align labour policies with trade provisions;
- ii) A structured platform for dialogue amongst relevant ministries, social partners, business, should be instituted and workers should align their positions on trade-related labour issues;
- iii) National agreements with multinationals should include social clauses guaranteeing a minimum of basic rights necessary for jobs to be decent, in particular in extractives;
- iv) Partnerships between member States and the Commission with ILO and US Department of Labour to promote labour rights in trade and investment should be encouraged;
- v) Research should be conducted to guide member States in their policy design and cooperation.

### **Social Security**

#### **a) Occupational health and safety**

77. The representative of the Ministry of Labour and Social Security of Algeria shared experience regarding the promotion of occupational health and safety in Algeria, and recent efforts to improve outcomes through partnerships with industry and workers.

78. The Experts meeting appreciated the good practice shared by Algeria and highlighted the need to strengthen institutional and legal frameworks for OHS, to

expand training systems for employers and workers to improve OHS outcomes, and to better coordinate OHS with health care systems including in rural areas.

**b) AU-FAO-ILO Project on leveraging Cooperatives to extend social security and social protection to rural workers and members of their families**

79. The representative of FAO briefed on AUC-FAO-ILO efforts to expand social protection to rural workers and families, leveraging cooperative systems to expand the reach of social protection and improve outcomes.

80. The Experts welcomed the efforts by AU-FAO-ILO and recommended:
- i) The expansion of these efforts and better quantification of their impact;
  - ii) Integration of these efforts with the SPIREWORK programme;
  - iii) Establishment of an inventory of existing social protection programmes;
  - iv) Expansion of partners in SPIREWORK implementation to social partners.

**Cooperation with the Committee for Development and Promotion of Handicraft (CODEPA) to extend social security to artisans**

81. The representative of the CODEPA Secretariat briefed on the CODEPA organizational structure and programmatic activities, in particular efforts to extend social security to artisan workers involved in artisan activities, which represent up to 30% of economic activities in African economies. He also informed on the partnership with the AUC and other partners on the extension of social security to artisans through extensive implementation of SPIREWORK under the banner of AUC/CODEPA.

82. Further to the CODEPA briefing, the Experts affirmed the importance of handicraft in African economies and the necessity of extending social protection to this sector.

83. The Experts recommended that:
- i) A harmonized and integrated system on social security and social protection for the African artisans be established in line with the modality of cooperation between the two institutions;
  - ii) The AU Commission promotes the handicraft industry among its key activities.

**Briefings:**

**a) Implementation of the Employment and Social Cohesion Fund**

84. The representative of the AUC briefed the meeting on progress related to the construction of an AUC-ILO-ADB-ECA fund on employment and social cohesion, and requested input and opinions from the STC on the fund: objectives, operations and governance, target groups for interventions, and sources of finance.

85. In considering the Fund, the Experts recommended:
- i) Further information on the fund's proposed structure should be collected;

- ii) The joint AUC/ECA working group should continue development and refinement of the fund concept and details of key issues;
  - iii) A two stage approach: (1) audit of what funding is currently available in member States and (2) use this insight to inform a continental perspective on the establishment of the fund;
  - iv) Further to the resolution of the 9<sup>TH</sup> Joint AU/ECA STC on Finance, Economy and Development Planning, the Commission is requested to submit a project proposal for the Employment and Social Cohesion Fund.
- b) Update on the AU-ILO-IOM-ECA Joint Programme on Labour Migration Management for Development and Integration:**
- i) The representative of the Commission informed the meeting of the publication of the First Labour Migration Statistics Report for Africa;
  - ii) The representative of the ILO apprised the meeting of the EU Funded Project on Social Security Access and Portability for Migrant Workers;
  - iii) The AUC representative notified the meeting of the AU Labour Migration Advisory Committee which will be operationalized with the support of the IOM.
- c) Update on the implementation of the AfDB project on Youth Employment, by AfDB:**

86. The representative of AfDB briefed on a new configuration that will address the challenges in youth employment based on three pillars: integration, innovation and investment. He highlighted the Bank's new digital platform on innovation, with collaboration of young entrepreneurs, and highlighted the bank's targets for job creation to 2025.

### **Preparation for the 106<sup>th</sup> Session of the International Labour Conference**

#### **a) Report on the Activities of the African Group in Geneva**

87. The representative of the AUC presented the Report on the activities of the African members of the ILO, noting that it provided a summary overview of specific issues identified by the African Group for the purposes of information, discussion and/or decision by the STC SDLE.

88. In order to facilitate discussions, the report was presented in two segments. The first segment related to issues arising from the deliberations at the relevant sessions of the ILO Governing Body and International Labour Conference, while the second concerned the nomination of new GB members for the term 2017 -2020 and the allocation of responsibilities for the 106<sup>th</sup> Session of the ILC.

89. The following recommendations were made:

- a) *Review and role of Regional meetings:*
  - The African Group should continue to pursue its position on the amendment of the Rules for Regional meetings relating to the issue of Composition.

- b) *1986 Instrument of Amendment to the ILO Constitution*
- The AUC should continue its efforts to lobby the six remaining African countries that have yet to ratify the 1986 Instrument.
  - The lobbying of the countries of Chief Industrial Importance should be elevated to the highest level of the African Union and the AUC.
- c) *ILO cooperation with Tobacco Industry*
- Member states should hold national tripartite consultations on the issue of ILO cooperation with tobacco industry
  - ILO should develop the necessary guidelines/policy to inform its cooperation activities with the tobacco industry
  - Member states and social partners should reflect on alternative economic activities including alternative livelihoods for their tobacco growing communities given the impact of tobacco on the health of their populations
- d) *ILC Committee on Employment and decent work for peace and resilience:*
- A preparatory African group meeting will be held on 4 June 2017 in Geneva to finalise the African Group position on Refugees and Internally Displaced Persons (IDPs) in relation to the revised Recommendation 71
- e) *Ratification of the Protocol of 2014 to the Forced Labour Convention, 1930*
- Noting that 3 African countries have already done so, Member States were encouraged to ratify the Protocol
- f) *Election of African Members of the GB for 2017-2020*
- The following countries were nominated to represent Africa on the GB for 2017-2020:

Six Regular	Seven Deputy
1. <b>Chad</b> (Central)	1. (Central)
2. (East)	2. (East)
3. <b>Mauritania</b> (North)	3. (East)
4. <b>Lesotho</b> (South)	4. <b>Libya</b> (North)
5. (West)	5. <b>Namibia</b> (South)
6. (West)	6. <b>Swaziland</b> (South)
	7. (West)

- g) *Coordinator of the African Group 2017 to 2020*
- In accordance with the sub-regional rotation of the coordination, the East Africa Region presented the nomination for Coordinator of African Group 2017-2020 (to be confirmed)
- h) *African Group spokespersons and liaisons for the 106<sup>th</sup> ILC committees*
- The following countries were endorsed as spokespersons /liaisons for the Committees of the 106<sup>th</sup> ILC in June 2017:
    - i. Labour migration : Volunteer required



- ii. Employment and decent work for peace and resilience: second standing setting discussion: **Angola**
- iii. A recurrent discussion on the strategic objective of fundamental principles and rights at work: **South Africa**
- iv. Liaison for the Committee on the Application Standards: volunteer required.

#### AGENDA ITEM 8: BRIEFINGS ON LABOUR AND EMPLOYMENT

##### a) Revision of the AU Migration Policy Framework for Africa, Banjul 2006

90. The representative of the AU Commission apprised the meeting on the revision of the AU Migration Policy Framework for Africa which was adopted in Banjul, The Gambia, in 2006.

##### b) Briefings on their Labour and Employment reports by:

- ❖ Business Africa
- ❖ Organisation of African Trade Union Unity (OATUU)
- ❖ International Trade Union Confederation Africa (ITUC-Africa)

#### AGENDA ITEM 9: CONSIDERATION OF THE DRAFT AGENDA AND WORK PROGRAMME OF THE MINISTERS' MEETING

91. The Experts adopted the draft agenda and work programme of the Ministers' meeting.

#### AGENDA ITEM 10: DATE AND VENUE OF THE 3RD MEETING OF SPECIALISED TECHNICAL COMMITTEE MEETING ON SOCIAL DEVELOPMENT, LABOUR AND EMPLOYMENT

92. The meeting welcomed the offer to host the STC-SDLE-3 by the Republic of Guinea, to be held in April 2019..

#### AGENDA ITEM 11: ANY OTHER BUSINESS

93. The Chairperson recalled the reforms regarding the introduction of STCs and recommended to consider a better balance between the social development and labour and employment sectors.

94. The meeting recommended that:

- i) Participation of delegates from the social development sector should be strengthened;
- ii) The Bureau must identify the theme of the sessions and its work programme during the ILC;
- iii) Follow up is required on the implementation of the decisions of the STC with a special report 6 months before the next session;

- iv) Benchmarking of good practices must be done from other STCs such as champion country mechanisms on STC on Public Service;
- v) Request the Commission to consider an annual session of the STC-SDLE.

**AGENDA ITEM 12. CONSIDERATION AND ADOPTION OF THE REPORT OF THE EXPERTS' MEETING**

95. The Experts' meeting adopted its report as amended.

**AGENDA ITEM 13: CLOSING**

96. The Chairperson of the STC-SDLE-2, Mr Mohamed KHIAT, Secretary General of the Ministry of Labour and Social Security of Algeria, thanked the meeting for accepting the offer of Algeria to host the meeting, the participation of a high number of Member States, delegations and partners and for their constructive contributions in view of the theme of the Meeting. He appreciated the quality of the papers presented. The Secretary General furthermore thanked the Bureau members who supported him, as well as the interpreters and translators and the AUC staff for their secretarial support.