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THE REPUBLIC OF THE GAMBIA



DECENT WORK COUNTRY PROGRAMME

THE GAMBIA

2015 - 2017





The Republic of The Gambia

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THE GAMBIA
2015- 2017**



We, the tripartite constituents of The Gambia on this day, 14th October 2015, affirm that outcome of the Gambia Decent Work Country Programme (2015 –2017) is a result of collaborative efforts of the tripartite partners. We further commit ourselves to ensuring the full implementation of the Decent Work Country Programme to achieve the objectives contained therein.

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FOREWORD

The global economy has entered a new period combining slower growth, widening inequalities and turbulence. In Africa, the employment situation has not improved much despite better economic growth performance. Most developing countries in Africa face significant income inequality, unemployment and social unrest and they have real difficulties to rebound from the financial crisis since 2008.

In this framework, The Gambia is facing a serious jobs challenge and widespread decent work deficits yet it has an ambitious vision to transform the country into a dynamic middle-income country and a centre of excellence in many areas. Such challenges require the consideration of the human capital as well as the quality growth and jobs which are important keys for the country's development and this aspect is fully considered in The Gambia. Indeed, it's worth mentioning the strategy of the government to achieve the planned objectives through a well-educated, trained, skilled, healthy, self-reliant and enterprising population.

The country has undertaken many actions and achieved considerable results in different areas of its development and transformation. However, many others need to be considered and it is important to address the main issues and to focus on the main challenges, such as youth and women unemployment, low level of education, precarious social protection and weakened governance. We recognize that persistent unemployment and indecent work carry very high social and economic costs and threaten the fabric of our societies and therefore, the government welcomes this first generation of The Gambia Decent Work Country Programme (DWCP) 2015-2017.

This programme is timely and remains a relevant programming tool to address social and economic issues as well as a key element to achieving job rich inclusive and sustainable growth. The three identified priorities on decent and productive employment, enhanced social protection, enhanced social and economic governance through social dialogue are all relevant. Furthermore, they are fully aligned with the four strategic objectives of ILO on employment, social protection, social dialogue and rights at work and with the regional and international framework, mainly the Decent Work Agenda for Africa 2007-2015 and the 2030 Agenda for Sustainable Development which is the main Global Development Agenda for the next 15 coming years in the world. Thus, the government is delighted to note that all the defined outcomes will allow the country to achieve Goal No. 8 of the Sustainable Development Goals which is to "Promote sustained, inclusive and sustainable economic growth, full and productive employment, and decent work for all".

The Government is pleased to renew its commitment for the promotion of the decent work agenda by implementing the DWCP for The Gambia and will ensure the country's ownership.

I would like to conclude by thanking all stakeholders involved in this process, mainly the social partners and ILO whose collaboration is much appreciated. The Government of The Gambia welcomes the efforts undertaken to make this programme a result-based one and urge the commitments of all key actors to contribute to its implementation. May The Gambia DWCP give more opportunities of decent work for all Gambians to enable the government achieve its vision 2020.

Mr. Abdoulie Jobe
Honourable Minister
Ministry of Trade, Industry, Regional Integration and Employment

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ACRONYMS

CP	Country Programme
DWAA	Decent Work Agenda for Africa
DWCP	Decent Work Country Programme
GAMJOBS	Gambia Priority Employment Programme
GAMWORKS	Gambia Agency for the Management of Public Works
GBOS	Gambia Bureau of Statistics
GCCI	Gambia Chamber of Commerce and Industry
GDP	Gross Domestic Product
GETFUND	Gambia Enterprise and Skills Development and Training Fund
GFATM	Global Funds to fight AIDs, Tuberculosis and Malaria
GLFS	Gambia Labour Force Survey
GNBTU	Gambia National Bureau of Trade Unions
GTTI	Gambia Technical Training Institute
GSQF	General Standard Qualification Framework
GWDCP	Gambia Delegated Work Country Programme
GWU	Gambia Workers Union
HIV/AIDS	Human immunodeficiency virus / Acquired Immune Deficiency Syndrome
IEC	Information, Education and Communication
ILO	International Labour Organization
JIC	Joint Industrial Council
LMIS	Labour Market Information System
MDG	Millennium Development Goals
MOFEA	Ministry of Finance & Economic Affairs
MOHSW	Ministry of Health and Social Welfare
MOTRIE	Ministry of Trade, Regional Integration and Employment
MOBSE	Ministry of Basic and Secondary Education
MSME	Micro Small and Medium Enterprises
NAS	National Aids Secretariat
NEAP	National Employment Action Plan
NEP	National Employment Policy
NGOs	Non-Governmental Organizations
NAQAA	National Quality Assurance Authority
NYSS	National Youth Service Scheme
OSH	Occupational Safety and Health
PAGE	Programme for Accelerated Growth and Employment
PENDA	Platform for Employment Networking, Dialogue and Action
PRSP	Poverty Reduction Strategy Paper
QAM	Quality Assurance Management
RBM	Result Based Management
SSA	Sub-Saharan Africa

SSHFC	Social Security and Housing Finance Corporation
TVET	Technical Vocational and Entrepreneurship Training
UN	United Nations
UNCT	United Nations Country Team
UNDAF	United Nations Development Assistance Framework
UNDP	United National Development Programme

1.0 INTRODUCTION

In November 2010, the Government of The Gambia in collaboration with its social partners the Gambia Chambers of Commerce and Industry (GCCCI) representing the Employers', the Gambia National Trade Union Congress (GNTUC) representing the Workers' and other stakeholders held a series of meetings whose primary objective was to prepare a Decent Work Country Programme (DWCP) for The Gambia. This process was facilitated by the International Labour Organisation (ILO) through its Country office in Abuja, Nigeria, with the support of the Decent Work team in Dakar, Senegal that provided Specialists in various technical areas.

The meetings included a Decent Work Country Programme Training Workshop and a Decent Work Formulation Workshop. The objectives of the training and formulation workshop were to introduce the tripartite partners and stakeholders to Decent Work Conceptual framework, the process of preparing a fully-fledged country programme and also for the participants to identify and agree on the three national DWCP priorities which would be the focus of the DWCP. Furthermore, the partners were expected identify related outcomes, strategies and output and prepare the outline of the draft country programme for The Gambia. After the consultative meetings, a consultant was hired to contextualise and format the recommendations from the meetings into a draft DWCP

2.0. Country Context

With an estimated population of 1.79 million¹, the Gambia is one of Africa's smallest countries. Over the past decade, the Gambia has continued to experience an annual population growth rate of approximately 2.8%, which is high by any standard. An estimated 44.7% of the Gambian population is below the age of 15 with the youth population (15-24 yrs) accounting for 19.5% of the population².

The level of education is an important determinant of a person's job prospects. Statistics in the Gambia show that 9.8% of the population aged 15 years and above have completed Primary education, only 0.4% has completed University and 2.6% have completed Post-Secondary education (Certificate/Diploma). These are very low rates of education attainment which will eventually impact on the availability of skilled Gambians on the Labour market. The vulnerability of women is illustrated by the fact that 62% of females reportedly had no schooling compared to 49.0% of males in the country. This statistic further highlights the challenges that women will have to overcome if they are to take advantage of the opportunities that exist in the Labour market. It is also obvious that education remains the biggest challenge; by all measures, with quality being low and little improvement across the country especially for girls. The literacy levels are dependent on education. The overall literacy

¹ World Bank Data 2012

² As per UN Definition. The Gambia, youth age cohort is defined as persons aged 13-30 years is 31% of population and 35.9% as defined by the African Union

rate for Gambians aged 15 years and over was 42.1 %, but it is much higher for males (52.2 %) than for females (33.2%). 60.3% of young Gambians between age range 15-24 years were literate. About 66.0 % of males compared to 55.8 % of females were literate.

Between 2005-2010, the economy achieved a steady positive growth averaging between 6-7% and maintained macroeconomic stability. In 2011 there was a slump in GDP growth attributed to an Agriculture harvest failure caused by a serious drought. The effects of the 2011 crop failure were felt in the economy in 2012 with GDP falling to 3.3%. Some recovery was however forecasted for 2013 and 2014³ with estimates of 5% and 5.1% respectively. The main drivers of GDP growth in 2013 were services 57.1%, agriculture 22.2% and industry 14.8%⁴. Tourism however remains the country's major foreign exchange earner.

Poverty continues to be a serious source of concern for the Gambian Government. According to United Nations Human Development Index, the Gambia ranked number 165 out of 185 countries surveyed in 2013. According to the GBOS Integrated Household Survey 2010, 36.7% of the Gambian population was estimated to be living below the US\$1 per day poverty threshold with the rural areas accounting for a large proportion of the poor. This was however a significant improvement from 1998, when 69% of the people were classified as being poor. The depth of poverty according to the survey was twice more severe in rural than urban areas; Workers employed in agriculture and fisheries sectors, who constituted 52% of the working population, had the highest poverty head count and account for 69% of the poor. There is also a clear gender dimension to poverty in The Gambia as male head households are poorer than female-headed households. The poverty head count ratio for female-headed is 28.8% while it is 38.8 for male-headed household. Households that are larger and headed by individuals with no education are also much poorer. Poverty in the Gambia is also linked to the difficulty in finding jobs, in particular in urban areas.

Unemployment therefore remains a critical determinant of poverty and has over the years been identified as having contributed to the rising population of Gambians living in poverty. According to GLFS 2012 statistics, there were 221,414 unemployed persons in the country, which commensurate to an unemployment rate of 29.8%. Males account for 20.9% and females account for 38.3%. This shows therefore that more women are unemployed than men in the Labour market. Young women in The Gambia also face more constraints in joining the labour force compared to young men due to factors such as low education and skills, cultural attitudes and practices and limited opportunities to access productive resources affecting their lives negatively leading to a vicious cycle of poverty. According to the LFS 2012 Industry accounts for 31.5% formally employed Gambians of which females are 3.8% and males are 22.1%. Agriculture and the informal sectors account for more than two-thirds of the total

³ ADB Joint Assistance Strategy 2012-2015

⁴ Ministry of Finance Budget speech 2014.

employment in The Gambia; women dominate the horticulture sector and fisheries; they represent 81% of fish traders and 99% of fish processors. They also participate in tourism and petty trading activities in the informal sector.

The HIV/AIDs pandemic continues to be a growing threat to workplace in The Gambia. Though its impact on the productive labour force is not documented, it is thought to be serious. According to the National Sentinel Surveillance Survey which is currently the only data source available to monitor the prevalence of the epidemic in the country, in 2004 showed an HIV prevalence rate of 2.1% for HIV1 and 0.9% for HIV2. In 2006, the rates sharply increased to 2.8% and then declined to 1.4% in 2007. The 2008 Sentinel Survey showed a slight increase of HIV1 to 1.6% whilst HIV2 has dropped from 0.5% in 2007 to 0.4% in 2008.

3.0 DECENT WORK GAPS IN THE GAMBIA

Recent developments in the Gambia's socio-economic arena have necessitated the need increased focus on the attainment of Decent Work for all in the Gambia. It is in this regard that due attention is being paid towards identifying the constraints impeding Decent Work and thereafter putting into place appropriate interventions to address them within the context of this DWCP. The following provides a synopsis around the challenges /deficits of Decent Work in the Gambia;

3.1 Rights at Work

The Gambia has ratified all the eight ILO core conventions. However, it has not ratified any of the four (4) priority Governance conventions or any of 177 technical conventions. The Gambia has also worked steadily towards meeting its reporting obligations on the ratified ILO Conventions. However despite the commendable progress that was made towards guarantying workers' rights in the Labour Act of 2007, the exclusion of certain categories of workers from the Labour Act was highlighted by the ILO Committee of Experts as being inconsistent with the provisions of the Freedom of Association Convention. Government has however indicated its intentions to address the concerns raised on this matter. Discrimination at the work place on the basis of gender, colour, sex, religion, political affiliation, ethnic or social origin has largely been addressed. However work still remains to be done in the case of workers infected and affected by HIV and AIDS. This will be done through legal, policy and programmatic interventions.

The Gambia Government has also been commended for its efforts in combating the worst forms of Child Labour. However more work needs to be done if the problem is to be tackled out rightly. Child Labour is mostly prevalent in the tourism sector where children are sexually exploited, in agriculture especially in rural areas, street begging and domestic work in urban areas. Despite the existence of various provisions with a number of legal instruments including the Labour Act 2007, gaps within

these laws will need to be addressed. For instance, the law does not protect children working without a formal employer – employee relations, as is the case in domestic work. Furthermore, the fact that the constitutionally guaranteed right to free education is only (12yrs) leaves many children vulnerable to child labour as they are no longer required to attend school and can legally work⁵.

The Gambia still faces many challenges in Industrial relations. This is despite the setting up of Labour Tribunals which were established to ensure that the laws are well enforced and also that an institutional mechanism for dispute resolution was available to the tripartite partners. Collective bargaining still remains elusive owing to the absence of human resources and financial resources in the Trade Unions to adequately address labour and employment issues. Trade unions have further been weakened in recent years by the extension of enterprise level bargaining that has made it more difficult for them to sustain national solidarity. These challenges can be addressed by adopting strategies in The Gambia's Decent Work Country Programme to develop and enhance trade union organizations capacities through institutional and human resources capacity building of the Union.

Despite the revised labour laws being in place, there are inadequate governmental, institutional and human capacities in the prevention and settlement of industrial disputes. The enforcement of the labour laws still remains a challenge. The Department of Labour has inadequate staff strength, inadequately trained staff and insufficient equipment and material to perform their duties effectively.

3.2 Employment

Just like many other African countries, the unemployment continues to be a serious problem. Nationally estimated at 29.8%, it is more pronounced among youth 15-34yrs (35.3%) and women (38.3%). Currently, the pressing issue is the high unemployment rate among urban youths aged 15-34 years old. According to the National Youth Profile Study 2010, unemployment rates are generally higher among the more educated and the highest is among youths with secondary education (about 15%) whilst the lowest is found in those without schooling (4%) who are mostly self-employed as farmers, labourers and petty traders.

The unemployment rate is relatively higher in rural areas (31.1%) compared to urban areas (28.4%). In urban areas, unemployment rate for the male and female are 19.6% and 37.9% respectively. In rural areas, unemployment rate for the male and female are 22.4% and 38.6% respectively.

The high unemployment, underemployment rates, especially among the youths and women, will continue to pose a serious threat to the fight to halving extreme poverty by 2015. Creating access to productive and decent employment opportunities will be a critical challenge for The Gambia. The PAGE that succeeded the PRSP II recognizes this challenge and makes the creation of employment

⁵ Findings on the Worst Forms of Child Labour in the Gambia, USDOL

opportunities as a key priority for the urban areas, where unemployment and underemployment is highest.

According to GLFS, services remain the dominant employer accounting for 51.8% of Gambians employed. Key sectors of the economy with potential for job creation are agriculture and tourism; the latter contributes about 12% of GDP and holds great potential for job creation and currently accounts for about 30% of all formal sector employment. The informal sector is a major employer and according to GLFS Statistics, 62.8% of the Labour force is employed in the informal sector. Of these, males and females accounted for 55.3% and 73.8% informal employment rates respectively. It also shows that there is greater participation of females in the informal sector compared to males.

One of the biggest challenges facing The Gambia is the absence of a large enough pool of well-trained skilled artisans to meet the demands of its labour market. While opportunities for vocational training and skills development have expanded over the last five years, a lot needs to be done to provide hands on skills possibly through apprenticeship programmes. According to the 2012 LFS, 10.9% of the population 15 years and over had received some Vocational Training qualification. Of these, 15.4% were males and with 6.9% being females reportedly had vocational training.

Another challenge is the fact that technical and vocational skills development suffer from weak links with the job market. There is need therefore to make vocational training more relevant for the skills demanded by the country's productive sector. To address this problem, the NAQAA has introduced the General Standard Qualification Framework (GSQF) for TVET programme for training of skilled manpower required by the labour market.

3.3 Social Protection

The Social protection challenges that the Gambia is facing are daunting. Approximately 76% of Gambians work in the rural areas and are mainly involved in small scale subsistence farming. Most of them live in large extended families whose members have worked together for generations on family farms. Similarly, for many Gambians operating in the informal sectors in the peri-urban and urban areas, the only social protection available to them is the informal extended family social security networks. The concept of social protection or security for that matter has not fully spread from the mostly urban formal sector to the rural farms and the informal sector.

The key elements of the Social Protection regime in The Gambia includes the social security and occupational health and safety; the Social Security and Housing Finance Corporation (SSHFC) was established in 1980 to provide pension, compensation for injuries and a housing scheme and a Provident Fund to private and public sector workers. Unfortunately, due to their employment status a significant proportion of the vulnerable population are not covered by these schemes. This includes a large proportion of the Labour Force that is informally employed. In most cases, these Social Security

Schemes are contributory and only cover the formally employed. Formally employed workers are covered by a Provident Fund and Pension schemes. The Provident fund is governed by a law first passed in 1981. The Provident fund covers Private sector employees between 18-60 years of age. Casual employees are however excluded from the Provident fund. The Pension Fund (Law passed in 1987) covers employed persons 18-60 years old in quasi-government institutions and participating private companies. Casual workers and self-employed persons are also excluded from the pension fund. Formally employed workers are also covered by the Work Compensation law of 1940 and the Industrial Injuries law of 1996. Again these laws exclude self-employed, armed forces, casual and household workers and family members living in employers' houses. From the foregoing it is evident many Gambians are excluded from Social Protection

The main challenges surrounding the implementation of the Social Protection in the Gambia include:

- Weak financial, material, human capacity of institutions providing social protection services
- Weak coordination of social protection intervention
- Absence of a recognized central coordinating institution for social protection
- Inadequate awareness of social protection issues on the part of the public

3.3.1 HIV and AIDS

The Gambia Government's priorities and objectives in health include halting and beginning to reverse the incidence of major diseases such as HIV/AIDs, TB, and malaria throughout the country. These health priorities are related to the achievements of the UN's, MDGs 4, 5 and 6. These will be achieved through the implementation of the policies and strategies outlined in the PAGE, NEP, NEAP and DWCP. The National Employment Policy and PAGE include the mitigation of HIV/AIDs in their four year planned priorities by the development of programmes to fight its spread in all workplaces; public and private. The Government HIV/AIDs policy will specifically target workplaces including the informal economy for the purposes of increasing public/private and informal sector interventions against the disease. With the collaborative support of the international agencies and NGOs, the government faces the challenge of intensifying its efforts through awareness campaigns and improvements for reporting systems to alleviate the spread of the pandemic. It will also be important to support and reinforce existing policy measures on HIV/AIDs prevention and minimization of discrimination against HIV/AIDs infected and affected workers. This will be done within the context of ILO Recommendation 200.

3.3.2 Occupational Health and Safety

The status of Occupational Safety and Health in the workplace is one that continues to be an area of concern. There is currently a dearth of data or studies to establish the working conditions in The Gambia; lack of institutional capacity and resources have also constrained the undertaking of regular

inspections by the Labour Department or collection of relevant data on Occupational Safety and Health standards. Although labour laws have made provision for the establishment of Factory Boards responsible for maintenance of healthy and good working conditions in factories and industrial plants, this is yet to be fully realized. An Injuries Compensation Fund administered by the Social Security and Housing Finance Corporation (SSHFC) and the Department of Labour is fully operational and is utilized to compensate workers for industrial injuries.

Other challenges that the Gambia continues to face in ensuring that OSH standards are upheld in the workplace include the absence of the required policy framework, lack of knowledge on the OSH law by both the workers and employers to the shortage of trained OSH inspectors. It is imperative therefore that the strategies for promoting decent work in general and in particular, the improvement in working conditions, occupational safety and health should be integrated in a viable national employment policy.

3.4 Social Dialogue

There is a Tripartite Committee on social dialogue within the framework of the ECOWAS Social Dialogue forum. The Committee is a partnership framework of the three stakeholders that will engage in permanent dialogue and consultation in an effort to have common position on promoting decent work in The Gambia. Prior to advent of the social dialogue forum, the Joint Industrial Council in The Gambia provided a platform for tripartite partners to deal with issues related to wages, collective bargaining and dispute resolution. However, in recent years, the Council has become inactive and dormant.

The Committee on Social Dialogue is tripartite in nature and has representative of employers, workers and the government. The Committee will work on social dialogue issues; however because the trade unions lack of organization and unity amongst themselves, they are finding it difficult to come together and have a common front at the forum. Despite these shortcomings, there are trade unions which have instituted collective bargaining agreements with some companies and they are involved in the settlement of disputes.

The challenges facing the trade unions and the employers are their lack of understanding of their rights and obligations as stated in the Labour Laws. The Department of Labour is currently engaged in conducting major sensitization programmes on labour laws and other laws affecting workers and employers. The Labour Unions still remain relatively weak with limited human resources capacity to address labour and employment issues. The effective participation of Trade Unions in national policy formulation has been extremely limited mainly as a result of the fragmentation of the unions and serious capacity problems within Union management. These deficiencies have severely restricted the expansion and consolidation of trade unionism in The Gambia for good industrial relations. The same capacity problem also affects the employer's organization, particularly the GCCI to participate in the

PRSP process. There is therefore urgent need to strengthen the capacities of social partners to effectively communicate the decent work message.

4.0 NATIONAL FRAMEWORK FOR POVERTY REDUCTION

During the last three decades or more, The Gambia Government has implemented poverty alleviation programmes through the PRSPs. The Gambia has however had a mixed performance results towards achieving the Millennium Development Goals (MDGs) including lowering the poverty level as indicated in PRSP II. Government programmes to alleviate poverty have only been partially successful, at best. Some of the key reasons cited included lack of participation by beneficiaries in poverty alleviation programmes, adhoc approach to poverty reduction, inadequate capacity and incentives to implement these programmes effectively. Improving performance will therefore require continued progress on policy and structural reforms.

4.1 Vision 2020

This is the Gambia's long-term vision. It seeks to transform The Gambia into a dynamic middle-income country, socially, economically and scientifically setting out a broad outline of policies to facilitate the realization of this objective. Six major activity areas relating to Agriculture, Industry, Trade, Tourism, Financial Services and Human Resource Development are identified as requiring special attention in order to attain the given level of economic development. Vision 2020 gives Employment a prominent status by seeking ``a well-educated, trained, skilled, healthy, self-reliant and enterprising population to facilitate the transformation of The Gambia into a financial centre, a tourist paradise, a trading, export-oriented, agricultural and manufacturing nation, thriving on free market policies and a vibrant private sector; thereby guaranteeing a well-balanced eco-system and a decent standard of living for one and all, under a system of government based on the consent of the citizenry⁶.”

4.2 Programme for Accelerated Growth and Employment (PAGE) 2012 -2015

The Programme for Accelerated Growth and Employment (PAGE) is a medium term plan for the country covering the period 2012-2015 that presents a roadmap for rapid sustained economic growth aimed at reducing poverty through employment. The (PAGE) makes economic growth, employment and good governance the centre piece of its policy priority and it is anchored on the following pillars:

- I. Accelerated economic growth
- II. Improving infrastructure
- III. Improve access to social services and strengthening human capital
- IV. Consolidation of good governance
- V. Reinforcing social cohesion.

⁶ The Republic of the Gambia Vision 2020

Employment promotion and creation especially for youths and women, is directly specified and mainstreamed in the PAGE's five pillars of intervention which are focused among others; improving work opportunities, youth and youth employment, linking education and training and the job market, mainstreaming gender equality (gender and women empowerment) enhancing social protection, increasing food security and environment and climate change

However, for the PAGE to succeed, rapid and sustained economic growth must be coupled with various actions to reduce vulnerabilities, including economic vulnerabilities such as high unemployment rates, low productivity, and poor distribution of the effects of growth. On the social front, main factors that need to be addressed include tackling low levels of human capital and gaps in access to basic social services.

4.3 The National Employment Policy and Action Plan 2010-2014

The policy acknowledges that one of the policy challenges for the country is the high rates of unemployment and underemployment. The stable macroeconomic growth has not translated into the generation of adequate employment opportunities nor has it spread other benefits of economic growth to most of the population. Rates of unemployment and underemployment are quite high particularly for the youth.

The objectives of the Employment policy are:

- 1) To stimulate economic growth and development, reduce the coincidence of poverty and improve the levels of living by minimizing the rates of unemployment and underemployment; unemployment to be reduced at least by 5% per annum through the planning period to include sustainable livelihoods and informal sector employment.
- 2) To promote a well-educated, trained, skilled versatile, self-reliant and enterprising labour force with a view to increasing employment. Further to promote the development of relevant manpower/human resources that will continually meet the needs of the nation.
- 3) To pursue poverty reduction policies through labour intensive programs and improvement of the labour environment.
- 4) To improve and strengthen the existing labour administrative system for promotion of decent work, worker participation in decision and an efficient industrial conflict resolution mechanism in the labour market.

The DWCP has adopted some of the strategies proposed by the Employment policy and will therefore contribute directly to the attainment of the Employment policy's objectives

4.4 The Gambia National Youth Policy 2009 -2018

The overall objective of this policy is to mobilize youth and get them involved in all aspects of national development. The policy also seeks to empower youth through participation and mentoring. As Youths are an identified target group of the DWCP, efforts have been made at ensuring coherence

between the DWCP and the National Youth Policy in the various intervention areas such as Job creation.

5.0 UNITED NATIONS RESPONSE

In developing the Gambia DWCP, due care was taken to ensure its alignment and coherence with the various programmatic frameworks of the UN and other development partners. This was done to cultivate the benefits/ synergies that would be realized from working with other development and national partners.

5.1 The United Nations Development Assistance Framework (UNDAF) 2012-2015)

The UNDAF was finalized in 2011 and it coincides with the formulation of The Gambia DWCP and The Gambia's National Medium Term Development Plan and Macroeconomic Framework, Programme for Accelerated Growth and Employment (PAGE 2012-2015). These developments create a good opportunity to closely align the national goal and strategies with international cooperation and development assistance frameworks.

The UNDAF (2012-2015) emerged from the Common Country Assessment (CCA) conducted in 2010 to guide the preparation of the UNDAF for The Gambia. The CCA is guided by Vision 2020, the long term development agenda of the Government that was developed in 1996. The details of how Vision 2020 would be achieved have been articulated as medium term plans in the successive documents, namely PRSP I and the PRSP II; with PRSP II ended in 2011, a medium term development plan described as the Programme to Accelerated Growth and Employment (PAGE) was finalised and adopted for implementation from 2012-2015. The UN National Development Assistance Framework, the UNDAF and the DWCP are being developed at the same time and it presented unique an opportunity for both the UNDAF and DWCP to be aligned with the national development framework, the PAGE. Such alignment will have significant positive impacts both in terms of resources allocation and implementation of these programmes.

5.2 Millennium Development Goals (MDGs)

The Government of The Gambia has since 2002 integrated the Millennium Development Goals (MDGs) into the national development policy frameworks. PRSPs I and II succeeded by the Programme for Accelerated Growth and Employment (PAGE) covering the period 2012 - 2015 and other sectorial policies are serving as the building block for achieving the international development goals and those related to the home grown Vision 2020 objectives. This is of particular importance to the DWCP as its alignment with the PAGE will entail its contribution to the MDGs

The Decent Work country Programme for The Gambia is therefore an integral part and will contribute to both the UNDAF and PAGE. The DWCP was developed and will be implemented in close

partnership with the ILO constituents, the Government, workers and employers organizations, the UN system and development partners.

5.3 ILO RESPONSE

Within the framework of the UNDAF, the ILO has been working with its tripartite partners and other development partners in initiatives aimed at promoting decent work in the Gambia. Taking cognizance of these concerns, the Gambia Government in 2010 formulated with the assistance of the ILO and other stakeholders, the National Employment Policy (NEP), Action Plan (NEAP) and Programme 2010-2014. This policy and action plan both soon to be reviewed were prepared by Government and stakeholders in an effort to accelerate the creation of more employment, enhance empowerment of women and youths and foster social inclusion and participatory development.

In order to operationalize the NEP and the NEAP, the Gambia Government with support of the ILO, UNDP and the Spanish Government launched the Gambia Priority Employment Programme (GAMJOBS) in 2007. In its overall objective, the programmes tries to demonstrate the centrality of employment creation for poverty reduction and advocate for an employment intensive growth as a key operational strategy for implementation of the PRSP II and other national action plans.

The GAMJOBS priority action plan consists of four key areas:

- Mainstreaming employment into the macroeconomic sector and social policies
- Strengthening labour market policies and institutional reforms
- Establish a Gambia Enterprise and skills Development and Training Fund (GETFUND) for employment creation
- Promotion of labour intensive technologies in public work programmes to create employment and sustainable livelihoods.

This Programme has now since closed.

It is worth noting that there has not been an ILO technical cooperation project in the Gambia since the closure of the GAMJOBS programme.

6.0 BACKGROUND TO COUNTRY PROGRAMME PRIORITIES

The priorities for The Gambia Decent Work Programme was jointly formulated and developed through a wide participatory consultative process in November 2010 involving representatives of Government, employers and organized labour and other stakeholders. The following country programme priorities were identified during the consultations:

- Decent employment for Sustainable Growth and Poverty Reduction

- Enhanced and improved Social Protection, Health and Safety of workers at work place and elimination of child labour in its worst form
- Enhanced socio-economic dialogue and Tripartism

To address some of the above mentioned challenges, the expected outcomes and related strategies under the three selected Gambia Decent Work Country Programme priority area are based on the following criteria: Alignment to the PRSP II, PAGE, The Employment Policy 2010-2014, UNDAF, the Declaration of the 2004 Extraordinary AU Summit on Employment and Poverty Reduction and the ILO programme and Budget 2014-2015. The Table I below show the Decent Work Gambia Country Programme in a nutshell, while the matrix in Annex I indicates the GDWCP alignments to the national medium term development frameworks PRSP II, PAGE, ILO and UNDAF and includes the outputs of the expected outcomes.

7.0 COUNTRY PROGRAMME PRIORITIES, OUTCOMES AND STRATEGIES

7.1 Priority Area 1: Decent and productive Employment for Sustainable Growth and Poverty Reduction

Outcome 1.1: *Employment opportunities particularly for youth and women increased in all major sectors of the economy.*

Outcome Indicators

Indicator 1.1.1: *Employment prioritized in the National development and, sectorial plans, policies, and programmes.*

Indicator 1.1.2: *Number of employment promotion programmes targeted at women and youths implemented in all major sectors of the economy.*

Indicator: 1.1.3: *Number of Decent Jobs created in the major sectors of the economy.*

Strategies

A multi-pronged employment generation strategy which recognizes the need to prioritize Employment especially for young men and women will be used. Capacities of the Workers and Employers Organizations' will be built to enable them to take the leading role in advocating for the mainstreaming and monitoring of employment in all policies and programmes. Furthermore Government Ministries Departments and Agencies, Employers' and Workers' Organizations' and other stakeholders will work within the framework of the DWCP and endeavor to galvanize all available resources to ensure that Employment is at the centre of all development plans and policies but also that adequate financial resources are made available for implementation of employment programmes targeting youths. Sectorial Ministries will be supported to play a catalytic role as well as being accountable for the creation of employment opportunities in their respective sectors (especially those with a high potential for job creation e.g. agriculture) with due attention being played to ensuing

the creation of a pro employment enabling environment and the provision of necessary incentives to prospective employers including Youth owned SMEs. This will be done through capacity building interventions based on identified needs.

Outcome 1.2: *Self-employment opportunities for young women and men increased in the MSME sector of the economy*

Outcome Indicators

Indicator 1.2.1: *Number of self-employment opportunities for women and youths created*

Indicator 1.2.2: *Number of women and youth owned businesses accessing business development services and micro-finance products*

Indicator 1.2.3: *Number of young women and men benefiting from technical, vocational and entrepreneurship skills training opportunities.*

Strategies

Given the fact that absence of a conducive business environment is acknowledged as being a critical determinant for the promotion and growth of SMEs especially those owned by young women and men, a study will be commissioned to identify constraints needing to be removed and incentives needed for their growth. Based on the results on the study, deliberate interventions will be taken to put in place the needed changes for an enabling environment. Capacities of business development service (BDS) providers will be built to help them target SMEs owned by young women and men. Furthermore efforts will be made to establishing linkages between the SMEs with financing institutions e.g. micro finance and SME friendly banking institutions. SMES owned by young women and men will also be assisted with capacity building support to improve their entrepreneurial skills and how to manage their businesses .Working with GCCI and the private sector SMESs owned by young women and men will be supported to establish business linkages not only amongst themselves but also in the supply and value chains of big enterprises with the hope of establishing markets for their goods and services. GCCI will also be supported to continue and expand its business incubator programmes targeting young entrepreneurs. Support will continue to be provided to tried and tested programmes such as GAMJOBS for the provision of Labour Market Information through existing systems. This will help in providing information on the skills demand of the labour market, thereby ensuring that TVET training programme is orientated towards these demand. Intervention and support for downstream pilot activities that strengthen the access of young men and women to credit and start-up capital through the MSME National Policy will also be strengthened. This will include the provision of technical assistance to micro credit institutions for the facilitation of start-up capital at affordable interest rates for micro and small businesses for young women and men through increased access to finance, but also through provision of a minimum of social protection in terms of micro finance insurance reducing their vulnerability and thereby promoting decent work for youth. Further capacity building support

will be provided to Business Development Service (BDS) providers to equip them with the necessary skills to assist businesses owned by young women and men. The interventions will be gender sensitive and undertaken with the active participation of the Workers' and employers' organizations with a view to upscale, if successful, the pilot interventions and give social partners' the capacity to implement such strategies.

Outcome 1.3: A credible and functional Labour Market Information system (LMIS).

Outcome Indicators

Indicator 1.3.1: Availability of credible up-to-date Labour Market information

Indicator 1.3.2: The Central Bureau of Statistics has in-house capacity to collect, analyze and disseminate Labour market information on a regular basis.

Indicator 1.3.3 Labour market institutions including the Department of Labour, Ministry of Planning, Workers and Employers Organizations etc. and related arrangements for managing LMIS strengthened

Strategies

Well tried strategies will be employed to ensure that the Gambia puts in place a credible and functional Labour Market Information System (LMIS) that will be able to meet the needs of not only the Gambian Government, the Employers and the Workers but also the other users of LMIS. To this end the ILO will support consultative meetings amongst the tripartite partners and others aimed at identifying the country's LMIS needs and agreeing on a framework for its development. Based on an institutional and human resource needs assessment to be undertaken, the ILO will support the activities aimed at addressing the identified needs. These activities will include the training of identified staff, putting into place process and procedures for the collection, analysis and dissemination of Labour Market Information, the preparation of a Labour Market Information system communication strategy as well as support to the establishment of an appropriate institutional structure. Furthermore support will be given to the social partners and other relevant stakeholders to ensure that they play their expected roles in supporting the function of the LMIS.

Outcome 1.4: Youth employment opportunities especially for young women and youths increased through in labour intensive approaches in public work programmes.

Outcome Indicators

Indicator 1.4.1: Number young men and women graduating trained as contractors using Labour based approaches to public works.

Indicator 1.4.2: Capacity of training institutions built to provide demand driven training on Labour based methodologies to public works.

Indicator 1.4.3: Increase in number of young women and men getting employment opportunities in Labour based infrastructure programmes.

Strategies

Labour intensive public works approach will be used to create jobs for youths through feeder road rehabilitation and maintenance, drainage clearance, building reconstruction and waste management in the urban and rural areas. Many of these jobs will be temporary and therefore more investments will be required to turn them into long-term jobs. Support will also be provided to combine measures to create immediate temporary jobs with measures to increase employability and livelihood opportunities for youth. The labour intensive approach will be chosen in three areas: road rehabilitation and maintenance, agriculture, and renewable energy. The infrastructure component will start generating jobs immediately in the rural areas, managed by trained labour based contractors. It will initiate various public and community works which will provide paid temporary work in the dry season. Young workers will be particularly targeted throughout the training and recruitment process.

7.2 Priority Area 2: Enhanced Social Protection, Health and Safety of Workers at Workplace and Elimination of Child Labour, Particularly in its Worst Form

Outcomes 2.1: A Social Protection framework in line with international standards and responsive to the needs of the Gambia established.

Outcome Indicators

Indicator 2.1.1: Number of people in both the formal and informal economies benefiting from Social Protection.

Indicator 2.1.2: Up to date Policies and laws on Social Protection reflecting internationally accepted standards.

Indicator 2.1.3: Availability of up-to-date data on Social Protection in the Gambia.

Strategies

Programmes to increase the Government's and constituent's capacity to develop or implement policies programmes on improving working conditions will be implemented. One of the main strategies of the National employment Policy is the development of a comprehensive social policy to cover all categories of workers (formal and informal) particularly the most vulnerable and help ensure that economic growth is spread to most of the population. Develop and implement social insurance and safety net programmes to cushion the risks associated with unemployment, ill health, disability, work-related injury and old age. Government will help SSHFC become more innovative so that it can cover poor vulnerable groups and establish an innovative medical insurance scheme for civil servants and their families. Extension of social protection to workers in the formal and informal sectors will be priority. In this regards, serious consideration will be made towards the introduction of a social protection floor. Initial work will involve a policy review of the social protection scheme (SSHFC Provident Fund) and the formulation of a new legal and policy framework. Develop and implement

micro and area-based schemes to address vulnerability at the community level including microfinance, agricultural insurance and the establishment of social funds and programmes to deal with natural disasters. In enhancing/expanding social protection coverage, support will be sought from the ILO and other partners working within UNDAF framework to provide/offer technical support to government in converting the Provident Fund Scheme into a mandatory national insurance pension scheme which will be guided by the minimum standards of the ILO Convention No: 102 and worldwide agreed principles of social security. Consideration will also be made to implementing provisions of the Maternity Protection convention 138

Outcomes 2.2: Prevention and management of HIV and AIDS at the workplace enhanced through policies and programmes.

Outcome Indicators

Indicator 2.2.1: National HIV and AIDS Workplace policy developed and adopted.

Indicator 2.2.2: Number of sectorial HIV and AIDS Workplace Policies prepared and implemented.

Indicator 2.2.3: Number of sectorial HIV and AIDS Workplace Policies programmes prepared and implemented

Strategies

As regard HIV/AIDs, it is expected that The Gambia Government in collaboration with GCCI and workers associations will facilitate the inclusion of the workplace policies and programmes in national action plans and Global Funds to fight AIDs, Tuberculosis and Malaria (GFATM). It will also provide Country Coordinating Mechanism and support and the scaling up of their implementation. ILO in collaboration with other development partners will provide support to Government for studies to be undertaken to assess the economic and social impact of HIV/AIDs as well as providing a sound basis for planning and implementing National AIDs Strategic Plans and workplace policies and programmes, including the costing of HIV intervention in the world of work. Workers and employers in collaboration with NAS and GFAMT will advise the government on the development and/or effective implementation and enforcement of national policies and legislation on HIV/AIDs; training will be availed to tripartite partners in carrying out legal reforms aimed at incorporating norms relating to addressing HIV/AIDs at the workplace. In collaboration with UNAIDS and GFATM, ILO will work with relevant authorities in promoting access to anti-retroviral treatment through the MRC and the medical centres.

Outcomes 2.3: Health and safety of workers at work place is greatly improved

Outcome Indicators

Indicator 2.3.1: Percentage reduction of Occupational Safety and Health incidents in the workplace

Indicator 2.3.2: Numbers. of workplaces implementing Government approved Occupational Health and Safety standards

Indicator 2.3.3: Labour Inspectors and Social Partners adopt ILO OSH tools and methodologies in the promotion of a better OSH environment

Strategies

The strategy on OSH, will focus primarily be on strengthening the capacities of the labour inspectorate; assistance to set up occupational safety and health committees and an OSH information system as well as dialogue with the private sector to promote safe workplaces and practices. Special effort will be made to launch awareness raising campaigns on rights and obligations for safety and health at work using ILO tools. Research will be conducted in sex-disaggregated data, training, education, information dissemination, and awareness campaigns to launch a culture of preventative safety and health and in addressing occupational safety and health issues.

Outcomes2.4: Child labour particularly in its worst form is progressively eliminated.

Outcome Indicators

Indicator 2.4.1: Policies, laws, strategies and action plans for the progressive elimination of the Worst Forms of Child Labour in place.

Indicator 2.4.2: Number of children withdrawn from the Worst forms of child labour.

Indicator 2.4.3: Capacities of Government, social partners and other agencies to implement programmes against the worst forms of Child Labour strengthened.

Strategies

As regards to child labour, the National Employment Policy and the GDWCP within the context of the Children's Act 2005 will seek to minimize child labour through the following strategies:

- Development and implement all child labour related policies and programmes*
- Enhancing implementation of the ILO Convention on the elimination of the worst forms of child labour which The Gambia ratified.*
- Aggressive promotion of basic education*
- Increase awareness campaigns.*
- Aggressive skills development training programmes for children working in the informal sector*
- Collection and analysis of data on the subject.*

Programmes to provide support towards strengthening the child labour component of the national development programmes and development of the necessary institutional and technical capacities for effective and sustained implementation will be introduced. Efforts will also be made at strengthening the legal framework for combating child labour and mobilising key stakeholders to support enforcement. Capacity building activities targeted at the Government and the social partners to address household incomes and income generations issues in the PAGE and the National Employment

Policy as well as their capacities to develop sustainable livelihoods, and strengthen social security support systems will be implemented.

7.3 Priority Area 3: Enhanced Socio-economic Governance through Social Dialogue and Tripartism

Outcome 3.1: Workers and Employers organizations capacities to influence national policy, programme formulation and implementation enhanced.

Outcome Indicators

Indicator 3.1.1: National Committee on social dialogue functional.

Indicator 3.1.2: Capacities of Social partners to effectively engage in social dialogue and national agenda setting forums strengthened.

Indicator 3.1.3: Number of policies prepared and adopted with the participation of the Workers and Employers Organizations.

Strategies

The capacity of the workers (GNTUC) and employers (GCCCI) representative organizations and their affiliates to engage effectively in social dialogue and in socio-economic policy making ,analysis, implementation and monitoring will be strengthened. Initiatives will also be put in place to strengthen the institutional mechanism that facilitates such dialogue and policy making. The GNTUC will be supported to build its knowledge of methods and techniques for tripartite and bipartite social dialogue. This will include capacity-building on collective bargaining and negotiation skills, in a way that would enable the GNTUC in turn to further educate its affiliate unions and the workers who are their members. In addition, the GNTUC will receive support (including research capacity) to develop its role in economic and social policy discussion. For its part, the GCCCI as the most representative employers' organization will be supported on in research and advocacy areas to equip them with the necessary capacities to be the voice of a significant part of the private sector in the Gambia.

Outcome.3.2: A cordial and harmonious Industrial Relations Environment.

Outcome Indicators

Indicator 3.2.1; Reduction in the number of industrial disputes.

Indicator 3.2.2.Number of Officials from the Workers and Employers representative Organizations trained in Alternative dispute resolution (ADR)

Indicator 3.2.3. Social Dialogue increasingly used as a mechanism for decision making and dispute resolution

Strategies

Employers' Association (GCCCI), Trade Unions (GNTUC) and the Joint Industrial Councils will be required to work closely with Government agencies, particularly the Ministry of Trade, Industry, Regional Integration and Employment (MOTRIE) to identify institutional and human resource areas that need to be addressed to reduce incidents of Industrial disputes. The Joint Industrial Councils established by the law under the Labour Act 2007 has been inactive for some time mainly due to inadequate institutional and management capacities of the constituent partners. The enhancement of these capacities of the agencies will be done as a prerequisite to the successful implementation of the decent work policy. The institutional and human capacity limitations of the Ministry will also be addressed by supporting training programmes of labour officials at all levels in the prevention and settlement of labour disputes. Training will also be extended to the Industrial Tribunal Magistrates and their supporting panelists or assessors. Training programmes will also be conducted in negotiation skills, collective bargaining, and in the gathering of appropriate information, socio-economic and labour market data to support collective bargaining for employers and workers representatives. Priority will also be given for contributing to appropriate training programmes of employers' organization in human resource development and management especially for small-scale entrepreneurs and women entrepreneurs.

Outcome 3.3 The Corporate governance of the workers' representative organizations improved.

Outcome Indicators

Indicator 3.3.1: Increased transparency and accountability in Trade union management and operations.

Indicator 3.3.2: Number of Trade union officials trained in management and corporate governance.

Indicator 3.3.3: Clearly elaborated Trade union strategic plans

Strategies

The Workers Organization (GNTUC) will be supported to review its constitution and internal structures to make them more transparent and accountable to its affiliates. Capacity building programmes in organizational skills will be developed for leaders of workers and employers' organizations and the Government. On the workers' side, the training will be given an extension of trade union membership, especially among women and in difficult sectors such as agriculture and the informal economy and in small and medium scale enterprises. Institutional capacity building and strengthening of the Union will help improve good governance within the labour movement. Efforts will be made to provide services especially through technical assistance for workers and employers to ensure that areas such as competitiveness, productivity enhancement, and improvement of conditions of services and workers welfare, maintenance of industrial peace, protection of children from labour exploitation, equal opportunity for men and women, and social protection are key to both the DWCP and the PAGE.

8.0 DWCP in Partnership – Implementation and Management

In order to ensure the coordination, implementation and monitoring of the DWCP, there will be continued dialogue and consultations amongst the tripartite partners, through a Tripartite Steering Committee that will be established. The Tripartite steering committee will comprise of the following;

- Ministry of Trade, Industry, Regional Integration and employment
- The Labour Department
- The Gambia National Bureau of Trade Unions
- The Gambia Chamber of Commerce and Industry
- GAMWORKS
- GBOS
- Ministry of Finance and Economic Affairs
- Social Security and Housing Finance Corporation (SSHFC)
- GAMJOBS

Other Sectorial Ministries with an Job Creation mandate will also be incorporated in the sub-committees of the Tripartite Steering Committee.

8.1 Terms of Reference for the Committee

- To establish a structural mechanism for systematic dialogue and consultations between Government, employers and employees on all matters related to GDWCP.
- To encourage and oversee the inclusive and active participation of all stakeholders in the formulation, implementation, monitoring and review of all aspects of the Decent Work Country Programme.
- To promote decent work and ensure adherence to the principles of decent work and monitor implementation of a decent work country programme of The Gambia.

Some of the roles and responsibilities of the Committee are:

- Improve the capacities of the institutions of the social partners for effective delivery of programmes and activities geared towards employment creation and decent work.
- Undertake advocacy on decent work issues.
- Engage in resource gap mobilization.

The Employment Unit of MOTRIE will serve as Secretariat of the Committee. The Tripartite Steering Committee will also link up with the Platform for Employment Networking, Dialogue and Action (PENDA) through MOTRIE. PENDA is a partnership framework of state and non-state actors network established to facilitate permanent dialogue through advocacy in building coherent positions on mainstreaming of employment at all levels of national development, particularly for youth and women.

9.0 Monitoring and Evaluation Arrangements

An effective, monitoring and evaluation mechanism linked to the UNDAF and the PAGE M&E systems will be established to ensure that outcome targets and expected outputs are achieved in a timely cost effective manner. In the design of the M&E system of the DWCP, deliberate efforts will be made to ensure that there is no duplication of efforts in the collection of data being tracked by the UNDAF and National M&E system. The M&E arrangements will also make provision for updating the implementation plan as and when the need arises.

The implementation and monitoring of the GDWCP will be done by the tripartite DWCP Steering Committee. As regard the monitoring and evaluation functions of all tripartite partners, the Tripartite Steering Committee will be responsible for coordinating and periodically monitoring the country programme outcomes as set out in the DWCP, and also serve as a forum to address issues that emerge. The Committee will also serve as a basis for interacting with other agencies e.g. UNCT dealing with the UNDAF process in the country, the PENDA and MOTRIE.

A reporting system will be established by the Steering Committee to track progress towards CP outcomes and milestones achieved to date. The Tripartite Steering Committees will meet at least quarterly to review and monitor progress.

A Country Programme Review will be undertaken at the beginning of the Third Quarter of year two (2). Technical assistance for this review will be sourced from the ILO's EVAL Office in Geneva and in the Regional Office for Africa. A budget for the review in line with the ILO recommended percentages will be set aside for the review process from the mobilized resources.

10.0 Challenges and Risks

There are challenges and risk factors that may have implications for the successful implementation of the GDWCP; these include limited capacities and constraints of the tripartite partners to perform their respective roles in implementing and monitoring the DWCP, the mobilization of adequate funds and their timely availability. Other challenges will include the prevalence and adherence to certain structures, deep seated cultural beliefs and traditions could impede the mainstreaming of women employment in certain decent work.

By working in close partnership with Government of The Gambia, the UN, social partners other development partners, the private sector and civil society, it is anticipated that the ILO will support efforts aimed at increasing the financial and technical resources for sustainable development of The Gambia through decent work and conditions for its people in areas where there is an identified need for assistance.

11.0 Resource Mobilization - Sources of Funds

In order to ensure timely and effective implementation of the Decent Work Country Programme, funds will need to be mobilized from various sources. These targeted sources will include the following;

- The tripartite constituents: government will be expected to provide funds from national annual budgetary allocations. In addition the employers' organization and workers organization will also be expected to contribute to the funding of identified outcomes and their outputs.
- ILO Extra budgetary resources
- UN system in The Gambia
- Other bilateral/multilateral contacts with countries and organizations whose mandate has a strong element of support to employment and skill development, fighting HIV/AIDs and women empowerment, such as the World Bank, ADB and the Global Fund.
- Non-Governmental Organizations
- Private sector

The targeting of institutions for funding will be guided by resource mobilization Strategy whose objective will be to raise resources needed to implement the DWCP. In order to do this the resource mobilisation strategy will employ the following approach;

1. Determining the amount of resources needed to fill the resource gap; The DWCP Steering Committee supported by the ILO will undertake a resource gap analysis to establish the amount of resources available and the level of resources needed. This exercise will result in the production of a DWCP Budget
2. After the resource gap analysis, a mapping of the donor environment will be undertaken by an ILO supported task team of the steering committee whose objective will be to match potential donors with unfunded outcomes of the DWCP.
3. After having identified potential funders, the ILO will support the DWCP Steering Committee to engage the donors, help in the preparation of concept notes, programme documents and to undertake the necessary follow up.

The use of any resources mobilized will be tracked throughout the implementation of the DWCP to ensure accountability and transparency and financial reports prepared on intervals agreed with the donors.

ANNEX I The Gambia Decent Work country Programme in the Context of the Country Development Framework

GDWCP – PRIORITY 1: Employment for Sustainable Growth and Poverty Reduction				
PRSP II / PAGE	UNDAF about Youth and Women Employment	Other relevant national development frameworks	The Gambia DWCP Outcomes	ILO Programme and Budget 2014-2015
PRSP II (P106) Government to focus on the empowerment of women by: - Improving women and girls employable skills and opportunities through education by ensuring parity at primary, secondary and tertiary levels - Improving women and gives entrepreneurial skills and opportunities in all productive sectors - Providing laws that will effectively protect Women's rights. - Mobilizing resources for gender and women empowerment interventions. PAGE – Youth and youth employment: - linking education and job market - Promote labour intensive technologies in public works	- Employability of vulnerable groups including youth and women and access to markets enhanced. - National and local development policies, programmes budgets are gender sensitive	National Employment Policy & Strategies 2010 – 2014 - Encouraging more labour intensive economic activity in agriculture, fisheries, tourism, construction and the informal sector by means of more support and incentives to the private sector - Promoting access to credit for productive investment. The Gambia National Youth Policy 2009 -2018 objectives: - to create employment for out of schools Strategies: - Take measures such as affirmative action to ensure the participati	1.1 Youth and women employment issues are at the centre of national development planning, programmes and policies. 1.2 Young men and women technical and entrepreneurial skills for self-employment increased. 1.3 Young men and women entrepreneurial & MSME activities enhanced, especially in the potential growth areas. 1.4 Youth employment in labour intensive technologies in public works/ programmes increased	Outcome 1- More and women and men have access to productive employment, decent work and income opportunities. Outcome 2 – Skills Development increases the Employability of workers and competitiveness and of enterprises and the inclusive growth.

programmes at national and regional levels • Further promote self-employment and encourage micro and small, Medium enterprises • Create labour market intermediation centres to match the demand for labour with supply • Advocate for more employment-intensive macroeconomic and		on of women in youth issues • Build the capacity of youth in skills training financial management and governance		
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GDWCP – PRIORITY 2: Enhancing Social Protection, health and safety of workers and elimination of child labour, particularly in its worst form				
PRSP II / PAGE	UNDAF about social protection and child labour	Other relevant national development frameworks	The Gambia DWCP Outcomes	Global ILO Programme and Budget 2014-2015
PRSP II	Pillar I Poverty Reduction and social protection: To develop national social protection system and services		Social security is extended to both in the form and informal sectors countrywide	Outcome 4- More People have access to better managed and more gender-equitable social Security benefits.
PAGE PILLAR V - Reinforcing and enhancing social protection - Provide social safety nets in the medium term for the poorest of the poor	- Initiate dialogue and achieve consensus on key social protection elements and to develop feasible strategies e.g. health insurances, safety nets for the most vulnerable - Establish child protection system including policies legislation, strategies and guidelines, sensitisation programmes		- Plants and programmes on HIV/AIDs at the workplace further improved - Health and safety of workers at work place is greatly improved - Child labour, particularly in its worst form is minimised	Outcome 8- The World of Work responds effectively to HIV/AIDS epidemic. Outcome 6- Workers and enterprises benefit from improved safety and health conditions at work Outcome 16 – Child Labour is eliminated with priority given to the Worst Forms

GDWCP – PRIORITY 3: Enhanced Socio-economic Governance through social Dialogue and Tripartism				
PRSP II / PAGE	UNDAF about state actors and non-state actors participation in decision making process of all levels	Other relevant national development frameworks	The Gambia DWCP Outcomes	ILO Programme and Budget 2014-2015
	Increase NGOs, civil society organisation (non-state actors) and community participation in governance, national dialogue decision making, human rights and rule of law	National Employment Policy and Strategies 2011 – 2014 Page 23 – Employers’ Association Trade Union and government Agencies will cooperate and work closely to achieve the national employment policy. Joint Industrial councils will be reactivated to pursue their mandates.	• Trade Unions and employers associations’ capacities to effectively participate in national formulation and implementation improved and enhanced. • Industrial disputes are drastically reduced. • Marked improvement in labour movement, good governance performance • Employers and Trade Union organisations and Department of Labour human resources and organisational capacities are significantly enhanced to engage in structured tripartite dialogue.	Outcome 12 – Tripartism and strengthened Labour Market governance and contribute to effective social dialogue and sound industrial relations. Outcome 9 – Employers have strong, independent and representative Organisations. Outcome 10 – Workers have strong, independent and representative Organisations

Gambia Ratified Conventions

Fundamental

Convention	Date	Status	Note
C029 - Forced Labour Convention, 1930 (No. 29)	04 Sep 2000	In Force	
C087 - Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87)	04 Sep 2000	In Force	
C098 - Right to Organise and Collective Bargaining Convention, 1949 (No. 98)	04 Sep 2000	In Force	
C100 - Equal Remuneration Convention, 1951 (No. 100)	04 Sep 2000	In Force	
C105 - Abolition of Forced Labour Convention, 1957 (No. 105)	04 Sep 2000	In Force	
C111 - Discrimination (Employment and Occupation) Convention, 1958 (No. 111)	04 Sep 2000	In Force	
C138 - Minimum Age Convention, 1973 (No. 138) <i>Minimum age specified: 14 years</i>	04 Sep 2000	In Force	
C182 - Worst Forms of Child Labour Convention, 1999 (No. 182)	03 Jul 2001	In Force	

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