



International
Labour
Organization

2013 Annual Report

معايير العمل الدولية
International Labour Standards

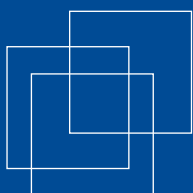
خلق فرص عمل
Employment



Decent Work

الحوار الاجتماعي
Social Dialogue

الحماية الاجتماعية
Social Protection



ILO DWT/ CO- Cairo

ILO CAIRO Office: 2013 Results

ILO Decent Work Team for North Africa
and Country Office for Egypt, Eritrea, Sudan and South Sudan

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Foreword

Decent work and social justice are central to the revolutions and profound transformations that are unfolding in North Africa.

In the years preceding these transitions, profound imbalances in the labour markets and decent work deficits have been building up. Freedom of association, collective bargaining and other fundamental rights in the world of work have been too often poorly translated into national legislation, and too rarely upheld. North Africa's youth unemployment rates are the highest in the world, and female economic participation rates the lowest. Even for higher education graduates, securing employment is more of a challenge than in other regions in the world. Meanwhile, many discouraged workers have ceased to actively look for work, and are not, therefore, accounted in the alarmingly high unemployment rates. Many of those who work still find themselves in poverty, are paid low wages and receive patchy social protection. The dualism between a relatively protected public sector and a private (mostly informal) sector weighs on economic growth.



According to ILO estimates, 27.9 million more jobs are needed in the short-term to address the jobs gap. A daunting task: this is more than what the region has been creating in the last 20 years. Furthermore, the instability associated with the political transitions is further worsening unemployment, inequality and exclusion in the region.

The recent crises have brought to light these deeply rooted imbalances and deficits, and national policies and international support are now realigning to address head-on these challenges. A historical window of opportunity has opened up to reform the socio-economic compacts of North Africa. With its unique tripartite constituency, the ILO is distinctively placed to facilitate the broad dialogue and close collaboration between governments, unions, employers' organizations and other civil society forces that are required to bring about a real change. That is our commitment.

Yousef Qaryouti,
DWT/CO Cairo Director

List of Acronyms

AECID	Agencia Sopenich para la Cooperación y el Desarrollo Internacional [Sopenich Agency for International Cooperation and Development]
ALMPs	Active Labour Market Policies
ANETI	Agence Nationale pour l'Emploi et le Travail Indépendant [National Agency for Employment and Independent Work], Tunisia
ATFP	Agence Tuinsienne de Formation Professionnelle [Tunisian Professional Training Agency]
AUSAID	Australian Aid
CAPMAS	The Central Agency for Mobilization and Statistics, Egypt
CCAS	The International Labour Conference's Committee on Application of Standards
CDT	Confédération Démocratique du Travail [Democratic Confederation of Labour], Morocco
CENAFFIF	Le Centre National de Formation de Formateurs et de l'Ingénierie de Formation [The National Centre for Training of Trainers and Training Engineering], Tunisia
CGEA	Confédération Générale des Entreprises Algériennes [General Confederation of Algerian Enterprises]
CGEM	Confédération Générale des Entreprises du Maroc [General Confederation of Moroccan Enterprises]
CIDA	Canadian International Development Agency
CNFCE	Chambre Nationale des Femmes Chefs d'Entreprises [National Chamber of Women Entrepreneurs], Tunisia
CSOs	Civil Society Organizations
DANIDA	Danish International Development Agency
DJEP	Decent Jobs for Egyptian Youth Programme
EDLC	Egyptian Democratic Labour Conference
EFE	Eritrean Federation of Employers
EFITU	Egyptian Federation of Independent Trade Unions
ESAB	Entrepreneurial Skills for Agribusiness Training Package
ETVA	Enquête sur la Transition vers la Vie Active [Survey on Transition to Active Life]
ETUF	Egyptian Trade Union Federation
FAO	Food and Agriculture Organization of the United Nations
FCMCIS	Fédération des Chambres de Commerce et d'Industrie et des Services du Maroc [Moroccan Federation of Chambers of Commerce, Industry and Services]
FDT	Fédération Démocratique du Travail [Democratic Federation of Labour], Morocco

FEI	Federation of Egyptian Industries
GA	GET Ahead, ILO Gender and Entrepreneurship Together -training package
GYB	ILO Generate Your Business Idea training package
HCP	Haut-Commissariat au Plan [High Commission for Planning], Morocco
HRBA	Human Rights-Based Approach
ILS	International Labour Standards
INS	Institut National de Statistique [National Statistics Institute]
LED	Local economic development
LFS	Labour force survey
MAS	Ministère des Affaires Sociales [Ministry of Social Affairs], Tunisia
MCDR	Ministère de la Coopération et du Développement Régional [Ministry of Cooperation and Regional Development], Tunisia
MDG-F	Millennium Development Goals Fund
M&E	Monitoring and evaluation
MEFP	Ministère de l'Emploi et de la Formation Professionnelle [Ministry of Employment and Vocational Training], Morocco
MEVT	Ministry of Employment and Vocational Training
MoE	Ministry of Education
MoHRDL	Ministry of Human Resources Development and Labour, Sudan
MoLHW	Ministry of Labour and Human Welfare, Eritrea
MoLPSHRD	Ministry of Labour, Public Services and Human Resources Development, South Sudan
MoLR	Ministry of Labour and Rehabilitation, Libya
MoMM	Ministry of Manpower and Migration, Egypt
MSEs	Micro and Small Enterprises
MTESS	Ministère du Travail, de l'Emploi et de la Sécurité Sociale [Ministry of Labour, Employment and Social Security], Algeria
NCEW	National Confederation of Eritrean Workers
NEP	National Employment Policies
ONEQ	Observatoire Nationale de l'Emploi et des Qualifications [National Observatory for Employment and Skills], Tunisia
PPPs	Public-Private Partnerships
PVTD	Productivity Vocational Training Department, Egypt
PWDs	Persons with disabilities
RBM	Results-Based Management
SBEF	Sudanese Business and Employers Federation

SFD	Social Fund for Development, Egypt
SIYB	ILO Start and Improve Your Business - training package
SMEs	Small and Medium Enterprises
SSEA	South Sudan Employers' Association
SSWTU	South Sudan Workers Trade Union
TC	Technical Cooperation
TVET	Technical and Vocational Education and Training
UGTA	Union Générale des Travailleurs Algériens [General Union of Algerian Workers], Algeria
UGTM	Union Générale des Travailleurs du Maroc [General Union of Moroccan Workers]
UGTT	Union Générale Tunisienne du Travail [Tunisian General Labour Union]
UMT	Union Marocaine des Travailleurs [Moroccan Workers' Union]
UNDP	United Nations Development Programme
UNESCO	United Nations Educational, Scientific and Cultural Organization
UNICEF	United Nations Children's Fund
UNIDO	United Nations Industrial Development Organization
UNTM	Union Nationale du Travail au Maroc [Moroccan Workers' Union]
UTICA	Union Tunisienne de l'Industrie, du Commerce et de l'Artisanat [Tunisian Union of Industry, Commerce and Handicrafts]
WCL	Workers' Confederation of Libya
WFP	UN World Food Programme
WHO	UN World Health Organization

Who we are

Decent work and social justice: why the ILO makes a difference

The International Labour Organization (ILO) promotes a job-centred and rights-based approach to development: the Decent Work Agenda. The Organization emphasizes full and productive employment, together with rights, representation and protection in the world of work as a means to reduce poverty.

The ILO's added value derives from the two unique advantages:

- ▣ Its tripartite constituency – made up of governments and employers' and workers' organizations – allows the ILO to bring together key actors of the real economy: labour and social affairs ministries, the private sector and trade unions. This structure facilitates ownership of projects and programmes, and brings a unique world of work perspective to the international development agenda;
- ▣ The ILO's body of international labour standards provides the world's most comprehensive normative framework regulating social policy. The ILO's rights-based approach is unique. Its supervisory system keeps track of the implementation of ratified Conventions, and brings good practices as well as gaps and violations to the attention of member States, to foster dialogue and identify solutions.

Countries covered by the DWT/CO Cairo



The ILO was created in 1919, as part of the Treaty of Versailles that ended World War I, on the belief that **universal and lasting peace can be accomplished only if it is based on social justice.**

After World War II, the Declaration of Philadelphia reaffirmed and broadened the mandate of the Organization and the fundamental principles, which should inspire its work and the policy of its Member States:

- a) *Labour is not a commodity;*
- b) *Freedom of expression and of association are essential to sustained progress;*
- c) *Poverty anywhere is a danger to prosperity everywhere;*
- d) *The war against want requires to be carried on with unrelenting vigour within each nation, and by continuous and concerted international effort in which the representatives of workers and employers, enjoying equal status with those of governments, join with them in free discussion and democratic decision with a view to the promotion of the common welfare.*

The Declaration of Philadelphia, 1944

ILO/CAIRO

ILO's Decent Work Team (DWT) for North Africa and its Country Office (CO) for Egypt, Eritrea, Sudan and South Sudan are based in Cairo, and administer project offices located in five countries of the region. The ILO DWT/CO Cairo provides technical assistance and capacity building to the governments, workers' and employers' organizations on all issues concerning the world of work. It technically supports the ILO Country Office for Algeria, Libya, Morocco and Tunisia in Algiers and reports to the Regional Office for Africa, in Addis Ababa.

In Cairo, an office of 14 regular staff supports the Director in the management, administration and finances of the ILO operations in the region. A technical team of eight regional specialists provides guidance and backstopping to ILO constituents and partners. 36 national and international technical experts and 45 support staff members are currently implementing our technical cooperation portfolio.

The ILO Strategy for North Africa (2012–2015), entitled “Employment for Stability and Socio-Economic Progress”, guides the work of the Office in the region. It was approved by the labour ministries, employers' and workers' organizations of the region in March 2012. Three key objectives are identified:

1. Creating opportunities for young women, men and the most vulnerable;
2. Empowering social partners and other stakeholders through social dialogue,
3. Extending and improving social protection, especially for the most vulnerable.

The Decent Work Agenda is a commitment to promote a more just and sustainable framework for development. Achieving decent work for all women and men requires the fulfilment of four strategic and mutually reinforcing objectives:

Creating jobs

Building societies and economies that generate opportunities for investment, entrepreneurship, skills development, job creation and sustainable livelihoods.

Extending social protection

Promoting both inclusion and productivity by ensuring that women and men enjoy working conditions that are safe, allow adequate free time and rest, take into account family and social values, provide adequate compensation for lost or reduced income and permit access to adequate social security.

Promoting social dialogue

Creating efficient labour market institutions and effective and independent employers' and workers' organizations, enabling strong engagement from all sides in increasing productivity, managing labour relations and building cohesive societies.

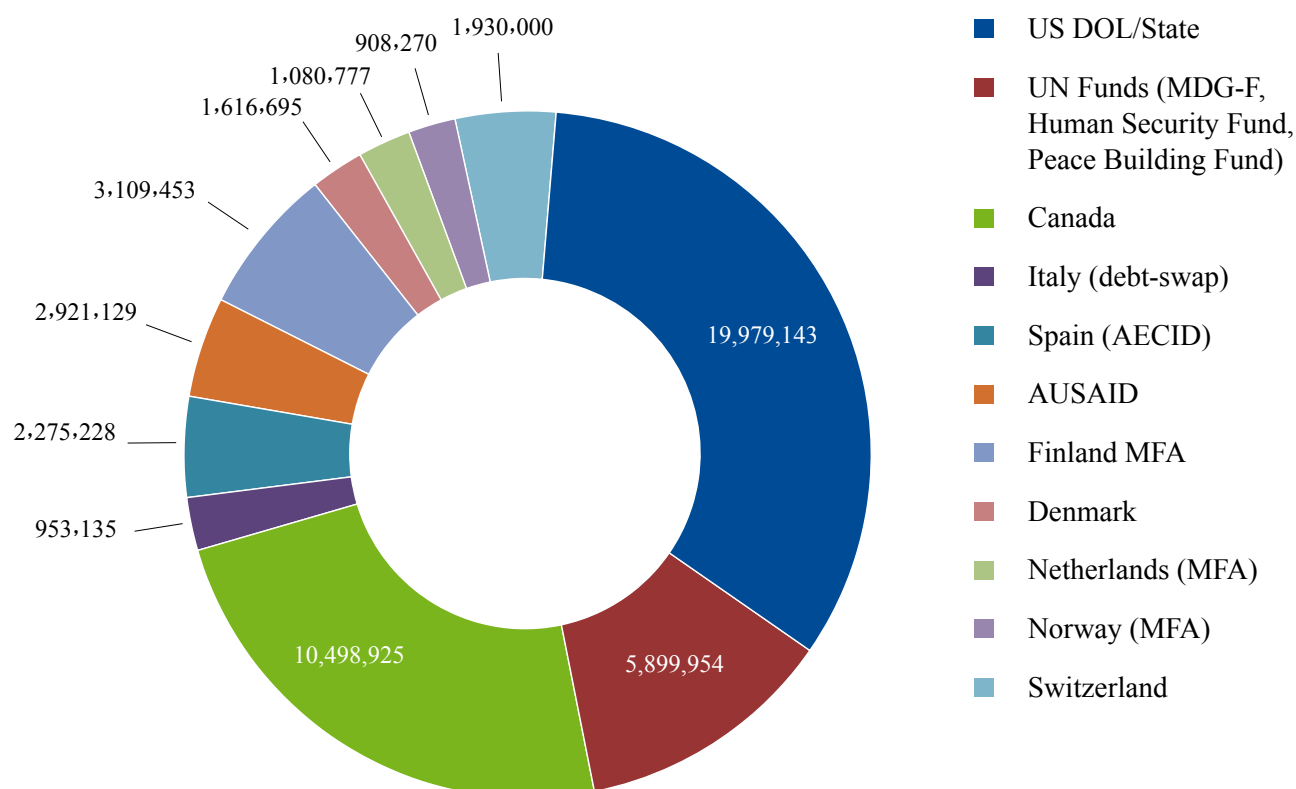
Guaranteeing rights at work

Ensuring that economic development goes hand in hand with social development and respect for the rights of all workers, including those in the informal economy.

DWT/CO CAIRO Staff	Core staff	Technical cooperation
International Professional	6	11
National professional	2	25
Support staff	11	45
Total	19	81
Egypt	19	49
Tunisia		22
Morocco		8
Khartoum		2
Total	19	81
	100	

Resources and delivery

Technical cooperation funding by donor (US\$)



Technical cooperation funding by strategic outcome (US\$)

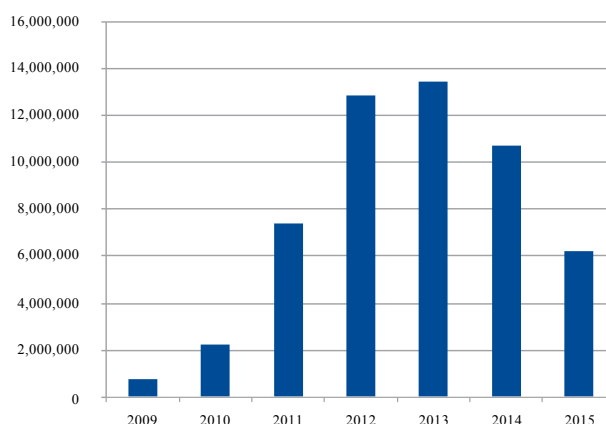
	Egypt	Tunisia	Morocco	Sudan & South Sudan
Labour standards, fundamental principles and social dialogue	18,285,620	1,873,270	1,907,425	-----
Jobs and skills	22,049,898	3,773,118	1,137,614	2,145,765
- Of which focusing on gender	1,554,727	1,554,727	-----	190,000
- Of which focusing on youth	14,737,824	2,218,391	1,137,614	1,556,156
Total	40,335,518	5,646,388	3,045,039	2,145,765

Total project portfolio: US\$ 51.1 M

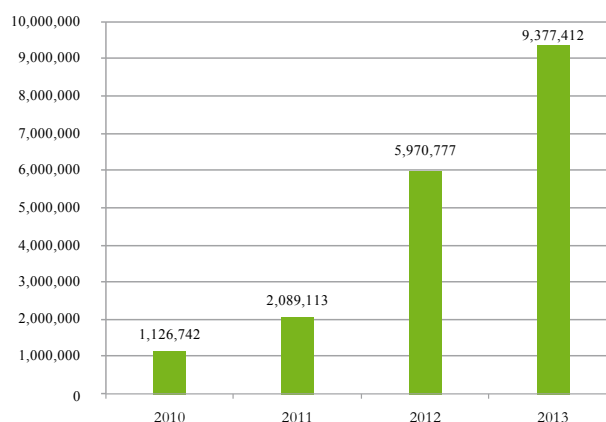
Financial resources and delivery

- ❑ The ILO Technical Cooperation (TC) portfolio for North Africa has grown by a multiple of 6 between 2010 and 2013. This reflects a recognition of the centrality of decent work among constituents and development partners. It is also a measure of ILO's commitment to play its role in this historical period. ILO TC resources are geared towards policy advice, institutional capacity building, technical support to civil society organizations and enterprises, and do not include large equipment, grants or construction components.
- ❑ ILO/Cairo delivered over US\$ 9 million in technical cooperation activities in 2013. This represents a nine-fold increase as compared to annual delivery in 2010. It represents a delivery rate of about 70 per cent of the annual donor resources entrusted to the ILO, taking a strict measure of allocations.
- ❑ DWT/CO Cairo will be able to make up for accumulated delivery delays provided continuing growth and expenditures is sustained in 2014 given a natural reduction of TC allocations three years after “the Arab spring”.
- ❑ This performance is to be placed in a context of heightened instability and insecurity in the transitioning countries of the region, reaching critical stages in 2013 in Egypt, Tunisia, as well as in South Sudan.

TC allocations by expected year of delivery, 2009 - 2013 (US\$)



TC Expenditures, 2010 - 2013 (US\$)



NB: To provide a strict measure of technical cooperation delivery, budget allocations are provided as per the initial project agreement with respective development partners. Subsequent project revisions, extensions or budget repbasals are therefore not taken into account.

Key results for 2013

Cross-cutting overview

Direct and demonstrative field work

3,010

sustainable jobs generated

Through enterprise and cooperative creation and development, training for employment schemes.

7,173

persons trained for self or wage employment

Including on entrepreneurship, vocational and technical training and apprenticeship contracts; with a focus on youth, women and marginalized persons.

5,772

persons placed in employment

By supported public employment service centres, job fairs.

Building capacities

82,000+

person/days of training for constituents

On decent work, human rights-based approach (HRBA) and results-based management (RBM), national employment policies (NEP), labour force surveys (LFS), monitoring and evaluation (M&E) of active labour market policies (ALMPs), persons with disabilities (PWDs), public-private partnerships (PPPs), green jobs, informal apprenticeships, social economy, freedom of association and collective bargaining.

4,300+

person/days of high-level policy events

On decent work, labour law, trade union law, social dialogue, international labour conventions, freedom of association, collective bargaining, strategic planning for employers and for workers, effective social partners, technical and vocational education and training (TVET) policies, NEPs, PWDs and green jobs.

366

trainers trained

On social dialogue, freedom of association, collective bargaining, small enterprise creation/development, cooperative creation and agribusiness.

Institutional partners

Supporting over 40 governments and public sector institutions, and 26 workers' and employers' organizations and professional associations

Egypt

Ministry of Manpower and Migrations Ministry of Planning and Cooperation, Ministry of Foreign Trade and Industry (including Training Council and Productivity Vocational Training Department (PVTD)), Ministry of Education, Ministry of Communications and Information Technology, Ministry of Agriculture and Land Reclamation, Central Agency for Public Mobilization and Statistics (CAPMAS), Social Fund for Development (SFD)

Governorate Offices of Red Sea, Port Said, Menya, Aswan, Assuit, Sohag, Fayoum and Sharqiyah

Egyptian Federation of Independent Trade Unions, Egyptian Trade Unions Federation (ETUF), Egyptian Democratic Labour Conference (EDLC), Federation of Egyptian Industries (FEI), Chamber of Building Materials, Chamber of Industries

National Council for Women in Egypt, National Council for People with Disabilities

Tunisia

Ministry of Social Affairs, Ministry of Vocational Training and Employment (including ANETI, ONEQ, ATPF), Ministère de la Coopération et du Développement Régional, Ministry of Women and Family Affairs, Institut National des Statistiques, Centre National de Formation de Formateurs et de l'Ingénierie de Formation (CENAFFIF), Union Générale des Travailleurs Tunisiens, Union Tunisienne de l'Industrie du Commerce et de l'Artisanat, Chambre Nationale des Femmes Chefs d'Entreprises (CNFCE)

Local authorities in l'Ariana, le Kef, Gafsa, Sidi Bou Zid

Morocco

Ministries of Employment, Finance, National Education, the Haut-Commissariat au Plan (HCP), High Education, Industry, Moroccans Abroad,

Confédération Démocratique du Travail (CDT), l'Union Marocaine des Travailleurs (UMT), Fédération Démocratique Travail (FDT), l'Union Nationale du Travail au Maroc (UNTM), l'Union Générale des Travailleurs du Maroc (UGTM), Confédération Générale des Entreprises du Maroc (CGEM), Federation of Chambers, Sectoral Chambers (agriculture, crafts, fishing)

Sudan

Ministry of Labour and Human Resources Development, Ministry of Social Welfare, Ministry of Agriculture, Ministry of Youth, Ministry of Social Welfare; State authorities in Kassala and Gadarif, South and North Kordofan, Blue Nile, Khartoum Workers and employers organizations including at state level (North and South Kordofan, Blue Nile), Sudanese Business and Employers Association

South Sudan

Ministry of Employment, National Bureau of Statistics, State of Western Bahr el Gazal, State of Jonglei, Employers Association of South Sudan

Eritrea

Eritrean Federation of Employers, National Confederation of Eritrean Workers (NCEW)

Algeria

Confédération Générale des Entreprises Algériennes

Working with and building the capacities of more than 70 civil society and academic organizations

Universities in Egypt: Cairo, South Valley, Port Said, Menya, Aswan

20 CSOs in Menya

8 CSOs in Aswan

12 CSOs in Red Sea

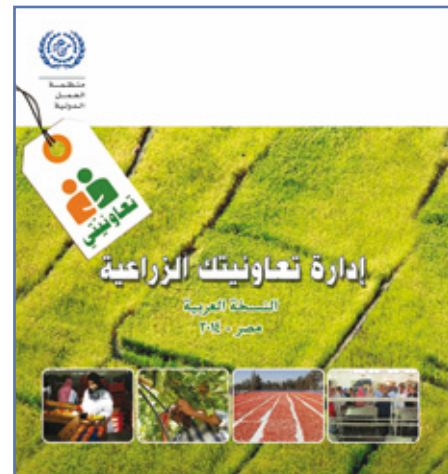
11 CSOs in Port Said

13 CSOs in Beni Suef, Assuit, Sohag, Luxor, Qena, Sharqiyah

8 Cooperatives and CSOs in Tunisia



Technical manuals produced/adapted and translated



Enterprise, skills and employment

- ❑ Guide for the Formulation of National Employment Policies
- ❑ Know About Business Online Programme
- ❑ GET Ahead for Women in Enterprise (GET Ahead)
- ❑ Start and Improve Your Business (SIYB) - Trial version
- ❑ Generate your Business Idea (GYB)
- ❑ Start Your Business Manual (SYB)
- ❑ Local Economic Development (LED)
- ❑ My Coop
- ❑ Social Enterprise Development
- ❑ Entrepreneurial Skills for Agribusiness (ESAB), including Technical Modules on: Compost Production, Packaging Agro food Products, Green House Nurseries
- ❑ Start Your Waste Recycling Business
- ❑ Business Skills for Artists and Artisans

Workers, employers, social dialogue and standards

- ❑ “Putting Your Message to Work” Toolkit (freedom of association and collective bargaining for trade unions)
- ❑ Collective Bargaining Techniques
- ❑ Dispute Resolution and Collective Bargaining in the Public Sector for C.154
- ❑ Training of Judges on International Labour Standards
- ❑ Handbook Guide on Implementing the Maritime Labour Convention, 2006: Model National Provisions
- ❑ Handbook Guide on Implementing the MLC 2006: Social Security for Seafarers
- ❑ Labour Law Guide for Domestic Workers
- ❑ Certification of Companies and of Staff Competencies for Employer Organizations
- ❑ Collection of all International Labour Conventions
- ❑ ILO Digest on the Informal Economy: Compiling the Experience of other Countries through the ILO Supervisory Bodies

Publications are available at: www.ilo.org/cairo

Policy development and reform

Policies and laws supported

Egypt

- ❑ Draft Labour Code (ongoing)
- ❑ Review of the Trade Union Law (ongoing)
- ❑ Law on Domestic Workers (ongoing)
- ❑ Road Map for Cooperatives
- ❑ National Action Plan on Child Labour (ongoing)
- ❑ National Action Plan for Youth Employment (ongoing)

Tunisia

- ❑ The Tripartite Tunisian Social Contract, signed by the Prime Minister, Chairpersons of UGTT and UTICA;
- ❑ The National Strategy of Vocational Training
- ❑ National Employment Strategy (ongoing)

Morocco

- ❑ Review of the National Labour Code (ongoing)
- ❑ National Employment Strategy (ongoing)
- ❑ CGEM Social Pact

Sudan

- ❑ Sudan TVET Policy
- ❑ National Employment Policy (ongoing)
- ❑ Action Plans for Youth Employment in 3 States

South Sudan

- ❑ South Sudan VT Policy (near final)
- ❑ Trade Union Law Draft (presented to Parliament)



Policy guidelines and working papers produced

Egypt

- ▣ Labour Market Developments and Policies in Egypt
- ▣ Egyptian Labour Market in Times of Transition: Which Role can Active Labour Market Policies Play?
- ▣ Legal Review of the Apprenticeship Systems (MoMM)
- ▣ Review of the Licensing System (MoMM)
- ▣ Informal Apprenticeship in Micro and Small Enterprises
- ▣ Skills for Green Jobs
- ▣ Legal Review of Child Labour in Agriculture
- ▣ Road Map for Cooperatives in Egypt
- ▣ Aswan Agricultural Sector Mapping
- ▣ Red Sea Handicrafts Sector Value Chain Mapping

Tunisia

- ▣ Legal Review of the Labour Legislation
- ▣ Diagnosis of the Labour Administration
- ▣ Annual Report of the Labour Market in 2013, section: système éducatif (ONEQ)
- ▣ Procedural Manual “Placement à l’international”(ANETI)
- ▣ Assessment of Public Guidance and Counselling Services for Young Job Seekers (ANETI)
- ▣ Virtual Library (ATFP)
- ▣ Survey ETVA I and II (INS/ONEQ)
- ▣ National Classification of Professions (INS)
- ▣ The Green Jobs Potential (Ministry of Environment)

Sudan

- ▣ Labour Market Dynamics
- ▣ Road-map towards a National Employment Policy
- ▣ Skills Development in Sudan: The Formal and Informal Reality
- ▣ Informal Apprenticeship Systems in Darfur and Eastern States
- ▣ TVET Capacity Assessment in Conflict States
- ▣ Awareness Raising (KAB) for Business in High Schools and Universities
- ▣ Designing a National Employment Policy in Sudan: The Relevance of International Standards
- ▣ The Informal Sector in Sudan
- ▣ Sudan’s Small and Medium Enterprises
- ▣ Social Dialogue in Sudan
- ▣ The Social Economy in Sudan
- ▣ Social Protection in Sudan

Morocco

- ▣ Gender Equality in the Labour Market
- ▣ Labour Code Review
- ▣ Labour Market Diagnostic

South Sudan

- ▣ Manual for Conducting Market Assessments
- ▣ Comparative Analysis of Twenty-Four Market Assessments
- ▣ Child Labour and Education in Pastoralist Communities



The Director-General of the ILO, Guy Ryder, witnessed the signing of a key social stability pact in Tunisia- 14 January-2013

*THE MAIN GOAL OF THIS REVOLUTION HAS BEEN-
AND CONTINUES TO BE – DECENT WORK AND
DEMOCRACY. ”*

*GUY RYDER, ILO DIRECTOR-GENERAL; TUNISIA-
14 JANUARY 2013.*

Labour rights, dialogue and governance

Workers and employers have played major roles in the build-up to the “Arab Spring” in Tunisia and Egypt.

In Egypt, mass strikes, sit-ins and demonstrations across the public and private sectors involved over a million workers during the 2000s. When tens of thousands and then millions of protesters mobilized in Tahrir Square, starting on January 25th 2011, under the banner of “bread, freedom and social justice”, massive worker movements soon joined in. With the ousting of President Mubarak,

key advances have been secured towards freedom of association, tripartism and pluralism in the world of work. In March 2011, a “Declaration of Trade Union Freedom” was published by the then Minister of Manpower, Dr. Ahmed Boraey. In 2012 and 2013, the Egyptian Federation of Independent Trade Unions (EFITU) and the Egyptian Democratic Labour Conference (EDLC) were constituted as free workers organizations, independent from the Egyptian Trade Union Federation (ETUF), the unique workers federation recognized by the previous regime¹. Some 300 new unions are now affiliated to independent workers organizations.

On the employers’ side, the Federation of Egyptian Industries (FEI) elected in 2013 a new managerial board with a mandate for aggiornamento and reform.

A National Committee to review the Trade Union Act of 1976 was established in April 2013 with ILO support. The Committee recommended its repeal and replacement by the Draft Act of Freedom of Association for Trade Unions, and

¹Despite the ratification in 1958 of ILO Convention 87 on Freedom of Association and Protection of the Right to Organize, independent trade unionism has not been recognized in Egypt’s national legislation.

submitted it to the Cabinet. The International Labour Conference's Committee on Application of Standards (CCAS) noted in its 2013 conclusions these positive steps towards the application of international labour conventions.

The ILO has been closely associated with these historical developments. High-end technical assistance has been provided to the emerging workers organizations and to the FEI including on internal restructuring, management, and in technical fields such as collective bargaining, dispute resolution, corporate social responsibility, international labour standards and Egyptian labour legislation. In 2013, some 1,292 MoMM officials (including 990 labour inspectors), 425 workers and 430 employers from all tiers of their organizations participated to tailored trainings.

Progress towards a new paradigm of State-Social Partners relations, based on tripartism and pluralism has, however, been slower than initially expected after the Revolution. The draft new Labour Code and Trade Union Act have not yet been adopted. It is hoped that following the presidential and general elections in 2014, the new government and parliament will consider these two texts as a matter of priority.

In Tunisia, the ILO has supported high-level tripartite dialogue as a building block of the political transition, since the ousting of President Ben Ali in January 2011. The year 2013 started under the most encouraging of auguries, with the signature of the *Tunisian Social Contract* by the Head of Government and the leaders of the UGTT and UTICA (see text box). The UGTT and UTICA have thereon played a prominent role in the national political process that culminated with the adoption of the new Tunisian Constitution. Their ability to forge a strong partnership and to channel the aspirations of Tunisian social forces within a constructive dialogue is widely seen as central to such a historical achievement.

"DEMOCRACY CANNOT SURVIVE WITHOUT SOCIAL JUSTICE" - MOHAMMED MONCEF MARZOUKI, TUNISIAN PRESIDENT; TUNISIA-14 JANUARY 2013.



In Morocco, ILO's support to the review of the labour legislation was pursued in 2013 to ensure greater compliance with fundamental principles and rights at work. Amendments to the labour code are expected to result from this process in 2014. In support of and to complement this work, a training programme for 500 labour inspectors has been carried out. Meanwhile, a new law on domestic workers was approved by the Government in May 2013 and is being considered by the Parliament. Its final adoption would secure essential rights for a particularly vulnerable category of workers, and would have major repercussions on the fight against child labour, as many boys and girls continue to work as domestic servants.

A "Corporate Social Responsibility label" was introduced by the Moroccan Employers (CGEM), and awarded to a first set of companies. The "social caravan" of the CGEM has travelled through Tangiers, Agadir and Fes, reaching out to the business communities and raising awareness on the benefits of social dialogue at the enterprise level. The participation of more women in Moroccan trade unions has been promoted, with over 100 female trade unionists trained, and five gender committees established within the workers federations. Overall, some 350 workers, employers and Government representatives, as well as journalists and members of parliament participated to trainings on international labour standards, gender equality, social dialogue, freedom of association and collective bargaining.

The First Labour Law of **South Sudan** was developed in 2013, following tripartite consultations facilitated by ILO. The bill was endorsed by the Government and the social partners. Meanwhile the Employers' Association of South Sudan, created in 2011, was producing its first strategic plan. **In Sudan**, the ILO is supporting the Sudanese Business and Employers Federation (SBEF) with the establishment of an Entrepreneurship Institute. **In Eritrea**, capacity building was offered for the Eritrean Federation of Employers (EFE) and the National Confederation of Eritrean Workers (NCEW) on key principles of decent work. **In Algeria**, the Confédération Générale des Entreprises Algériennes (CGEA) is strengthening its membership base and services at the local (Wilaya) level.

The Tunisian Social Contract and the role of the social partners in the Tunisian transition

The Tunisian Social Contract was signed in January 2013 by the Head of Government and the heads the Union Générale Tunisienne du Travail (UGTT) and the Union Tunisienne de l'Industrie, du Commerce et de l'Artisanat (UTICA).

Tripartite negotiations for the Social Contract had started in May 2012 at the conference on social dialogue that also marked the launch of the ILO social dialogue project in Tunisia, with funding from Norway. The project facilitated dialogue and provided technical assistance and trainings for UGTT, UTICA and the Government, leading up to the signature of the document. Decent work principles and international labour standards have served as reference for points of convergence to emerge among the tripartite stakeholders.

The Social Contract commits the Tunisian Government, workers and employers, on an ambitious socioeconomic reform agenda. Five axes of work are laid out: economic growth and regional development; employment and training policies; industrial relations and decent work; social protection and the institutionalization of social dialogue.

As the political crisis in Tunisia was deepening in 2013, UGTT and UTICA were joined by the Order of Attorneys and the Human Rights league to form the "Quartet", that has been called upon to mediate the national political dialogue in a particularly tense and sensitive period. On 26 January 2014, the Constituent Assembly adopted the new Constitution by a 200–12 vote, with 4 abstentions. The new constitution reflects a wide national consensus and advances key political, civil, economic and social rights. The new constitution ensures key labour rights including the freedom of association (art 35), unionisation and the right to strike (art 36), the freedom of demonstration (art 37) and the right to decent work for an equitable wage (art 40).



Jobs, skills and social protection



Crozet M. © ILO

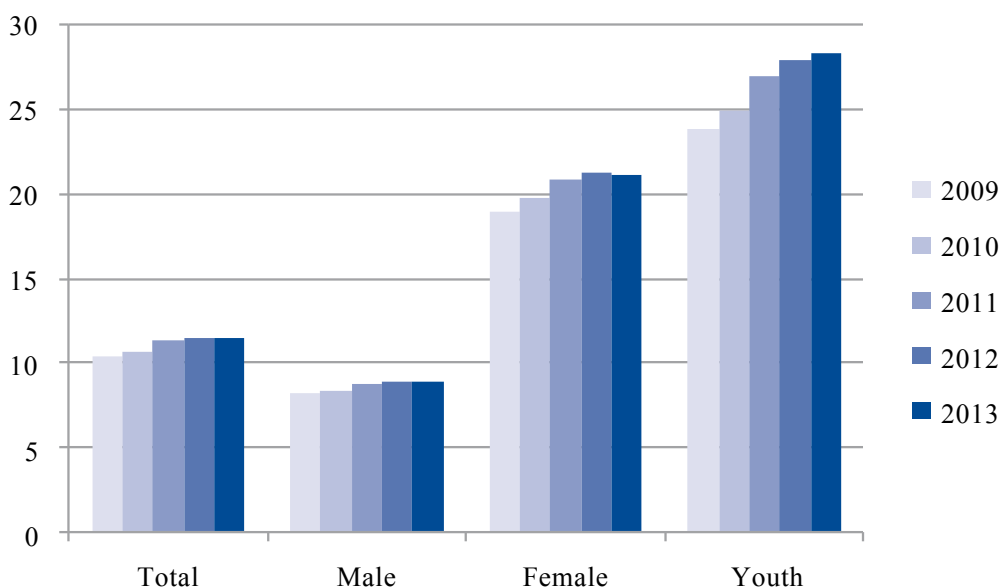
In Arab countries youth unemployment rates are the highest in the world, reaching between 27.2 per cent and 29 per cent in 2013.

The economic and labour market crisis across North Africa continued in 2013. Unemployment rates across the countries of the region remained the highest in the world. 23 per cent of active young persons in the region are unemployed—a

figure that does not reflect many more who have dropped out of the labour market out of utter discouragement. Economic growth rates remain too low to generate sufficient employment for a population that continues to grow fast. In Egypt and Tunisia the economic and job crisis, compounded by political instability and insecurity, is particularly severe. Tumbling tourism revenues and foreign direct investments, domestic capital flight and low demand are exacerbating unemployment and weakening economic output far below its productive potential. In 2013, total unemployment stood at 17.5 per cent in Tunisia and 12.7 per cent in Egypt, up from 13 per cent and 9 per cent respectively before the revolutions². In Sudan and South Sudan, tensions around the demarcation of the border and the distribution of the oil proceeds has also plagued economies and labour markets. In Morocco and Algeria, total unemployment remains stable at around 9 per cent of the workforce.

The ILO has been actively supporting governments, social partners, and other civil society, academic and private organizations in addressing this unprecedented economic and jobs crisis.

Unemployment rates in MENA countries (per cent), 2009-2013



ILO Global Employment Trends 2014

In Egypt, active labour market measures that can provide tangible solutions to fighting unemployment were launched in 2013. In partnership with employers organizations in selected sectors, disadvantaged groups (graduates with no work experience, long-term unemployed, women heads of poor households, persons with disabilities) are trained and coached on the specific skills and competencies required to fill the job niches that still do exist, despite high overall unemployment. These “training for employment” schemes are targeting 5,000 job vacancies in the textiles, ready-made garments and food sectors. The MoE introduced career guidance in the curriculum of technical schools, reaching 22,000 students. The capacity of public employment service centres to orient job seekers and facilitate match making in the labour market has improved. In five of such offices, job placement numbers have doubled.

In rural areas, the ILO works with farmers associations and business service providers to help small producers get better organized, add local value to their products and establish better market links. Key value chains with potential for value addition and job creation are targeted. Three business development units for farmers’ associations were thus established in Beni Suef (compost production), Menya (green houses) and Luxor (vegetable packaging). 390 sustainable jobs have been created within crop nurseries, apiculture and agro-food production, processing and marketing. Two cooperatives - involving some 200 members each - have been supported in Aswan and the Red Sea in the handicrafts and aromatic and medicinal herbs sectors. These experiences help demonstrate the feasibility of key innovations and introduce the skills and technologies required for replication and upscaling.

To combat child labour, 380 mothers have been trained on business management and have received microloans, and 2,232 apprenticeship contracts were signed improving working conditions and workplace learning. Such direct interventions will inform the design of the National Action Plan on Child Labour, expected to be finalized in 2014.

² According to national statistics offices.

Decent Jobs for Egyptian Youth Programme (DJEP)

Addressing youth employment challenges requires an integrated multidimensional action. This is the challenge addressed by the DJEP Programme, a US\$ 21 Million initiative supported by CIDA, DANIDA and AUSAID. In partnership with the Ministry of Manpower and Migration, the programme brings together ILO expertise on employment policies, vocational training, career counselling, and enterprise development, to provide concrete solutions to youth unemployment in Egypt, at policy as well as downstream levels. It works at national level with a wide span of public organizations and institutions, as well as social partners. At local level, it targets the three governorates of Port Said, the Red Sea and Menya. It has offered over 20,000 person/days of training around issues of active labour market programmes, green jobs, the social economy, starting and improving businesses and career guidance.

For more information, see www.ilo.org/cairo



Giacomo Pirozzi © YEM Project-Tunisia- (MDG-F)

Job Fairs in Egypt

The story of El Sayed Ibrahim Abounaga, age 37. For over one year, El Sayed Ibrahim had been looking for a suitable job without success, but he did not despair. One day, he read an advertisement on an Employment Fair that would be held in the new Burg Al Arab area. He actually went to Burg Al Arab Employment Services Office, as indicated on the advertisement, to get more information about the Fair. There, he met with the Office Director and the Career Advisor, who inquired about his qualifications, terms of his previous work and his prior experience. The Advisor asked him to come to the Fair and to bring his curriculum vitae. At the fair, El Sayed Ibrahim met with various companies, and found one looking for a production worker. The personal interview was held (on which he was training in the Office) and he accepted the job. While on the job, he took a training in administration. After successfully passing the test, the Director asked him to move to the Personnel Department as a personnel specialist. He is still working there.

The Burg Al Arab Employment Office, in the city of Alexandria, has been supported by the ILO Career Guidance Project. It was able to offer counseling and guidance services to 6,000 young persons and avail over 4,500 work opportunities to them. It works with the local youth centre, civil associations, trade unions, businessmen associations, technical schools and training centres.

In Tunisia, the Agence Nationale pour l'Emploi et le Travail Indépendant (ANETI) produced an operational manual on international placement and evaluated counselling services offered to young job seekers. The Annual Report of the labour market was prepared by the Observatoire National de l'Emploi et des Qualifications (ONEQ), together with the school-to-work transition surveys I and II (ETVA I and II). The Institut National des Statistiques (INS), revised the National Classification of Professions. There have been 140 women entrepreneurs trained in partnership with the Chambre Nationale des Femmes Chefs d'Entreprises (CNFCE). A gender-sensitive revision of the internal regulations of the Union Générale des Travailleurs Tunisiens (UGTT) has been conducted to increase representation of women in decision-making structures. In rural areas such as in Le Kef, Gafsa and Ariana, territorial marketing tools have been produced to boost tourism, and technical support has been provided for the creation of milk and pumpkin cooperatives.



Tawgih Project Egypt © ILO

In Morocco, the Ministry of Employment and Vocational Training (MEFP) has launched the preparation of a national employment policy together with the social partners. In 2013, a comprehensive baseline and diagnostic assessment was conducted. Over 100 senior representatives of ministries and public institutions (Finance, National Education, High Education, Industry, the Interior, the INS and the HCP), the unions and the employers (CDT, UMT, FDT, UNTM, UGTM, CGEM, FCMCIS, Chambers of Agriculture, crafts and sea fishing) have been associated in these consultations and trainings.

In Sudan, the national policy on Technical and Vocational Education and Training (TVET) was developed and endorsed by the Minister for Human Resource Development and Labour. The Ministry also adopted a Road Map to lead the way towards the preparation of a national employment policy. The Road Map is based on seven thematic working papers covering SMEs development, informality, social economy, social protection, skills, social dialogue and international labour standards. Meanwhile, three State action plans for youth employment have been adopted, and a national Labour Force Survey has been conducted.

In South Sudan, a draft Vocational Training Policy has been developed. To provide direct support to returnees and displaced persons in Western Bahr el Gazal, 1,362 young and vulnerable persons (864 females, 498 males) were trained on the Generate Your Business idea (GYB) and Get Ahead for women in enterprise packages, and were able to develop their own business plans. Toolkits were awarded for these beneficiaries to set up their businesses. 92 trainers (56 females and 36 males) will be able to replicate further trainings on these packages. **In Eritrea**, the ILO is working with UNICEF in promoting local economic development and income generation in particularly impoverished areas.

Souk Attanmia for enterprise development

“I obtained a baccalaureate degree from the Department of Mathematics in 2003. Then, I joined the Higher School of Technology, and obtained a high level technical degree in media networks in 2006. Unlike other fresh graduates, I did not start job-hunting. I had long dreamed about running my own business and being self-employed. My ambitions were more than just about working for a company as an employee. On the contrary, I wanted to be an employer.

I heard about Souk Attanmia at a marketing seminar in El Kef. I liked it— it was the chance to show my project. I joined Souk Attanmia and gained experience through debates with contenders. Particularly, the mentorship I received was highly professional: it provided me with relevant information on how to develop my project efficiently with no waste of time. It was a great surprise when I got to know that my project ‘Photo Sculpture’ had been selected for funding out of 71 projects.

My life has changed 180 degrees since then. At first, I had nothing but my dream – now I am entrepreneur. I have turned from jobless to worker. Photo Sculpture has employed two young persons so far, but aims at employing at least four more unemployed. Clearly, I have come across several difficulties along the way such as unforeseen expenditures and new product marketing, but I have been fortunate enough to overcome them all: this has paved the way to further success.”

Haythem Cherni, 31 years old.



Giacomo Pirozzi © YEM Project-Tunisia- (MDG-F)

Project portfolio

Egypt

Labour standards and social dialogue

Project title	Key areas of work	Donor
Promoting Fundamental Principles and Rights at Work	Capacity building of workers, employers, and labour administration; trade union and labour legislation; social dialogue	<i>USA</i>
Creating a Conducive Environment for the Effective Recognition and Implementation of Fundamental Principles and Rights at Work in Egypt	Trade union and labour legislation; social dialogue, capacity building of workers, employers, and labour administration (complements previous)	<i>USA</i>
Joint WFP-ILO programme on Combating Worst Forms of Child Labour	Child labour policy, economic empowerment of vulnerable mothers	<i>WFP</i>
Promoting Workers Rights and Competitiveness in Egypt's Export Industries	Labour administration; occupational safety and health; productivity and management in textile and agro-food industries; capacities of workers and employers	<i>USA</i>

Jobs and skills

Project title	Key areas of work	Donor
Decent Jobs for Egypt's Young People: Tackling the Challenge Together	Employment; SMEs and skills development policies; Focus on Menya, Port Said and Red Sea Governorates: apprenticeships, career guidance, entrepreneurship, business development services	<i>Canada</i>
Decent Work for Young People: Tackling the Challenge Together in Aswan	Focus on Aswan and the agriculture sector: value chain development; cooperatives; entrepreneurship; vocational training; local economic development	<i>Australia</i>
Decent Jobs for Egypt's Young People: Tackling the Challenge Together in Qalyoubia and Menoufia	Focus in Qalyoubia and Menoufia Governorates: value chain development; cooperatives; entrepreneurship; vocational training; local economic development	<i>Denmark</i>
Career Guidance for Youth and Job Creation. This is the second phase of the career guidance project	Labour market intermediation (public employment service centres), career guidance in schools, VTCs and universities	<i>Italy's debt swap</i>
Joint UN project on Human Security through inclusive socio-economic development in Upper Egypt,	Participatory local governance, local economic development	<i>UN Human Security Fund</i>
The Way Forward After the Revolution - Decent Work for Women in Egypt and Tunisia	Mainstreaming gender in labour policies and legislation, women economic empowerment (skills, entrepreneurship)	<i>Finland</i>

Morocco

Labour standards and social dialogue

Project title	Key areas of work	Donor
Promotion of Fundamental Principles and Rights at Work through Social Dialogue, with a Special Focus on Women	Capacity building of workers, employers and labour administration; trade union and labour legislation; social dialogue	<i>Canada</i>
Promoting Good Labour Market Governance and Fundamental Rights at Work in Morocco	Labour administration; capacities of workers and employers; social dialogue	<i>USA</i>

Jobs and skills

Project title	Key areas of work	Donor
Promouvoir l'emploi productif et le travail décent des jeunes (Morocco component)	Employment policies, vocational training policies, entrepreneurship, workers and employers	<i>Spain</i>

Tunisia

Labour standards and social dialogue

Project title	Key areas of work	Donor
Promoting Social Dialogue and Enhancing Labour Governance	Labour legislation; social dialogue; capacity building of workers; employers and labour administration	<i>Norway</i>
Improving Governance of Labour Migration and Protection of Migrant Workers' Rights in Tunisia, Libya, and Egypt	Labour migration policies and governance; labour inspection; regional migration agreements	<i>Switzerland</i>

Jobs and skills

Project title	Key areas of work	Donor
Promouvoir l'emploi productif et le travail décent des jeunes (Tunisia component)	Employment policies, vocational training policies, entrepreneurship, workers and employers	<i>Spain</i>
The Way Forward After the Revolution - Decent Work for Women in Egypt and Tunisia	Mainstreaming gender in labour policies and legislation, women economic empowerment (skills, entrepreneurship)	<i>Finland</i>
Offrir des Emplois Décents aux Jeunes de la Tunisie: Relever le Defi Ensemble	Local economic development of marginalised area, capacity building of constituents at local level	<i>The Netherlands</i>

Sudan and South Sudan

Jobs and skills

Project title	Key areas of work	Donor
Support for the Development of National Employment Framework	Employment and skills development policies	<i>UN</i>
Early Reintegration Support to Returnees in South Sudan	Income generation for returnees in war affected areas	<i>UN Peace Building Fund</i>
Empowering Women for Peace and Recovery	Women entrepreneurship, local economic development	<i>UN Peace Building Fund</i>
Skills and Employment for Peace in South Sudan	Entrepreneurship and livelihoods	



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