



International
Labour
Organization

Implementation Of the Decent work Agenda In West Africa

Results of activities of the Decent Work Technical
Support Team-ILO Country Office in Dakar (DWT/CO-DAKAR)



May 2013



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LIST OF ACRONYMS AND ABBREVIATIONS

2C2S	<i>Coalition des Centrales Syndicales du Sénégal / Coalition of trade unions in Senegal</i>
ACTEMP	ILO Bureau for Employers' Activities
ACTRAV	ILO Bureau for Workers' Activities
ADMITRA	<i>Programme de Modernisation de l'Administration et de l'Inspection du Travail pour Cinq Pays d'Afrique / Modernization programme of labour administrations and inspectorates in five African countries</i>
AECID	Spanish International Cooperation Agency for Development
AIDS	Acquired Immuno-Deficiency Syndrome
ALCO	Abidjan-Lagos Corridor Organization
BCC	Behaviour Change Communication
CAFSP	<i>Cellule d'Appui au Financement de la Santé et au Partenariat / Healthcare Financing and Partnership Support Unit</i>
CCV	<i>Comité Communal de Vigilance / Watchdog committee at the commune level</i>
CECLET	Combating Exploitive Child Labour through Education in Togo
CERAP	<i>Centre de Recherche et d'Action pour la Paix / Research and Action for Centre for Peace</i>
CGSNI	<i>Confédération Générale des Syndicats Nationaux Indépendants / General confederation of independent trade unions</i>
CIM	<i>Comité Inter Ministériel de lutte contre la traite et le travail des enfants / Inter-ministerial committee to combat child trafficking and child labour</i>
CISL	<i>Confédération Ivoirienne des Syndicats Libres / Confederation of free trade unions in Côte d'Ivoire</i>
CLV	<i>Comité local de Vigilance / Local watchdog committee</i>
CNCT-NIT	<i>Comité National Consultatif Tripartite sur les Normes internationales du Travail / National Tripartite Advisory Committee on International Labour Standards</i>
CNDS	<i>Comité National de Dialogue Social / National committee for social dialogue</i>
CNLTE	<i>Cellule Nationale de Lutte contre le Travail des Enfants / National unit to combat child labour</i>
CNPM	<i>Conseil National du Patronat du Mali / National employers' organization of Mali</i>
CNS	<i>Comité de surveillance des actions de lutte contre la traite et le travail des enfants / Oversight committee to monitor actions undertaken to combat child trafficking and child labour</i>
CNTG	<i>Confédération Nationale des Travailleurs Guinéens / National trade union of Guinea</i>
CNTS	<i>Confédération Nationale des Travailleurs du Sénégal / National trade union of Senegal</i>
CNTS-FC	<i>Confédération Nationale des Travailleurs du Sénégal – Force du Changement / National trade union of Senegal – Force for change</i>
CSA	<i>Confédération des Syndicats Autonomes / Confederation of independent trade unions</i>
CSST	<i>Commission de la santé et de la sécurité du travail / Occupational safety and health committee</i>
CST	<i>Conseil Supérieur du Travail / Labour Advisory Board</i>
CSTM	<i>Confédération Syndicale des Travailleurs du Mali / Trade union confederation of Mali</i>
CTDS	<i>Conseil du Travail et du Dialogue Social / Council on Labour and Social Dialogue</i>
CV	Curriculum Vitae
DWT/CO-Dakar	Decent Work Technical Support Team for West Africa and Country office for Senegal, Benin, Burkina Faso, Cabo Verde, Côte d'Ivoire, Guinea, Guinea Bissau, Mali, Mauritania, Niger and Togo ECOWASE economic Community of West African States
EIG	Economic Interest Group
EIIP	Employment Intensive Investment Programme
ENA	<i>Ecole Nationale d'Administration / National academies for public administration</i>
FESACI	<i>Fédération des syndicats autonomes de Côte d'Ivoire / Federation of independent trade unions in Côte d'Ivoire</i>
GERME	<i>Gérer Mieux son Entreprise / How to better manage an enterprise</i>
GTUC	Ghana Trade Union Congress
HealthWISE	Improvement of working, safety and health conditions of health professionals
HIV	Human Immuno-deficiency Virus
IAPRP	<i>InterAfricaine de la Prévention des Risques Professionnels / Inter-African professionals of risk prevention</i>

IGA	Income-Generating Activity
ILC	International Labour Conference
ILO	International Labour Organization
ILO	International Labour Organization
IMO	International Maritime Organization
INAM	<i>Institut national d'assurance maladie</i> / National health insurance institute
INE	<i>Institut National de Statistiques</i> / National institute of statistics
IPEC	International Programme on the Elimination of Child Labour
ITN	<i>Intersyndicale des Travailleurs du Niger</i> / Inter-trade union of Niger
ITUC	International Trade Union Confederation
LMIS	Labour market information system
MSSB	<i>Mutuelle de Sécurité Sociale du Bénin</i> / Social security mutual scheme of Benin
NAP	National Action Plan
OBISACOTE	<i>Observatoire Intersyndical de suivi de l'Application des conventions de l'OIT sur le travail des enfants au Bénin</i> / Inter-trade union observatory on the application of ILO conventions on child labour in Benin
ONSS	<i>Office National de Sécurité Sociale</i> / National Social Security Office
OSH	Occupational safety and health
PAMODEC	<i>Projet d'Appui à la Mise en Oeuvre de la Déclaration de l'OIT relative aux principes et droits fondamentaux au travail</i> / Support project for the implementation of the ILO Declaration concerning fundamental principles and rights at work
PANETEM	<i>Plan d'Action National pour l'Elimination du travail des enfants au Mali</i> / National action plan for the elimination of child labour in Mali
PMU	Programme Management Unit
PRSP	Poverty Reduction Strategy Paper
RAMU	<i>Régime d'Assurance Maladie Universelle</i> / Universal health insurance regime
RBM	Results-Based Management
RECOJOTE	<i>Réseau de Communicateurs et Journalistes contre le travail et la Traite Des Enfants</i> / Network of communicators and journalists against child labour and trafficking
SIMPOC	Statistical information and monitoring programme of child labour
SOSTECI	<i>Système d'Observation et de Suivi du Travail des Enfants de Côte d'Ivoire</i> / Reporting and monitoring system on child labour in Côte d'Ivoire
SOSTEM	<i>Système d'Observation et de Suivi du Travail et de la Traite des Enfants au Mali</i> / Reporting and monitoring system on child labour in Mali
SPER	Social security expenditures and performance review
SYAPRO	<i>Symposium sur l'Audiovisuel et la Prévention des Risques Professionnels de Ouagadougou</i> / Symposium on the audiovisual sector and prevention of occupational risks in Ouagadougou
TFP	Technical and Financial Partners
UDTS	<i>Union Démocratique des Travailleurs du Sénégal</i> / Democratic trade union of Senegal
UEMOA	<i>Union Economique et Monétaire Ouest Africaine</i> / West African Economic and Monetary Union
UGTCI	<i>Union Générale des Travailleurs de la Côte d'Ivoire</i> / General trade union of Côte d'Ivoire
UNAIDS	Joint United Nations Programme on HIV/AIDS
UNSAS	<i>Union Nationale des Syndicats Autonomes du Sénégal</i> / National union of autonomous trade unions in Senegal
UNTM	<i>Union Nationale des travailleurs du Mali</i> / National trade union of Mali
WHO	World Health Organization
WIND	Work Improvement in Neighbourhood Development
WISE	Work Improvement in Small Enterprises

PREFACE

Africa is presently among the continents that carry the greatest potential for economic opportunities. Despite political unrest noted in certain parts of the continent and the continuing fragility of the global economy, economic growth in Africa has, on average, been higher than 5% per year. In short, Africa is performing and Africa is making headway. However, the missing link in this development strategy is the ability of our economies to translate this growth into opportunities for productive employment and decent work for all.

This report presents the achievements of the Decent Work Technical support team for West Africa and Country Office for Senegal, Benin, Burkina Faso, Cabo Verde, Côte d'Ivoire, Guinea, Guinea-Bissau, Mali, Mauritania, Niger and Togo (DWT/CO-Dakar). The primary target of this team is to reach the goals of the Decent Work Agenda in Africa adopted by African Heads of State and Government at the African Union Extraordinary Summit on employment and poverty alleviation in Africa held in Ouagadougou in September 2004.

Today, it is gratifying to note that Decent Work Country Programmes (DWCP) are becoming key elements of national strategic programmes in West Africa. Despite difficult social and political situations, 8 out of 11 countries covered by DWT/CO-Dakar (Benin, Burkina Faso, Cabo Verde, Côte d'Ivoire, Mauritania, Niger, Senegal and Togo) have indeed developed a framework for cooperation validated by the tripartite constituents and the ILO. DWCPs of 2 countries (Mali and Guinea-Bissau) have been finalized and prepared for signing. That of Guinea is being formulated.

Moreover, DCWPs are disseminated and used as a tool to enhance the visibility of the ILO in the sub-region, particularly vis-à-vis technical and financial partners and UN agencies.

Progress made in the mainstreaming of decent work in national development strategies can also be observed through this report. These advances are apparent in areas such as international labour standards, the fight against child labour, employment promotion, expansion of social protection, social dialogue and promotion of gender equality in the world of work.

I would like to take this opportunity to thank the DWT/CO-Dakar staff for their contributions to the realization of activities conducted in West Africa by the International Labour Office. The outcome of these activities presented in this report underscores the importance attached to priority areas in West African countries regarding the promotion of youth employment through enhancement of their employability, the development of entrepreneurship at urban and rural levels and a greater control of the informal economy, the promotion of sustainable employment and green jobs, a better management of HIV and AIDS in the world of work, the protection of women and gender equality in the world of work, and greater control of workplace indicators.

The purpose of this report is to share with our constituents, social, technical and financial partners, and with populations, the actions being conducted by the ILO and its tripartite constituents in the West African sub-region.

We would very much welcome your feedback on this first edition in order to improve future editions and adapt them to your expectations.

François Murangira
Diretor ETD/BP-Dakar

FOREWORD

The objective of the activity report of the Decent Work Technical support team for West Africa and Country Office for Senegal, Benin, Burkina Faso, Cabo Verde, Côte d'Ivoire, Guinea, Guinea-Bissau, Mali, Mauritania, Niger and Togo (DWT/CO-Dakar) is to periodically provide an update on activities being conducted in the West African region to promote decent work.

This edition is the product of input from different specialists and technical cooperation project managers working in the West African sub-region. It focuses on issues underpinning decent work, in particular, those relating to standards, fundamental principles and rights at work, employment, social protection, social dialogue, gender equality in the world of work, etc... The preferred approach is to highlight the most significant achievements and best practices observed in the implementation of the ILO's different projects and programmes in the West African sub-region.

Child labour specialists, supervisors of the PAMODEC project (support project for the implementation of the ILO Declaration on fundamental principles and rights at work) and of projects linked to the ILO International Programme on the Elimination of Child Labour (IPEC) have provided updates in this report on actions undertaken by the ILO to promote standards and fundamental principles and rights at work. These actions involve support to West African countries in an effort to bring them to fulfil their constitutional obligations with respect to legislation, and to effectively implement conventions they have ratified. The work accomplished for enhanced implementation of core labour conventions aimed at contributing to the promotion of decent work and economic and social development is extensively covered in this report. It also provides details on several programmes and diverse actions undertaken to eliminate child labour, a real scourge in the sub-region and a violation of basic human rights.

Countries in West Africa are faced with a significant shortfall in decent work or jobs, for that matter. In response to this situation, the ILO is taking vigorous action in the region to help member States reverse the trend. Measures taken to facilitate the development and implementation of employment policies are described in this report.

It also features information on programmes and projects for enterprise development, the creation of an environment conducive to the integration of young job

seekers and the enhancement of their employability, development of entrepreneurial and management capacities of micro and small enterprises, promotion of new long-term employment sectors, adoption of labour-intensive strategies to reverse the unemployment and under-employment trend, etc.

Regarding social protection, the report highlights country-level actions undertaken to popularize ILO Recommendation 202 on social protection which provides guidance to member States in building comprehensive social security systems and extending social security coverage by prioritizing the establishment of national floors of social protection accessible to all in need. In this same context, the report also provides information on actions initiated to help member States, in line with the spirit of the commitment made in 2006 by African Heads of State, take the necessary measures likely to eliminate all forms of discrimination against people with HIV and AIDS and ensure they fully enjoy their basic rights and freedoms.

In this respect, ILO interventions included support for countries to define and implement national policies and sector policies on HIV and AIDS in the workplace, as advocated by the recent ILO recommendation on HIV and AIDS in the world of work. The report also provides an update on large-scale actions initiated to promote occupational safety and health.

Regarding social dialogue, the report gives an account of actions undertaken, at the regional level, within the framework of collaboration between the ILO and UEMOA (West African Economic and Monetary Union) and the ECOWAS (Economic Community of West African States), and at the country level to promote social dialogue in the West African region. In this regard, the ILO, mindful of the role of each social dialogue tripartite partner, conducted activities in the region to strengthen workers' organizations for unity of action and structure, helping them become more representative, independent and democratic. The ILO also raised the standards of workers and their leaders enabling them to effectively contribute to and participate in the establishment of the Decent Work Country Programme (DWCP).

The report also provides an account of activities conducted by the ILO to assist sub-regional organizations in the harmonization of labour laws in the ECOWAS region. Activities conducted at the country level enhanced the effectiveness and increased the



ability of labour inspectorates to fulfil their obligations, boost productivity at work, ensure better prevention and protection and even extend their reach to include the informal economy, which is a priority to create the conditions for equal access to decent work.

A specific chapter is dedicated to activities conducted to promote gender equality in the world of work. These activities focused on advocating with constituents and

partners for the ratification of international labour conventions on gender equality and developing programmes to enhance the skills of constituents.

A list of recent publications of the ILO Office for West Africa can be found at the end of the report and are available upon request (or on the DWT/CO-Dakar website www.ilo.org).

Chapter 1 : Formulation and adoption of Decent Work Country Programmes (DWCP) in West Africa

ILO tripartite constituents comprising workers, employers and governments adopted the Decent Work Agenda to reduce, or even eradicate poverty. The concept of decent work “reflects priorities on the social, economic and political agenda of countries and the international system. In a relatively short time this concept has forged an international consensus among governments, employers, workers and civil society that productive employment and Decent Work are key elements to achieving a fair globalization, reducing poverty and achieving equitable, inclusive, and sustainable development”.

Decent Work Country Programmes (DWCP) have been established as the main vehicle for delivery of support to countries in the implementation of this Agenda.



DWCPs have two basic objectives.

They promote decent work as a key component of national development strategies. At the same time, they organize ILO knowledge, instruments, advocacy and cooperation at the service of tripartite constituents in a results-based framework to advance the Decent Work Agenda within the fields of comparative advantage of the ILO. Tripartism and social dialogue are central to the planning and implementation of a coherent and integrated ILO programme of assistance to constituents in member States.

Each DWCP is organized around a limited number of country programme priorities and outcomes. It is the expression of the ILO programme and budget in a country. The country programme priorities and outcomes reflect the strategic results framework of the ILO, adapted to national situations and priorities. The DWCP is a multi-year strategic framework for action,

a results-based management application, a framework for streamlining resources and aligning with national strategies such as the Poverty Reduction Strategy Paper (PRSP) and the United Nations Development Assistance Framework (UNDAF), and a tool to mobilize resources for the Decent Work Agenda.

In the conclusions of the 12th African Regional Meeting held from 11 to 14 October 2011 in Johannesburg (South Africa), while acknowledging efforts deployed and results achieved then (31 DWCPs were being implemented and 22 under elaboration), delegates called “for more effective tripartite DWCP formulation, implementation, monitoring and quality assurance mechanisms, as well as for joint resource mobilization strategies”.

For this reason, DWT/CO-Dakar systematically focused on strengthening the capacities of tripartite constituents for implementation of DWCPs. In December 2011 (a few weeks following the African meeting), a sub-regional workshop attended by tripartite representatives of 7 countries in the sub-region (Benin, Burkina Faso, Mali, Mauritania, Niger, Senegal and Togo) was jointly organized by the ILO Regional Office for Africa, the ILO International Training Centre in Turin and DWT/CO-Dakar. This capacity-building workshop focused on national mechanisms in charge of steering the DWCP and mobilizing resources. Such mechanisms have now been established or are in the process of being established in several countries within the sub-region.

One of the consequences of this workshop is that, tripartite constituents, upon signing a DWCP, are systematically trained on its implementation including the important aspect of resource mobilization.

So far, progress of DWCPs in West Africa is quite satisfactory.

Hence :

- Benin, Burkina Faso, Cabo Verde, Côte d’Ivoire, Mauritania, Niger, Senegal and Togo each has a cooperation framework validated by tripartite constituents and the ILO.
- The DWCPs of Mali and Guinea-Bissau had been finalized and prepared for signature prior to recent political upheavals in these two countries. Additional consultations are now necessary to adapt the document to current priorities of partners.
- The DWCP of Guinea is currently being formulated and will be validated before the end of 2013.

BOX 1 : Interview with Mr. Ibrahima Gueye, former Director of Employment, former Chair of the Steering Committee in charge of formulating the Decent Work Country Programme (DWCP) of Senegal

You led the process of formulating the DWCP for Senegal. Could you tell us about this experience ?

At a certain point in time, the ILO and partners deemed it necessary to build a partnership framework. Beforehand, ILO programmes were implemented by several actors. To ensure greater results and for rationality purposes, they deemed it necessary to have a single framework for each country that would not only span over a period of 4 or 5 years, but would also bring together all stakeholders while setting priorities. The most important aspect was that national stakeholders were given greater responsibility in the sense that design and elaboration were to be done by them and not by technicians of the ILO or other partners. This is the innovative approach of the DWCP. In Senegal, we established a Steering Committee, which even conducted an assessment of the decent work situation. And when we attended the Cotonou workshop, all participants commended and drew on the work of our Steering Committee, as it only existed in Senegal. Some even asked how we managed to work with trade unions. We would tell them that in Senegal, there is consensus on these issues. Hence for the Cotonou workshop, we were able to share expertise acquired from the Turin centre, which provided us with tremendous support in terms of preparations for implementation. Though it is easy to design, implementation can be more complicated. On our way to Cotonou, we were being told: You Senegalese, are the best in terms of design – and this was confirmed in Cotonou where our programme was selected as the best designed programme – but we were also being told that we were the worst in terms of implementation; and it is in this context that we endeavoured to rise to the challenge. Before leaving, we planned a workshop to discuss implementation. And as soon as we returned, the workshop was scheduled. We decided to use our existing institutional structure to automatically identify obstacles and constraints of all sorts that may hinder implementation of the project. The workshop was held a week after Cotonou. We identified constraints and proposed methodologies. However, pre-electoral political events in Senegal created instability and greatly delayed the signing of the Convention.

Is it not pretentious to talk of decent work when employment is not guaranteed ?

We often asked ourselves this question. Our point of convergence with the ILO was that, albeit an ideal, we are prepared to work towards achieving this ideal. One thing is certain today, we cannot have the desired number of jobs, but we aspire to decent work. Every human being aspires to decent work paid based on effort and time.

We are completely realistic and aware that we cannot generate that much decent work for employees. It has become a universal aspiration and we cannot deviate from it.

What insight does the DWCP provide in your opinion ?

We identified two priorities: employment and social protection. The informal sector and the rural sector have the highest recruitment rates. Nonetheless, these sectors have the weakest protection measures. Not only did we therefore have to promote employment, but especially decent employment. In other words, visit rural and informal industries and try to ensure that working conditions are improved through decent work; this enables them to have income and protection.

You will therefore be working a lot in rural areas ?

One of the focuses of the employment policy is the rural area, agriculture in broad terms. All our problems reside in the fact that the youth are trained in sectors that do not match the country's potential and we are asked to facilitate their entry into the labour market. The sector with a real potential for job creation is the agricultural industry.

What are the barriers to an effective implementation of the DWCP, what lessons have you learned ?

Barriers include slow processes and resource mobilization for project implementation. Also, because it involves several ministries, this could be a drawback. Regarding implementation, we believed that should we succeed in this area, a great deal would change in terms of transparency. We suggested to colleagues that they work with trade unions. In our opinion, this is a plus factor that protects us from political pressure. If you work with the politicians, there is collective responsibility. Political pressure cannot be put on trade unions or employers. Let us accept to have a tripartite approach as this will safeguard us from all political pressure. In practice, it is very difficult to reach a balance. Nonetheless, we successfully managed to work in excellent conditions with our social partners. All that remains is resource mobilization and political impetus.

What are your other sources of financing ?

The ILO mobilized 30% of resources for Senegal for the duration of the DWCP. The government should contribute, though the amount is yet to be determined. As previously said, the ILO puts emphasis on national capacities. It has promised to help us find partners. It provides us with technical support to build our fund-raising capacities and approach donors ourselves. According to the ILO, it would carry more meaning for the national stakeholder to engage directly with donors and explain its priorities.

Since 1919, the International Labour Organization has maintained and developed a system of international labour standards aimed at promoting opportunities for women and men to obtain decent and productive work, in conditions of freedom, equity, security and dignity. In today's globalized economy, international labour standards are an essential component in the international framework for ensuring that the growth of the global economy provides benefits to all.

Promotion and application of standards

DWT/CO-Dakar for West Africa, in compliance with its mission, provided support to West African countries to fulfil their constitutional obligations with respect to legislation.

2.1 Support to fulfil constitutional obligations with respect to legislation

Activities conducted mainly consisted of assisting countries covered to comply with the ILO Constitution regarding the "submission" of international labour standards (conventions, protocols and recommendations) to the legislative authority for information and/or ratification (art.19), communication of annual reports on ratified instruments (art.22) and non-ratified (art.19), and communication of information requested by oversight bodies in the event of complaints (art.26), representations (art.24) or referrals to the Committee on Freedom of Association.

In this regard, capacities of tripartite constituents, labour administration officials in particular, were strengthened in Burkina Faso, Cabo Verde, Côte d'Ivoire, The Gambia, Guinea, Guinea-Bissau, Ghana, Mauritania, Nigeria, Senegal, Sierra Leone and Togo to prepare country reports on the application of ratified conventions. Subsequent to these capacity-building activities, these countries submitted either all or half of their reports the following year. Almost all countries have now designated focal points in each ministry or agency that could help labour ministry officials during data collection for the preparation of reports under articles 19 and 22 of the ILO Constitution.

The Ministry of Public Service, Labour and Social Security of Burkina Faso, which has just benefitted from such training (December 2012), has prepared a draft decree and implementing orders on the establishment, composition, duties, organization and functioning of the National Tripartite Advisory Committee on International Labour Standards (CNCT-NIT) and intends to submit these for approval to the Government as soon as they have been finalized.

2.2 Support for effective application of conventions ratified by member States

After ratifying international labour standards, ILO member States may need technical support from the ILO to implement them. In this regard, several activities were conducted to strengthen the capacities of tripartite constituents and help them incorporate ratified conventions into their legal corpus.

The ILO provided Mali with assistance in the area of freedom of association and protection of the right to organize. This assistance enabled consensus to be reached on the need to prepare a list of essential services, and define minimum service provisions for these services in the event of a strike, in particular the list of jobs concerned. It also helped review decree nr. 562 of 22 December 1990 on minimum service in the event of a strike and reach an agreement on the need to draft new texts defining the right to strike in public utility services. Thus, Mali now has a new draft decree prepared in a consensual manner (with the involvement of employers and labour unions) and submitted to the Council of Ministers for adoption.

The ILO also accompanied Togo through its support project for the implementation of the ILO Declaration on fundamental principles and rights at work (PAMODEC) to raise awareness among stakeholders in the world of work on the scale of the phenomenon of discrimination, with a view to adopting an action plan to combat discrimination in relation to employment and occupation in Togo, and possibly the establishment of an agency to combat discrimination. Among the concrete programmes and actions to be proposed by the consultant in order to promote equality of opportunity and treatment, Togolese constituents have requested that particular emphasis be given to institutional, financial, operational and human capacity-building, with a special focus on social partners, labour inspectors and magistrates.

The findings of this study will soon be presented to the tripartite constituents (July 2013) and should enable Togo to adopt a road map and hence take concrete and relevant measures to effectively combat discrimination in relation to employment and occupation that Togolese workers are facing.

Benin (2011) and Togo (2012) ratified the Maritime Labour Convention adopted by the ILO in 2006 following the sub-regional workshop organized by the ILO in July 2010 to promote the ratification of this instrument, which brings together and updates the



provisions of 68 previous conventions, by creating a genuinely global labour code for maritime transport. The Maritime Labour Convention covers all aspects of working and living conditions on board ship, employment, health, occupational safety and social security. It facilitates the integration of the human element into control mechanisms for vessels, and will contribute to improving maritime security as it supplements basic conventions of the International Maritime Organization (IMO). The convention also aims to provide specific responses to globalization challenges by combating social dumping. These two countries are currently in the process of validating draft amendments of prevailing instruments to ensure compliance of their national legislations with the provisions of the convention, with the technical and financial support of the ILO.

Benin received support from the ILO to draft a new bill on regulating the activities of private employment agencies. A study was hence financed to assess the current situation and help constituents regulate the uncontrolled development of private employment agencies in the country (2011). The findings of this study as well as the draft bill (2012) were validated by social partners and have currently been submitted to the Labour Advisory Board.

The ILO provided support to Ghana to develop its national employment policy and action plan. The two documents are available and should be adopted by the Government after the December 2012 elections. One of the key recommendations of the workshop validating the two documents was the immediate start of the process to ratify Convention 122 on employment policy.

Cabo Verde also approached the ILO for support to develop and adopt a national policy on occupational safety and health (OSH). To this effect, the ILO advised Cabo Verde to start by developing the OSH profile of the country, which will facilitate the elaboration of a preparatory document for the development of a national OSH policy. These two documents are available and Cabo Verde now has the tools to develop its national OSH policy.

2.3 Promotion of the ILO Declaration on fundamental principles and rights at work

In recent years, the Project for the implementation of the ILO Declaration on fundamental principles and rights at work (PAMODEC) focused its activities on enhancing application of fundamental labour conventions with a view to contributing to the promotion of decent work and economic and social development.

Activities conducted in 2011/12 involved representatives of governments, employers' and workers' associations, parliamentarians, labour inspectors, magistrates, lawyers, union representatives and assessors, journalists, university professors and ENA lecturers, members of national social dialogue and consultation agencies, and of organizations for the promotion and protection of human rights.

As a result of these activities, progress was noted regarding the ratification of basic labour conventions, as well as in the areas of freedom of association, collective bargaining, the fight against discrimination in employment and occupation, adaptation of domestic legislation to core labour standards, social jurisprudence, the teaching of core labour standards in national academies for public administration (ENA), and publication of compilations of annotated legislation and social jurisprudence.

2.3.1 Ratification of core labour conventions

The Parliament in Guinea-Bissau ratified, at the end of 2011, ILO fundamental convention 87 on freedom of association and protection of the right to organize.

BOX 2 : Testimony of Ms. Mémouna KORA ZAKI LEADI, Minister of Labour and Public Service of Benin

First of all, I would like to recall that it was in 2010 that Benin adopted its Decent Work Country Programme.

In this framework, Benin received technical and financial support from the ILO Office in Dakar and from the Standards Department of ILO/Geneva to undertake and validate, in 2010, a compliance review of national legislation with the provisions of the Maritime Labour Convention (MLC) ratified by our country in 2011. This will enable us to confidently deal with the entry into effect of the convention next August.

In 2012, Benin ratified Convention 154 of 1981 on collective bargaining following its participation in 2005 at a technical workshop organized by ILO Dakar to promote the ratification of the said convention. Assistance from ILO/Dakar also led to the conduct of studies to ensure compliance of national legislation with conventions 102 and 181 regarding respectively, social security (minimum standards), 1952, and private employment agencies, 1997. The ratification process of these conventions and amendment of related instruments were initiated thereafter.

Benin also organized in 2012, with ILO support, a workshop on freedom of association and exercise of the right to strike with a view to easing the social climate in our country. The workshop helped national stakeholders better familiarize themselves with the contents of conventions 87 on freedom of association and protection of the right to organize and 98 on the right to organize and collective bargaining, 1949, ratified by our country, and know what their rights and obligations were in relation to the exercise of the right to strike.

Lastly, with the support of ILO/IPEC/ECOWAS, Benin conducted a study which led to the drafting and adoption in 2012, of a national action plan to combat child labour, a first in Benin with regard to child labour. With the assistance of the ILO, we also succeeded in determining a hazardous child labour list for our country.

However, owing to political events in 2012, the instrument of ratification of the said convention was not formally deposited with the ILO.

Nonetheless, the ILO was able to register the ratification of ILO fundamental conventions on child labour : convention 138 on the minimum age for admission into employment and convention 182 on the worst forms of child labour.

2.3.2. Freedom of association

The project aided four countries to equip themselves with tools to measure trade union representation. These countries are : Mali, Mauritania, Senegal and Togo.

After Benin, Senegal and Togo followed suit and used these tools to organize their first union representation elections. Mali and Mauritania are making preparations to organize theirs.

Moreover, Mali has embarked on a process to revise its legislation on the right to strike as well as on essential services and minimum service. This review and adaptation of national legislation became necessary following several recommendations made by the ILO Committee of Experts, whose various reports have always highlighted the non-compliance of national legislation with the provisions of core labour conventions, particularly freedom of association, collective bargaining and the jurisprudence of supervisory bodies.

In terms of the right to organize, the project provided support to initiatives of employers' associations in Mauritania and Mali and trade unions in Mali to develop strategies for strengthening their membership base, particularly with regard to the unionization of informal sector workers.

2.3.3. Collective bargaining

The project strengthened the capacities of constituents and supported the process of elaborating draft collective bargaining agreements for the construction and public works industry as well as the media in the Republic of Guinea and for the hospitality industry in Guinea-Bissau.

In Senegal, the project helped the government and social partners to evaluate the national inter-professional collective bargaining agreement of 1982 and lay the groundwork for resumption of negotiations on new national and sector-based collective bargaining agreements.

In Burkina Faso, the project facilitated the conduct of a study on the private sector wage policy led by the country's national employers' association.

2.3.4. Discrimination in employment and occupation

The project assisted Benin, Togo, Senegal, Guinea, Mauritania and Côte d'Ivoire to document the issue of discrimination in employment and occupation, identify problems, and conduct a comprehensive assessment of the situation through studies and the organization of technical workshops.

In Senegal, this led to the development and adoption of draft bill on discrimination in the workplace and a draft decree on the creation of a national agency to combat discrimination at the workplace.

2.3.5. Compliance of national legislation with core labour standards

The project conducted several studies on compliance of national legislation with core labour standards in the various countries. These countries are : Guinea, Mali, Senegal and Togo.

Following studies validated by the constituents (Government, employers' and workers' associations and partners), each country now has at its disposal, a set of draft bills and regulations that are more in keeping with the fundamental principles and rights at work as well as better proposals to reinforce national legislation.

The project provided support to Mauritania to develop new instruments for implementing its Labour Law in compliance with fundamental principles and rights at work.

2.3.6. Social jurisprudence

An increasing number of judgments and court decisions in Burkina Faso and Benin are making reference to ILO standards, particularly fundamental labour conventions ; lawyers even make reference to these provisions in their oral arguments. This was made possible owing to the training sessions on international labour standards and fundamental principles and rights at work conducted by the project targeting judges and lawyers. In Côte d'Ivoire, after receiving this training, magistrates decided to create and coordinate a network of magistrates on core labour standards.

2.3.7. Teaching of international labour standards in national academies for public administration (ENA)

The subject of international labour standards and labour law and principles has been incorporated into the training curricula of several national academies for public administration in the project's recipient countries.

Through the organization of training of trainers' workshops, the project has helped countries such as Mauritania and Senegal to restructure their training curricula. Training of trainers on international labour standards was extended to include certain lecturers and researchers, particularly those at the universities

of Bissau (Guinea-Bissau), Dakar and Saint-Louis (Senegal).

On account of efforts deployed by the project to disseminate and promote core labour standards, university students as well as those attending elite schools and vocational training institutions are increasingly selecting dissertation topics relating to labour standards and fundamental principles and rights at work.

2.3.8. Publication of a compilation of annotated legislation and social jurisprudence

The project provided support for the compilation of annotated legislation and social jurisprudence in Benin. In Senegal, a compilation of collective bargaining agreements was prepared and will soon be edited and published.

BOX 3 : Testimony of Ms. Monica Ramos, Director-General of the Department of Labour of Cabo Verde

Through technical and financial support from the ILO Office in Dakar and the International Labour Standards Department of the ILO, Cabo Verde has overcome its delays in reporting requirements (2010 and 2011) and "submission" to relevant authorities of instruments adopted by the International Labour Conference – Article 19 of the ILO Constitution – in 2011 and 2012. The assistance we received helped us finalize in 2011, the ratification process of Convention 138 on the minimum age for admission to employment. Following the recommendation of the Committee of Experts on the need to promote collective bargaining, Cabo Verde also adopted a national action plan to promote collective bargaining, and created the National Committee for the promotion of collective bargaining. It is working on the adoption to two collective bargaining agreements, one for the hospitality industry and the other for the banking industry. With the support of the ILO, we embarked, in 2012/13, on a review of national practices with regard to minimum services in the event of a strike in the essential services sector and requisitioning, which led to the development of an action plan currently being implemented. Lastly, the ILO is presently providing Cabo Verde with technical support to formulate its national occupational safety and health policy.

2.4. Combating child labour

2.4.1 Intervention strategy of the International Programme on the Elimination of Child Labour (IPEC)

The ILO Global action plan for eliminating the worst forms of child labour by 2016, which includes the road map adopted at the Global Child Labour Conference held in The Hague in 2010, emphasizes the need for a

special focus on Africa from the ILO and international development partners.

Data from the ILO 2010 Global report on child labour reveals that sub-Saharan Africa is the only region in the world that has witnessed an increase in child labour, both in absolute and relative terms. The estimated number of economically active children aged between 5 and 14 years increased from 49.3 million in 2004 to 58.2 million in 2008. Twenty six million of these children are exposed to hazardous work, indicating a high incidence of the worst forms of child labour in this age group. Surveys and studies conducted in West Africa by the ILO and its International Programme on the Elimination of Child Labour (IPEC) with the SIMPOC project (Statistical Information and Monitoring Programme of Child Labour) have revealed that a significant number of children are economically active and very much involved in hazardous work.

Encouraging signs can however be observed in West Africa with regard to policy-making, legislation and service provision to combat child labour. In December 2012, of the 16 countries in West Africa, 11 had developed or were in the process of developing national action plans to combat child labour. Nine of these countries had officially adopted or validated their action plans.

Fifteen of the 16 countries have ratified ILO Convention 138 on minimum age and all 16 countries have ratified Convention 182 on the worst forms of child labour. Also, an increasing number of countries are implementing measures in favour of Education for all, such as the abolition or reduction of school fees and the introduction of school canteen systems. The outcome of many of these programmes is quite impressive in terms of school attendance. The existence of a regional action plan for the elimination of the worst forms of child labour adopted in December 2012 under the auspices of ECOWAS and with ILO support enhances synergy around this issue at the national and regional levels. Furthermore, several technical cooperation projects of the ILO/IPEC and its partners are supporting national efforts to combat the worst forms of child labour in West Africa.

However, efforts are still not enough compared to the scale of child labour in the sub-region. The prevalence of child labour and its worst forms in West Africa is due to several factors, particularly poverty, employment and under-employment issues. The situation is worsened by conflicts and political instability. Natural

and human disasters hence result in lower economic growth compounding the vulnerability of populations particularly children. Inefficiencies in infrastructure for child protection and support to vulnerable families such as social protection, traditional beliefs and practices, the impact of HIV/AIDS also contribute to the high prevalence of child labour in West Africa.

In this pretty dismal context, ILO actions in favour of eliminating child labour in West Africa are based on the «Focus on Africa» strategy, the International Labour Organization's response to the call by constituents in the continent during the 11th African Regional Meeting of 2007. This strategy is part of the ILO's support to the Decent work agenda in Africa : 2007-2015, for the development of national action plans (NAPs) to eliminate the worst forms of child labour by 2015. The "Focus on Africa" strategy brings a holistic and program-based dimension to the fight against child labour, with the involvement of all stakeholders at the country level.

2.4.2. Achievements of the IPEC programme

The IPEC programme of the ILO has executed technical cooperation projects in countries covered to assist them in the formulation, adoption and implementation of relevant actions to combat child labour. Activities conducted in this regard over the past years revolved around a certain number of pillars :

- Support to develop national action plans (NAPs) for combating child labour and their effective incorporation into national development programmes ;
- Support to implement upstream activities (in particular, awareness-raising campaigns, knowledge development and sharing and capacity-building) as well as direct actions that contribute to the development of sustainable mechanisms ;
- Strengthening of tripartite ownership, national commitment and institutional capacity, with the participation of social partners and in line with their mandates ;
- Greater integration in NAPs and DWCPs of IPEC work and other ILO actions in support of national priorities ;
- Drawing on networks and strategic partners at the national, regional and global levels ;
- Support to constituents and national partners for resource mobilization.

Among priority sectors identified under this programme, ILO/IPEC is paying special attention to agriculture (where the highest number of children



exposed to hazardous work are found), the informal sector and non-agricultural rural activities. Priority is also given to combating hazardous child labour in the mining and building industries as well as in domestic services. Actions against the trafficking, forced labour and utilization of children in armed conflicts are an integral part of interventions in all sectors.

The ILO also supports local promotion, awareness-raising and social mobilization campaigns to enhance the participation of all stakeholders, while maximising synergies for a tripartite ownership of actions.

The IPEC programme also supports the development of national action plans (NAPs) for combating child labour and its worst forms and their effective incorporation into national development programmes.

Several countries in West Africa have signed bilateral and multilateral cooperation agreements to combat child trafficking (one of the worst forms of child labour). All ECOWAS member States have ratified ILO conventions 138 and 182 with the exception of Liberia, which has not yet ratified Convention 138.

With technical and financial support from the ILO's IPEC programme, 11 ECOWAS member States have developed or are in the process of developing their national action plans (NAPs) for combating the worst forms of child labour. States that have officially adopted their NAPs at cabinet meetings include : Benin in August 2012, Burkina Faso on 15 February 2012, Cabo Verde, Côte d'Ivoire on 28 March 2012, Ghana, Mali on 8 June 2011 and Senegal on 29 November 2012.

Two states (Niger and Togo) have validated their plans at the technical level. It shall be noted that Togo and Niger each developed and proceeded with the technical validation of these plans in collaboration with their respective national stakeholders.

Furthermore, a Regional action plan for combating the worst forms of child labour was adopted in December 2012 by the ECOWAS Commission meeting in Dakar, providing member States with a coordinated strategy to : (i) create an environment conducive to the elimination of child labour, (ii) strengthen the Commission's institutional mechanisms for monitoring and evaluation through a peer review mechanism, and (iii) enhance knowledge on the scale and impact of child labour in the region.

Results achieved by the IPEC programme in the implementation of technical cooperation activities both upstream (advisory-support, awareness-raising campaigns, knowledge development and sharing, capacity-building) and downstream relate to direct actions that contribute to the development of sustainable mechanisms.

Upstream : Direct and institutional actions for the prevention of child labour

In Benin, 200 teachers were trained on instruments combating child labour in collaboration with OBISACOTE (workers' association). These teachers were educated on their role and invited to report back to their colleagues (over 300) on the training received.

About sixty local actors, particularly prosecutors, juvenile court judges, gendarmes, police officers, local authorities, mining employees, heads of social promotion centres, and officials of implementing agencies were trained on instruments to combat child labour.

Strategies were defined to enhance the participation of these various actors in the fight against child labour. About ten journalists were taken to quarry sites and discussed the instruments on combating child labour.

In Cabo Verde, with ILO support and joint efforts of tripartite constituents, the legislation has been reinforced and conditions created to effectively combat child labour with the ratification of Convention 138 on minimum age and the establishment at 15 years of the minimum age for employment. A national committee to combat the worst forms of child labour was created. It involves all national stakeholders and

aims to strengthen the institutional framework through the implementation of joint and complementary actions for greater impact and sustainability of results.

In the Republic of Côte d'Ivoire, an inter-ministerial committee to combat child trafficking and child labour (CIM) as well as an oversight committee to monitor actions undertaken to combat child trafficking and child labour (CNS) were created by presidential decree on 3 November 2011. A national directorate was established under the Child Labour Executive Secretariat to specifically implement the national policy for combating child labour. Focal points to fight child labour have been designated within the main trade unions such as *Union Générale des Travailleurs de la Côte d'Ivoire* (UGTCI), *Fédération des syndicats autonomes de Côte d'Ivoire* (FESACI) et *Dignité*. A network of 400 child labour focal points in various decentralized agencies throughout the country was trained within the framework of a technical and financial partnership with a university research centre : *Centre de recherche et d'action pour la paix* (CERAP). About 200 central administration and regional education officials received training on child labour. This enabled them to enhance their knowledge on this issue and increase their commitment to fighting child labour in their respective administrative jurisdictions.

The 95 préfets in Côte d'Ivoire were educated on the issue of child labour. Journalists also received training which led to a partnership on the creation of an award for the elimination of child labour. The first edition, entitled "ILO Award against child labour" was presented during the 2012 Ebony Awards.

In Mali, a national unit to combat child labour (CNLTE) was established by Order nr. 10-036/P-RM of 5 August 2010 and endorsed by Act nr. 10-050 of 23 December 2010. Implementing orders were also issued : Decree nr. 10-474/P-RM of 20 September 2010 defining the organization and operation of the CNLTE and Decree nr. 10-478/P-RM of 20 September 2010 defining the professional service categories of the CNLTE. Act nr. 2012-023 of 12 July 2012 on combating human trafficking and related practices was adopted.

Downstream : *Direct actions to combat child labour*
In Benin. As part of direct actions supported and financed by ILO/IPEC, 200 families were helped to improve their livelihoods through training sessions on entrepreneurship and/or direct support to their income-generating activities. The Ministry of Labour and

Public Service established a budget line for activities aimed at combating child labour and this allowed it to supply school kits to 100 children working at gravel quarry sites in Lokossa and Houéyogbé on 28 September 2012.

1,500 children were mobilized to meet the Head of State with messages from children in order to sensitize him on the situation of child workers, children with disabilities, child refugees and children living in difficult situations. In the area of communication and awareness-raising, a children's TV program "Graine de Stars" recorded at a school situated around the gravel quarries of Dogbo, helped raise the awareness of populations in this community and children watching the programme throughout the country on one of the worst forms of child labour. Likewise, a documentary on child labour in the Lokossa and Dogbo quarries entitled "Children, victims of gravel" was produced. A comic strip to heighten the awareness of children on their rights and the consequences of working in quarries entitled "Children at school and adults at work" was edited.

In Senegal, 5,449 children aged between 5 and 18 years received direct support from the project through the provision of education services, psychosocial support, healthcare, information, advisory-support, skills training and training on how to better manage an enterprise (GERME – *Gérer Mieux son Entreprise*). Beneficiaries reached are as follows : i) 4,170 children including 2,017 girls and 2,153 boys dissuaded from prematurely entering the world of work among which 1,575 children between 6 and 7 years of age (816 girls and 759 boys) were enrolled in first year of primary school ; ii) 1,279 children (614 girls and 665 boys) removed from the worst forms of labour ; iii) 824 parents (735 women and 89 men) benefitted from literacy education in French and the local language "Wolof", training on GERME, financial and organizational management, and promotion of income-generating activities. In addition, 24 economic interest groups (EIGs) were legally established comprising at least 15 members each among beneficiary parents. Among these, five (5) groups were put in contact with decentralized financial institutions in the rural community of Taïba Ndiaye enabling them to have access to revolving credit facilities so as to develop their economic activities. Local committees to coordinate the fight against the worst forms of child labour and promote human security were established in the Commune of Mboro and the rural communities of Taïba Ndiaye, Darou Khoudoss and Ngoundiane.



In Côte d'Ivoire, solar equipment was provided as well as 1,019 desks and benches to schools in Tchékou, Assoumoukro, Iribafila, Bantifila and Gonaté in the departments of M'Batto, Bouaflé and Daloa, 10 tables for teachers in Bouaflé, 12 tables for canteens in M'Batto, 24 benches for two school canteens in M'Batto, 1,300 school kits for children in the *Sous-Préfectures* of Abengourou, Agnibilékro, Damé, Divo, Soubré and San Pédro. Legal advice was provided to children at risk with the establishment of 800 duplicates of birth certificates in the *Sous-préfectures* of Abengourou, Agnibilékro, Damé and Gonaté. More than 3,250 children in *sous-préfectures* within the departments of Abengourou, Agnibilekro, Buyo, Daloa, Damé, Divo, San Pédro and Soubré received schooling as well as education support. Over 50 families in the *sous-préfectures* of Abengourou,

Agnibilékro and Gonaté received support to realize income-generating activities. Over 16 community-based action plans to combat child labour will be implemented by the communities themselves to give effect to their commitment to eliminate child labour using their own resources. Child protection committees were created in more than 60 communities and they represent the community-based units of the SOSTECI (Reporting and monitoring system on child labour in Côte d'Ivoire). Through them, children shall be identified and referenced, and baseline data collected at the community level to support implementation of SOSTECI.

In Mali, 2,105 children (1,256 boys and 849 girls) were prevented (1,491 children including 602 girls and 889 boys) and/or removed (614 children including

247 girls and 367 boys) from the worst forms of child labour by providing them with education services, vocational training and other services, and especially returning them to their families. The Reporting and monitoring system on child labour and trafficking in Mali (SOSTEM) was consolidated and extended to the region of Sikasso. Social partners (CNPM, UNTM and CSTM) and communication professionals (RECOJOTE) developed four work plans to combat child labour and its worst forms following capacity-building workshops supported by the ILO/AECID project.

At least 462 individuals (135 women and 327 men) from technical services, social partners, UN agencies, civil society, media, members of local and communal watchdog committees (CLV and CCV) and of SOSTEM focal units were trained on child labour and its worst forms. 185 individuals (121 men and 57 women) with income-generating activities as well as management committees were also trained. Approximately 11,272 people were educated and their awareness heightened on child labour and its worst forms at the community level (5,326 women and 5,946 men) through the

organization of 304 IEC sessions on child labour and its worst forms at intervention sites of the programme.

In Togo, with the support of the project “Combating Exploitive Child Labour in Togo through Education” (IPEC/CECLET), capacities of tripartite constituents were reinforced and they consequently conducted several campaigns to raise awareness on child labour, monitor and supervise actions, and also implemented direct actions to remove children from the worst forms of labour (6,000 children were removed from hazardous agricultural work, child trafficking, domestic work that is to be abolished...). However, the adoption by the Government of Togo of the national action plan for combating child labour will be a strong political gesture.

Consolidation of the knowledge base on child labour (Statistics)

In Côte d’Ivoire, a statistical analysis of domestic work was performed in collaboration with a pool of statisticians from INS and facilitated the production of statistical data on domestic work, with a special focus on child domestic labour.

3.1. Support for the development and implementation of employment strategies

African countries are faced with tackling the increasingly pressing and troubling challenge of employment ; a situation stemming from the growing number of job seekers and the fact that this phenomenon mainly affects young people coming onto the labour market.

BOX 4: Cooperation with sub-regional institutions

The various actions undertaken in collaboration with sub-regional institutions such as ECOWAS and UEMOA in areas relating to the fight against child labour (Chapter 2.4), social protection (Chapter 4), social dialogue (Chapter 5) and decent work indicators (Chapter 7) are widely featured in this report. In addition, the ILO provided technical assistance in 2009 to member States for the development of a labour and employment policy of the Economic Community of West African States (ECOWAS). This policy is in line with the International Labour Organization's Global Employment Agenda and the United Nation's Millennium Development Goals.

The ECOWAS labour and employment policy is accompanied by a strategic action plan based on the following 5 priority programmes: i) Promotion of international labour standards; ii) Promotion of decent work; iii) Promotion of social protection for all; iv) Promotion of social dialogue and labour-management relations; and v) Promotion of regional integration.

Macro-economic policies solely focused on growth and economic stability have shown their limits in addressing the employment issue, and are increasingly abandoned in favour of poverty reduction strategies which inevitably focus on approaches and factors likely to create more jobs and hence generate income for populations that are most vulnerable to poverty.

However, despite this new option, the pressure on public services and businesses in West Africa for labour supply (applications for work) as well as on national economies as a whole is extremely high. Individuals of working age or the potential workforce represent almost half of the population (47.7% in Mali). Unemployment is high in West Africa and affects almost 12% of the total workforce. Many people are active in the informal sector and work under precarious conditions : low income, inadequate social protection, hygiene and occupational safety, non-compliance with the provisions of labour codes, high rates of child labour, etc.

In this regard, national employment policies, as proposed by the ILO Office in Dakar, are considered

as responses and contributions to economic and social policies that place a high priority on employment, because of their close links to poverty and economic and social under-development.

The creation, protection and quality of jobs depend on numerous action parameters which fall under macro-economic policies as well as structural and sectoral policies. For this reason, the link between national employment policies and other national policies should be clarified and channelled in order to optimize actual or potential contributions of the latter sectors for meeting employment targets. To this effect, labour officials and those in charge of development planning should work together to identify linkages between national employment policies and other national policies in order to reflect more accurately employment goals and requirements.

Proposed national employment policies are hence seeking to put the issue of employment at the core of structural changes, as the main lever for transmission mechanisms through which growth and development policies impact poverty levels. It is the quantity and quality of jobs created through implementation of these policies – macro-economic, structural, sectoral – that, in the end, affect the conditions and livelihoods of poor people.

Thus, policy choices in proposed strategies are guided by well-known aspects of the issue of employment with regard to its linkage to growth, structural change and poverty reduction. All stakeholders must therefore be involved in the development of these strategies to identify specific and/or exceptional growth drivers and develop the best possible response to address concerns in relation to decent work objectives including rights at work, social protection and social dialogue. They should enable to :

- achieve economic and employment growth that would be able to absorb the unemployed workforce as well as new arrivals on the labour market. This issue of absorbing available manpower raises two challenges that of having to constantly create employment opportunities and having to develop the skills of this workforce to capture these opportunities.
- reduce unemployment that may arise from structural change as a result of the growth process. This implies the acquisition of new skills and a certain mobility towards growth sectors for people whose jobs are affected by the structural changes.
- improve productivity of and access to markets for those working in growth sectors. This issue

highlights market imperfections, structural inertia and institutional gaps that hold back certain categories of workers, especially self-employed workers, from seizing opportunities for advancement that exist in their activity areas.

BOX 5 : Interview with Mr. Bécaye Ould Abdelkader, Director of Labour and Social Welfare of Mauritania, Ministry of Public Service, Labour and Modernization of Public Administration

What is the employment situation in Mauritania ?

Employment is one of the main thrusts of the President of the Islamic Republic of Mauritania's development policy. Indeed, as soon as he came into power in 2008, His Excellency Mohamed Ould Abdel Aziz recognized that great importance should be given to the key issue of employment, particularly decent employment. He then realized that vocational training was lagging behind. He promptly removed the employment portfolio from the Ministry of Public Service to make it a stand-alone department. Our issue is not employment but rather training. For this reason, he focused his strategy on vocational training.

What strategies do you have in place to promote employment ?

In 2007, we developed a national employment strategy which was not implemented. We had to retrace our steps. There is now an employment strategy which is currently being developed, in collaboration with the ILO. In this strategy, we have placed emphasis on vocational training to provide a better balance between training and employment.

Could you tell us about relations between Mauritania and the ILO ?

Relations are excellent. It should be said that the ILO has been by our side since 2008 (the period I know of). We do not only talk about employment in public administration services but also of international labour standards. The ILO is also providing us with support on issues relating to social dialogue, occupational safety and health.

What about perspectives ?

We believe that this collaboration should continue. We need technical support. It is important. Each time we receive support, the results are tangible. And they benefit public administration services, its employees.

Could you tell us about the DWCP formulation process in your country ?

I must admit that it was not easy. But we succeeded. Our discussions with the ILO were lengthy. Overall, the work accomplished in this respect genuinely reflects the contributions of workers and employers.

A final word ?

I would like to congratulate the ILO for the excellent team work.

- generate direct temporary employment for marginalized social categories as a result of the growth process, through social safety nets. The issue is that some of the available workforce or those who have lost their jobs owing to structural change are not likely to find paid employment in the short-term or even longer term.
- improve working conditions of all workers, particularly employees, in order to enhance the quality of work and life.

3.2. Development of sustainable enterprises that create jobs

In recent years, the issue of employment in general, and that of the youth in particular, has been a major concern for most countries, especially countries in the West African sub-region. Despite their relatively satisfactory economic performances, countries in the sub-region have not been successful in addressing the critical issue of employment. Youth unemployment and under-employment are steadily gaining ground, compelling governments and their partners to explore all avenues by which to loosen the grip.

To address this complex issue, ILO constituents adopted in June 2007, a key document entitled "Conclusions concerning the promotion of sustainable enterprises" requesting the International Labour Organization to work in close collaboration with tripartite constituents to assess their needs in terms of promoting sustainable enterprises and improve the services and quality of programmes to be implemented. The focus on the development of enterprises is due to the fact that whether small, medium or large, enterprises including cooperatives, are a major source of growth and employment in all countries. They play a crucial role in creating jobs and reducing poverty, particularly in Africa where unemployment and especially under-employment of youth and women reach extremely high levels in certain places.

Based on the recommendations and guidelines contained in this document, the ILO initiated over the period under consideration, a series of actions to promote sustainable enterprises in response to concerns expressed by ILO constituents in the sub-region. Interventions were targeted taking into account the realities of each country and were generally centred on three mutually reinforcing key areas : creating conditions favourable for sustainable enterprises to flourish and create jobs ; encouraging entrepreneurs to fulfil their ambitions of creating enterprises ; and



developing sustainable and responsible workplaces that combine increased productivity and reduced environmental footprints as a result of an improvement in working conditions and industrial relations.

3.2.1. Promoting the creation of employment and wealth

In the current context of a tight labour market and a surge of job seekers (presently at 150,000) arriving each year on the labour market, actions undertaken by the ILO seek to help address the issue of youth employment, currently a major concern for countries in the sub-region.

In this regard, actions have been initiated in several countries to stimulate entrepreneurship through training, provision of services, assistance to enterprises, access to information, technology and financing. These actions aimed at helping entrepreneurs – including specific target groups such as the youth and women – create and develop successful enterprises are necessary to maximize the potential of these target groups and make entrepreneurship a stimulus of employment and wealth creation.

3.2.2. Development of Small and Medium Enterprises (SMEs)

Enterprises, particularly micro and small enterprises, are faced with varied constraints that prevent them from reaching their full potential for creating wealth and employment. Governments are becoming increasingly aware of this issue and are prepared to adopt corrective measures. In Senegal, the ILO, in collaboration with other technical and financial partners of the SME sub-sector, supported the participatory process for the formulation of a sector policy letter on SME

development which incorporates key issues of decent work. Validated at a high technical and political level, it presently is the key reference document of stakeholders for sector support.

As part of efforts to support implementation of this policy, a study on taxation of small enterprises and data collection on enterprises was conducted in collaboration with the relevant national institutions (SME Directorate, General Directorate of Tax and Lands and the National Statistics and Demography Agency). This initiative, in addition to meeting the guidelines of the SME sector policy letter, also falls in line with the debate introduced in Senegal on a global reform of the General Tax Code. The study helped start a process of dialogue and consultations with large segments of stakeholders, both in the public and private sector, review the current situation of SME taxation in Senegal and collection of data on enterprises, assess what has been achieved and identify constraints.

Taking into consideration the importance of developing women's entrepreneurship for wealth creation and employment generation, the ILO provided assistance to several countries in the sub-region to assess their business environment for the development of women's entrepreneurship and to formulate a strategy supported by an action plan (Senegal) or a women's entrepreneurship development policy (Mali) using a participatory approach involving the relevant institutions, employers' and workers' associations and professional organizations of women entrepreneurs. The results of these evaluations were published and the methodological approach shared to serve as a reference and capacity-building tool.

3.2.2. A few results in employment promotion and development of enterprises

ILO support projects for the integration of vocational training graduates in Mali and Senegal developed and implemented a strategy and tools to enhance the employability of young vocational training graduates as well as their chances of finding employment.

Likewise, the ILO/MIGRANT project in Senegal developed and tested, in Mali and Mauritania, tools for enhancing the employability of young people and training on financial education. This will help equip young migrants and their families, in particular, with knowledge and skills to better manage their income and use it productively for the creation of decent work.

BOX 6 : Testimony of young students at the Maurice Delafosse vocational training school in Dakar (Senegal):

-Menina Deguène Lô, 23anos, aluna do 2º ano de BTS contabilidade e gestão

- Ms. Deguène Lô, 23 years, 2nd year student, BTS in accounts and management

“I feel a bit more equipped to confront the labour market”.

It has been a very useful day. I appreciated the quality of the training and the fact that we worked on concrete issues both individually and as a group, so as to compare our ideas. Prior to this training, I did not know how to write a CV or a letter of motivation. Neither did I know how to conduct myself in front of a potential employer since I have never applied for a job or an internship. I feel better equipped to face the labour market at the end of my academic year. This is why I believe such workshops should take place during our first year and a second session held before we graduate because we really need guidance given that it is currently difficult to find a job in Senegal.

- Mr. Bouya Coulibaly, 23 years, 2nd year student, BTS in transport and logistics

“This training has taught me to focus my ideas...”

How has this training been useful to you?

I finish my studies next July and should theoretically integrate the labour market. However, the labour market in Senegal is saturated and it is in one's interest to be well prepared and equipped when looking for a job. This training has taught me to focus my ideas and know what I need to do before the end of my studies.

What have you learnt specifically?

Up to now, I have not done an internship nor applied for a job. I knew a CV and letter of motivation had to be prepared without knowing what their contents were. I also learned what not to do and received a lot of information on salaried employment and self-employment. In the current context, I am inclined to create my own enterprise.

Implementation of these programmes led to the following results :

- An Employability Manual was edited to meet the demands of young people in terms of information and guidance on professional careers, vocational training, employment and self-employment ;
- 200 young students at the Maurice Delafosse vocational training school in Dakar (Senegal) were trained on how to define a career plan, write a curriculum vitae and a letter of motivation, define the concept of an enterprise, formally establish a business, prepare for a job interview, and seek financing ;
- Several young people received training on

employability ;

- GERME tools were adapted to the rural context (training programme, tools for the trainer's and learner's guides) ;
- 81 business advisers, comprising 60% of young people, doubled their turnovers and diversified their clients (SMEs, farmers' associations, local government units,...) ;
- Contribution to the creation/consolidation of 1,100 SMEs of which 67% are managed by young people ;
- Contribution to the creation/consolidation of 3,000 jobs, of which 60% were for young people ;
- 286 SMEs increased their turnovers by 63% ;
- Contribution to the creation/consolidation of 11 sector and cross-sector consultation frameworks ;
- Contribution to setting up a platform of services in favour of youth employment in the Kolda region : harmonization of interventions in the area so as to combine efforts and enhance youth entrepreneurship ;
- Improvement of the political, legislative and institutional environment in favour of rural SMEs : consideration of the issue of rural SMEs in the SME sector policy letter ;
- Selection of 31 farmers' associations (local, regional and national), of which 50 % are women's associations, in promising sectors with high youth representation rates ;
- Capacity-building for 160 individuals in organizational dynamics with a specific support strategy for SMEs managed by young people ;
- Memoranda of understanding between the PMU and umbrella organizations to support regional farmers' associations and key national department services ;
- Involvement of employers' organizations in the promotion of SMEs : signing of memoranda of understanding between employers' associations and national and regional farmers' associations : access to markets, to information ;
- Signing of memoranda of understanding with local and national radio stations ;
- Studies conducted in Senegal and Mauritania have highlighted the existence of a huge potential for the creation of green jobs in areas as varied as agriculture, biodiversity management, waste collection and recycling, renewable energy as well as in climate change adaptation measures

BOX 7 : O The ILO trains 1,700 young people on the concept of employability through rap music (Senegal)

The International Labour Organization (ILO) organized several days of training on job searching for 1,700 young people from the outskirts of Dakar in particular. In addition to this activity, and to reach a wider audience while ensuring ownership of the concept of employability by those primarily concerned, the ILO developed a project with the CDEPs of Guédiawaye (in the outskirts of Dakar) for about twenty young people to develop key messages on career plans, training, salaried employment and self-employment.

Music, and in particular rap music, as a vehicle for putting across social messages, was considered the ideal medium for communicating with young people. Participants, supervised by Israël Rodriguez, a Brazilian musician specializing in social communication through music, met for 4 weeks and wrote 8 rap songs on employment. These products are real messages for all Senegalese youth for whom the development of a career path is a priority.

At the conclusion of this workshop, a studio recording of the rap songs written by these young people was made and CDs given to each of the participants; a concrete symbol of the work accomplished over the weeks.

Through this novel initiative developed by ILO/Migrant (inspired by the experience of Israël Rodriguez in the favelas of Rio), the objective of the project is to raise the awareness of young people on employment issues and bring them to work together, take ownership of a unifying project and spread the messages to their families, neighbourhoods, etc.

The project ended with the organization of a concert in Guédiawaye, attended by officials of the ministries of youth, employment and promotion of civic values, the Director of Employment, a representative of the Spanish Embassy, representatives of the City of Guédiawaye, etc. These budding rap musicians performed with some of the biggest names in Senegalese rap music, namely Malal Talla better known as “Fou Malade” and Matador, to convey these messages to a wide audience. They took the opportunity to remind the authorities of the need to continue placing emphasis on employability.

3.3. EIIP programmes of the ILO, a contribution to the promotion of decent work in the construction sector

A large portion of public funds in developing countries are earmarked for infrastructure development. In this context, it is important that these funds be used in an optimal manner so that infrastructure projects become an effective source of employment creation and economic opportunities. When labour-intensive approaches and local resources are used, the creation of direct and indirect employment, including jobs generated as a result of an increase in local consumption, can bring about significant improvement in the economic and social situation and have multiplier effects on the entire economy.

The ILO, through its Employment Intensive Investment Programme (EIIP), has for over 30 years now, been committed to promoting the application of employment strategies related to infrastructure development. The programme's intervention strategy was consolidated over the years and applied in various sectors making public investment programmes strategic instruments for the promotion and creation of employment opportunities.

The EIIP programme of the ILO has a vast portfolio of productive employment creation for economic development at the local level as well as policies and practices relating to decent work, labour standards, promotion of entrepreneurship in the construction sector, promotion of social dialogue in the construction sector, and protection of workers engaged in infrastructure works in urban and rural areas. The EIIP programme is a conduit for change in the construction and public works sector and propels economic and social growth by providing assistance in infrastructure development processes. As such, it helps ILO member States implement an active policy aimed at promoting full, productive and freely chosen employment (Convention 122 on employment policy, 1964).

By providing for employment possibilities to a wide range of young people with varied qualifications, it contributes to implementing the constitutional mandate of the ILO, which is to place full and productive employment and decent work at the core of economic and social policies. It is hence recognized that the ILO's EIIP strategy is one of its mediums for promoting decent employment by creating a sustainable institutional and economic environment.

The EIIP programme is currently active in over 40 countries worldwide half of which are in Africa and a quarter in Asia and Latin America (including the Caribbean region). On-going development programmes all have an employment component targeting the poorest segments of the population, taking into consideration the Decent work agenda, support for decentralization, local development and capacity-building at all levels : workers, entrepreneurs and government employees. They focus on the development of productive and social infrastructure and on environmental protection infrastructure included in public investment programmes.

BOX 8: Cabo Verde: adoption of labour-intensive public works contracts for decent employment

Cabo Verde has a longstanding history of using EIIPs (employment intensive infrastructure programmes) in infrastructure works as a means of transferring monetary resources to disadvantaged families following poor farming years or cyclical natural shocks. This strategy is supported by contracts signed between government agencies and community-based associations or municipalities to conduct labour-intensive public utility operations such as the construction of dykes, tree-planting, construction of water distribution networks, access roads, social habitat, health centres, schools.

Under the Decent Work Country Programme (DWCP) adopted by the Government in January 2011 and with the financial support of STEP-Portugal and the One UN Initiative, the ILO conducted a study on integrating specific decent work provisions and social clauses in decentralized public works programme contracts. The purpose of this was to promote decent work and provide young people in rural areas with employment opportunities at civil engineering construction sites generated by programme contracts which total over 5 billion Escudos, i.e. over USD 60 million, over the 2001-2010 period.

The ILO advised and proved to national authorities and social partners that the programme contract used so far as a means to respond to emergency situations, could be adopted as a mechanism for promoting and steering community investments towards reaching the goal of socio-economic integration of young people in rural areas.

On the basis of this study, the Council of Ministers of the Republic of Cabo Verde adopted resolution 19/2012 of 29 March 2012 on the amendment of programme contract models to reflect decent work principles and provisions for the execution of infrastructure works in rural areas; particularly equal pay and non-discrimination, occupational safety and health, wages, protection in the event of accidents, working hours, as well as indicators regarding the number of jobs, gender dis-aggregated indicators, etc.

This ILO activity directed at the Government and social partners helped secure the conditions for the utilization of programme contracts as a social promotion and employment tool.

Formal recognition of this programme by decision-makers means that significant additional funds are allocated to infrastructure investments for the purpose of creating jobs and alleviating poverty, stimulating growth and contributing to stability. The EIIP

programme continues to evolve and expand under the «Decent work agenda», and the global financial and economic crisis makes this programme a major contribution of the ILO to facing the challenge of employment today and in the years to come.



Chapter 4 : Social Protection

4.1. Social security extension strategy

In 2011, the International Labour Conference (ILC) initiated a recurrent discussion on social security for social justice and a fair globalization. This discussion reaffirmed that social security is a human right and a social and economic necessity, and also constituted a fundamental basis for the adoption of an international standard on social security.

2012 witnessed, at a global level, a pivotal event in the field of social protection. The ILC adopted Recommendation 202 on social protection floors in June 2012. The new Recommendation provides guidance to member States in building comprehensive social security systems and extending social security coverage by prioritizing the establishment of national floors of social protection accessible to all in need.

Reaffirming that social security is a human right and a social and economic necessity, the Recommendation provides guidance to countries in establishing and maintaining national social protection floors as a fundamental element of national social security systems ; and in implementing their social protection floors within strategies for the extension of social security that progressively ensure higher levels of social security to as many people as possible, guided by ILO social security standards.

The two-fold objective reflects the bi-dimensional strategy of the ILO for the extension of social security coverage, adopted by the ILC in June 2011. ILO support to its constituents in the area of social security therefore focused on this bi-dimensional strategy.

Activities in 2011 and 2012 covered political and management aspects of social security regimes as well as analysis of costs and standards.

In Benin for instance, the issue of social security prompted a national dialogue on social protection floors. National programmes and mechanisms on social protection were reviewed and the costs of social protection floor components evaluated. The capacities of the inter-ministerial committee had to be strengthened an interim report on the universal health insurance regime (RAMU) process prepared and submitted to the Government. The ILO facilitated the setting up of the *Mutuelle de Sécurité Sociale du Bénin* (MSSB). A situational analysis of the ratification process of Convention 102 was conducted as well as capacity-building activities for constituents. The ILO



also participated in the work of the inter-agency (UN agencies and TFPs) working group on social protection.

In Burkina Faso, a social security expenditures and performance review (SPER) was conducted and a report on a labour-intensive public works strategy prepared. Another report on the performance and impact of employment funds was produced. It was also necessary to develop an integrated approach for social security extension and employment promotion. The ILO provided support to establish universal health insurance and develop the national policy on social protection. The ILO's participation was also noted in the Social Protection working group comprising UN agencies and TFPs, as well as in capacity-building activities for constituents.

To achieve social security in Cabo Verde, the ILO provided support for the publication of the first INPS statistical yearbook and updating of the INPS' statutes. An actuarial study of the INPS pension scheme was conducted and its funds management and investment strategy revised. The design of a social security module for inclusion in surveys conducted by INE falls in line with this pursuit of social security.

Other forms of support were provided with respect to improving the governance and management of social pension schemes, the production of statistical data by CNPS, targeting of non-contributory programmes, streamlining of the CNPS social pensions database, and the ratification process of Convention 102.

Various studies were conducted to review social security expenditures and performance (SPER), obtain an up-

to-date situation on health financing (with WHO) and on coverage of the social security contributory regime. As in other countries, Cabo Verde also conducted capacity-building activities for its constituents.

The ILO provided support to Côte d'Ivoire and Guinea for the development of their national policies on social protection.

In Mauritania, support was provided to computerize the *Caisse Nationale de Sécurité Sociale*.

Assistance was provided to the Ministry of Health in Senegal through CAFSP. Support was also provided to the reform process of health insurance schemes for businesses and to initiate the assessment on the establishment of the social protection floor. Capacity-building activities were conducted and participation in the Social protection working group comprising UN agencies and TFPs effective.

In Togo, a policy paper on social protection was developed. This facilitated a qualitative assessment of social protection elements targeting poor populations and the most disadvantaged. An analysis of the implementation cost and impact of a social protection floor was also made possible.

Support was provided for the technical design of the *Institut National d'Assurance Maladie* (INAM) as well as the roll-out and operationalization of the health insurance information system.

In the ECOWAS region, support was provided to revise the General convention on social security and its administrative arrangement.

4.2. Occupational safety and health

Improving the quality of work life, increasing productivity, promoting and maintaining sustainable development are some of the expected outcomes of activities relating to safety, health and the environment with a view to achieving decent work for all.

Activities conducted in this regard are based on the global strategy on occupational safety and health (OSH) and the following three sets of international labour standards :

- Convention 155 and recommendation 164 on occupational safety and health, 1981
- Convention 161 and Recommendation 171 on occupational health services, 1985
- Convention 187 and Recommendation 197 on the promotional framework for occupational safety and health.

In addition to the above instruments, the ILO developed directives for good governance in occupational safety and health among which can be cited the “Guidelines on occupational safety and health management systems (ILO-OSH 2001)”.

Based on this global strategy, the ILO Regional Office for Africa progressively built momentum to promote and consolidate occupational safety and health practices in French-speaking Africa using a rigorous process and coaching method for continuous improvement to address the 11 challenges of OSH in Africa.

The ILO's intervention in French-speaking Africa consisted of :

- fostering the exchange of experiences through study tours and bilateral and multilateral activities ;
- establishing consultation frameworks such as the symposium on the audio-visual sector and the prevention of occupational risks in Ouagadougou (*Symposium sur l'Audiovisuel et la Prévention des Risques Professionnels de Ouagadougou* - SYAPRO), the forum of occupational safety and health committees (*Comités de la Santé et de la Sécurité du Travail* - CSST), the initiative and creativity fair on occupational safety and health (*Salon de l'Initiative et de la Créativité en Sécurité et Santé au Travail* - SAPRIP) and the Roundtable ;
- supporting the creation of training centres and platforms such as the training centre for prevention controllers and technicians (Dakar), the OSH specialization course for nurses (Ouagadougou, Cotonou and Niamey), the training centre for occupational safety and health committees (Cotonou), the specialist certificate in occupational health (Dakar, Cotonou, Abidjan) and the specialist certificate in Toxicology (Ouagadougou) ;
- providing support for the adoption of technical guidelines on OSH committees and technical principles on the health surveillance of workers ;
- organizing promotional activities during the African Day for the prevention of occupational risks on 30 April of each year ;
- encouraging twinning and cooperation between prevention services in Burkina Faso and those in Niger and Chad as well as training and research activities between Benin and Burkina Faso ;
- conducting studies and research including 11 monographs (A series) (Prevention and development), studies on dangerous machinery and occupational diseases (B series).

New challenges or second generation challenges are emerging. It shall be reminded that not only could the results and impact of the process be measured following the evaluation conducted in 2006 and readjusted in 2010, but the following new challenges were identified :

- Better understanding of the environment by mapping risks and nuisances at the country level, identifying occupational risks per activity sector, developing an OSH country profile and a risk profile for activities of the informal sector ;
- Strengthening of institutional frameworks by mainstreaming the establishment of OSH committees, creating occupational safety inspectorates and adopting national policies and action plans on OSH ;
- Consolidation of social dialogue structures through establishment of high-level committees on prevention, consolidation of OSH committees, accuracy of technical reference documents, compilation of national texts on OSH, adoption of national codes on occupational safety and health and sub-regional OSH guidelines ;
- Construction and consolidation of a culture of prevention by organizing OSH training sessions and seminars for the media as well as for traditional communicators using social channels, encouraging the composition of songs that advocate safe practices, producing local plays (theatre-forum) and puppet shows ;
- Promotion of OSH through individuals designated as OSH volunteer ambassadors and award distinctions (OSH in Africa prizes) ;
- Training of OSH frontline workers while relying on peer educators, facilitators, trainers, teacher-trainers ;
- Gathering and dissemination of data, information and best practices by creating national CIS centres, a sub-regional CIS centre and sub-regional libraries

BOX 9: Synopsis of OSH results and impacts in French-speaking African countries

ILO activities in French-speaking African countries facilitated the establishment of: 3 networks and 4 safety nets

1- The 3 networks are:

- Training – Research Network (RFS)
- IAPRP Network
- Network of social partners (RPS) with two branches: workers' education on OSH and employers' associations

2- The 4 safety nets are:

- Ministries: Labour-Public Service-Health-Environment
- Associations and groups of OSH specialists
- NGOs (Préventeur Sans Frontière) and OSH foundations
- Firms and stores specializing in OSH (Africaine de la Prévention-AP)



and media libraries (audio-visual in Burkina Faso, media library in Niger and a sub-regional OSH information centre in Benin) and by reinforcing the Observatory on occupational accidents/occupational diseases ;

- Management of activities of the informal economy by conducting risk assessments per sector, designing materials for awareness-raising, information and training, and by training frontline workers to supervise actors ;
- Development of technical cooperation sub-regional projects such as : a project on prevention-productivity and sustainable development, a project for collecting and disseminating information and best practices, and a training programme for frontline workers to better supervise the informal sector.

4.3. HIV and AIDS in the world of work

In 2001, the UN General Assembly, at its 26th special session on HIV and AIDS, adopted the Declaration of Commitment on HIV and AIDS. The same year in Abuja, and in 2006, African Heads of State made the commitment to “enact, strengthen or enforce, as appropriate, legislation, regulations and other measures to eliminate all forms of discrimination against and to ensure the full enjoyment of all human rights and fundamental freedoms by people living with HIV and members of vulnerable groups, in particular to ensure their access to, inter alia, education, inheritance, employment, health care, social and health services, prevention, support and treatment, information and legal protection, while respecting their privacy and confidentiality ; and developing strategies to combat stigma and social exclusion connected with the epidemic”.

These initiatives are important with regard to the world of work. And yet, the ILO had since 2000, developed a global program on HIV and AIDS in the workplace. In 2001, it launched in New York, at the 26th special session of the UN General Assembly on



HIV and AIDS, the Code of Practice on HIV/AIDS and the World of Work. This document provides clear guidelines to constituents on the best ways to develop and successfully implement policies and programmes with the involvement of all stakeholders concerned through productive and permanent social dialogue.

The ten principles for addressing the issue in the workplace are detailed in this document.

After more than ten years of implementation and given the need to strengthen national strategies as well as the impact of the global response, the ILO adopted at its 99th session, a recommendation on HIV and AIDS and the World of Work. The first international legal instrument specifically dedicated to the world of work. The definition and implementation of a national policy and sectoral policies on HIV and AIDS in the workplace are among activities advocated.

4.3.6. A few key results/activities of the ILO in 2012

In recent years, the ILO has directed its activities to a few countries among those covered by the ILO technical support team in Dakar. These are : Senegal, Côte d'Ivoire, Ghana, Mali and the Republic of Guinea. In Senegal :

- Technical support for the organization of a joint workshop to strengthen the capacities of members of the National Tripartite Committee of Senegal on mainstreaming gender in workplace responses to HIV and AIDS. This workshop allowed a better comprehension of gender issues in the world of work, understanding of the economic, social, cultural and political ties that exist between gender inequality and HIV/AIDS-related vulnerabilities and risks in the workplace, and the mainstreaming of HIV/AIDS and gender equality in workplace policies, strategies and programmes.
- Preparation of three projects on HIV and AIDS in the workplace to ensure implementation at the technical level of the component “World of Work” of the 2012-2016 national strategic plan on combating STIs, HIV and AIDS.
- Development and implementation of HIV/AIDS policies and programmes in six private sector enterprises, whose employers and workers were mobilized and trained on the ILO/AIDS methodology and tools. The awareness of artisans was heightened on the need to adopt and implement HIV/AIDS policies in associations of workers in the informal economy.
- Organization of a workshop, attended by civil servants and local government employees, to stimulate local HIV/AIDS control units established within ministries and other public agencies to develop and implement HIV/AIDS policies.
- ILO technical support to the National AIDS Control Committee in all aspects of the national strategy in relation to the world of work, all sectors included.
- Assistance to revise Act 2005-31 and ensure its compliance with UNAIDS directives.
- Advocacy with government authorities for the mobilization and securing of local resources to fight HIV/AIDS within the framework of the principle of shared responsibility.

In Côte d'Ivoire :

- Organization of the workshop “Tripartite consultation on the national policy on HIV and AIDS in the workplace» to gather the views of participants for the revision and development of the national policy on HIV/AIDS in the workplace in relation to recommendation 200.

In Guinea :

- Mainstreaming stigma and discrimination reduction in policies and programmes through promotion of the rights of PLWHAs and of other vulnerable populations as well as legal support : lawyers, human rights organizations, trade unions, etc. The objective

is to boost economic and social development in Guinea, in collaboration with other stakeholders.

At the regional level :

- Support to draft a new regional policy on AIDS in the education sector based on a revised version of the former southern African policy with the participation of UNESCO, World Bank, UNAIDS

and the ILO, which insisted that the principles of Recommendation 200 had to be integrated.

- Contribution to develop the joint UN agenda for support to the national HIV/AIDS response. It also provided support to the Abidjan-Lagos Corridor Organization (ALCO) with respect to the “World of Work” component of its 2012-2016 regional plan.

BOX 10 : Improvement of working, safety and health conditions of health professionals: HealthWISE, an effective tool for decent work.

The ILO, in accordance with its mandate to promote decent work, undertook in collaboration with WHO, to develop a practical tool, particularly adapted to countries faced with meeting the numerous challenges of the health sector, particularly the management of health workers. This tool is entitled “HealthWISE”. It is an application of the “Work improvement in small enterprises” tool in the health sector. This dynamic tool will continue to evolve in keeping with the interests of pilot countries. It includes an action manual and a checklist.

The manual is divided into eight modules: Management and motivation of health workers; Design and management of working hours; Family-friendly measures; Occupational risks; Discrimination, harassment and other forms of violence in the workplace; Storage and management of equipment; Combating HIV and AIDS, tuberculosis and hepatitis, Work space.

The checklist for evaluation is designed to facilitate the introduction of themes and encourage participants to prioritize areas to be improved. The last part of the manual entitled: “Quality improvements” explains how quality can be a continuous process for all employees and not just a one-off solution implemented by an individual manager. Four health facilities in Senegal, a pilot country, have since 2011 been trained on how to use the HealthWISE tool and implement programmes to improve working conditions. Over fifty areas to be improved were identified and issues addressed including issues relating to HIV and AIDS. The Abass NDAO hospital conducted a KAP survey and then developed a policy on HIV and AIDS in line with ILO Recommendation 200 and the joint ILO/WHO/UNAIDS guidelines of 2010.

At the central level, the ministries of Labour and Health were the main implementing partners as well as health labour unions. A national committee was established by a Ministry of Labour decree to ensure effective implementation.

This tool, though in its test phase, has proven its relevance and effectiveness in providing a response to challenges relating to occupational health and safety, access for health professionals to HIV and AIDS prevention, treatment, care and support services and working conditions.



5.1. Promotion of social dialogue in West Africa

In recent years, the ILO has fostered close ties with the UEMOA (West African Economic and Monetary Union) and the ECOWAS (Economic Community of West African States) to promote social dialogue in the West African region. At the same time, activities are also being conducted at the country level.

5.1.1. At the sub-regional level

The ILO provided support to create the UEMOA Council on Labour and Social Dialogue (CTDS). This Council is composed of 72 members, i.e. eight (8) per country (Benin, Burkina Faso, Côte d'Ivoire, Guinea-Bissau, Mali, Niger, Senegal and Togo). The CTDS is an advisory body and its function is to give its opinion on draft reforms of the UEMOA Commission. It is a "tripartite body plus" for it also comprises two representatives of civil society per country who have observer status and sit with representatives of governments, workers and employers.

In order to strengthen the capacities of members of the first CTDS bureau, the ILO financed study tours in 2011 for these members to the headquarters of the European Union Commission and the ILO Training Centre in Turin. Along the same lines, the ILO organized a training session in 2012 for all members of the CTDS.

Furthermore, the ILO contributed to the creation of the ECOWAS Social dialogue forum to promote social dialogue and collective bargaining in the ECOWAS region which includes 15 countries in West Africa, namely : Benin, Burkina Faso, Cabo Verde, Côte d'Ivoire, The Gambia, Ghana, Guinea, Guinea-Bissau, Liberia, Mali, Niger, Nigeria, Senegal, Sierra Leone and Togo.

5.1.2. At the national level

The ILO conducted joint actions with workers' organizations in Cabo Verde which led to the elaboration of two draft collective bargaining agreements in the hospitality and banking industries.

In view of the political crisis that hit Guinea in 2008, the ILO provided support to the tripartite constituents to promote dialogue among parties resulting in an agreement on a social convergence charter.

In Burkina Faso, the ILO conducted training sessions and advocacy actions with employers that facilitated the negotiation of several collective bargaining agreements, including three in 2012. Furthermore, specific support was provided to the employers' organization of Burkina Faso to develop a strategy on wage setting in the private sector.

5.2. Actions in favour of workers' organizations

In the West Africa region, the ILO conducted, through ACTRAV, activities aimed at strengthening workers' organizations for unity of action and structure, helping them become more representative, independent and democratic. It is in this way that they can effectively fulfil their main duty of protecting the rights of workers and their families and hence become indispensable partners and ensure greater social inclusion.

Furthermore, several training activities helped workers' unions to enhance their knowledge on international labour standards, occupational safety and health, social dialogue and tripartism. They also helped strengthen the capacities of unions and their leaders to effectively contribute and participate in the development of Decent Work Country Programmes (DWCP).

Activities also focused on enhancing the capacities of trade union leaders to deal with socio-economic issues in Côte d'Ivoire ; ensuring a more active participation in Decent Work Country Programmes (DWCP) and a unified trade union movement in Togo ; safety and social protection, ILO standards and conventions especially on freedom of association collective bargaining and the right to strike in Benin ; and combating the worst forms of child labour in Ghana.

In Côte d'Ivoire, an assessment of the National development programme (PND), in relation to the ILO's decent work agenda, revealed inadequacies in decent work and the lack of participation of workers' associations in its implementation. Recommendations

BOX 11 : Interview with Youssoupha Wade, Chairman of the National Committee on Social Dialogue (CNDS) of Senegal

Could you give us some background on the CNDS ?

We will have to go back to the first years of political change in 2000. This change took place in a difficult context following several years of drought, difficult for the country's economy especially for the agricultural world, with structural adjustment measures that tore up our economic fabric. To weather this crisis, our authorities thought it necessary to establish a permanent framework for dialogue and consultation between the government and social partners comprising employers and employees. The government therefore organized, with the support of the International Labour Organization (ILO), broad consultations with workers' organizations and employers' organizations. These lengthy consultations were concluded in 2002 with the signing of the national charter on social dialogue, signed by all partners (government, trade unions, employers). A year later, a further step was taken with the creation of a structure: the CNDS, for the promotion of social dialogue since all partners were committed to working towards a peaceful social climate. To this effect, replacing confrontation with dialogue and consultation was inevitable; hence the change in attitudes and behaviours. I would even say, towards a new culture in the workplace.

What are the objectives of the CNDS ?

This joint tripartite structure is composed of the government, represented by certain technical departments, all trade unions signatory to the Charter, and employers. It has thirty members and is led by a chairperson. The parties decided to call on me. I am assisted by three vice-chairs (Employers, Workers and Government). We have established the following technical committees: "Watchdog and collective bargaining", "Training", "Social protection", "Finances" and "Communication". Members of these committees sit as ex-officio members of the CNDS bureau.

Based on the CNDS' rules of procedure, signatory parties may, if they so desire, bring an action before the joint committee for possible mediation. The same applies to the government, which, I agree, is both judge and jury, but still remains the biggest employer. Employers' organizations can also bring an action before us. We also take action of our own volition when we learn of issues that arise in the world of work. We try to gather as much information prior to bringing the parties together so as to immediately set up a dialogue and avoid conflict. That is the core of our action, conflict prevention. When conflicts arise, we deal with them, but we want above all to prevent them.

What are the key accomplishments ?

We are involved in all sectors. Let me return to the issue of national education which takes up a lot of our time and resources, to emphasize that it is important for the promotion of social dialogue, to work constantly towards a peaceful climate but also towards a new culture with regard to work relations. The various partners are progressively taking ownership of this spirit of social dialogue. Particularly the workers who seem to be favourable to dialogue. They often submit their strike notice to us prior to submitting it to the government or the employers. The government also calls on us very often. There is still considerable progress (or effort) to be made in the area of social dialogue regarding employers. It is certainly not the goodwill of the CNDS alone that will promote social dialogue, but this has to come especially from partners.

were made to authorities on the role of social partners in the implementation of the PND.

Following a critical analysis of the trade unions in Côte d'Ivoire and their role in the development process, three (3) national trade unions (CISL-Dignité, FESACI and UGTIC) created an inter-trade union assembly, composed of three (3) secretary generals and governed by rules of procedure, to join forces and efforts and speak with one voice. Unity of action has become a reality in this country but should be supported and encouraged.

In Togo, activities conducted helped strengthen the action of the trade union focal point for implementation of the DWCP.

With the support of the ACTRAV/ILO Department and ITUC-Africa, a national coordination entity for unity of action of trade unions in Togo was established in Lomé in August 2012 during a workshop attended by 4 trade unions. The rules of procedure and an action plan were prepared.

In Ghana, the ILO provided support for members of the Executive committee of the GTUC (Ghana Trade Union Congress) to further familiarize themselves with the reform of the social protection and social security system and its extension to the informal economy. GTUC has made the commitment to ensure the effective and efficient participation of their representatives in social security and protection bodies.

During a workshop held in Accra in 2012, the Bureau for Employers' Activities (ACT/EMP) and ACTRAV launched the manual on hazardous child labour, specially edited for workers and employers to combat child labour and its worst forms.

In April 2012, six trade unions in Burkina Faso were provided guidance on the establishment of an inter-trade union secretariat.

In Cabo Verde, the leaders of the two trade unions declared, following ILO intervention, that they had taken an additional step towards formalizing their collaboration.



The inter-trade union of Niger (ITN) comprising the 6 oldest trade unions in the country was established. An action programme has been developed and will facilitate support to these organizations for the mobilization of resources to consolidate their cooperation framework. The other trade unions in Niger want to join this negotiating body and are currently in discussions with the ITN. Improving inter-trade union dialogue with the support of the ITN programme on the one hand, and making headway in the organization of trade union elections at the national level are the main priorities in this country.

In Mauritania, with ILO support, the 20 trade unions managed to conduct an activity that seemed impossible beforehand. They reached an agreement on selecting four representatives to sign the Decent Work Country Programme (DWCP) and five other representatives to sit on the DWCP implementation monitoring committee. They also decided on the creation of an inter-trade union committee to facilitate unity of action.

The Confédération nationale des travailleurs guinéens (CNTG) conducted, with the support of the ILO, an activity for union officials. The main theme of this activity was “Strengthening unity for action and the capacities of union officials to ensure freedom of association and promote democracy in the country”.

The women’s committee of the national worker’s union in Guinea-Bissau is updating, with ILO support, the

collection on women’s rights at work in collaboration with CGSNI female members. This work should be validated in 2013 and will provide the two trade unions with the opportunity to work together and promote the collection.

Since 18 July 2012, with the joint support of the ILO, ITUC and FTQ Quebec, ties between the most representative trade unions have been strengthened with the establishment of a coalition of trade unions in Senegal (2C2S) :

: Confédération Nationale des Travailleurs du Sénégal (CNTS), Union Nationale des Syndicats Autonomes du Sénégal (UNSAS), Confédération des Syndicats Autonomes (CSA), Confédération Nationale des Travailleurs du Sénégal – Force du changement (CNTS- FC), and Union Démocratique des Travailleurs du Sénégal (UDTS), all members of the International confederation of trade unions.

The ILO facilitated the establishment of the Gambian national Bureau of Trade Union in 2009.

As soon as the Decent Work Country Programme is signed in this country, members of this bureau can then, with the support of the ILO, progress towards setting up their inter-trade union coordination platform in 2013.

5.3. Actions in favour of employers’ organizations

Employers’ organizations have a global outlook on the economy based on free enterprise as well as the role of the private sector. They are a major player in wealth and

employment creation and therefore poverty reduction.

In this regard, they play a key role in implementing the Decent work agenda in Africa.

Promotion of tripartism, which characterizes the ILO, and social dialogue are indissociable from the existence of independent, strong and representative social partners, in particular employers' organizations, who should fully play their role of :

- representing and defending the interests of their members and advocating for an improved business environment ;
- participating in bi- and tripartite social dialogue on issues relating to the regulation of the labour market and collective bargaining ;
- providing specific services to address the needs and expectations of their members.

ILO support, provided through its Bureau for Employers' Activities ACT/EMP, focused on the needs and priorities expressed by employers' organizations in West Africa.

Actions undertaken enabled these organizations to be more effective and increase their representativeness and legitimacy. They centred on :

- Support to strategic planning processes resulting in improved governance and management and revitalization of activities (Gambia Chamber of Commerce and Industry, National employers' organization of Mali, institutional restructuring of the National employers' organization of Mauritania, National employers' organization of Senegal) ;
- Support for control over trade issues and negotiations (sub-regional meetings on Economic Partnership Agreements between the European Union and West Africa) ;
- Support for the establishment of new or innovative services that meet the needs and expectations of members (feasibility study of the now operational sub-contracting and partnership exchange of the National employers' organization of Mali) ;
- Provision of advisory services : advocacy for the improvement of the business environment ; identification of competitive industries and niches for the creation of micro and small enterprises (Chamber of commerce and agriculture of Guinea-Bissau) ; study of the private sector's wage policy (National employers' organization of Burkina Faso) ;
- Training on tools developed by the Bureau for Employers' Activities in collaboration with the ILO

Training Centre at Turin : For effective employers' organizations, a Guide for employers on eliminating child labour ;

- Development of communication tools ;
- Exchanges and study tours to employers' organizations in the region to share experiences ;
- Capacity-building actions for employers' organizations in the informal sector (National employers' organization of Mali, National employers' organization of Mauritania), the green economy sector (Regional forum on women entrepreneurship and green economy in Ouagadougou).

Several actions were also undertaken, in collaboration with other DWT specialists in West Africa, covering all ILO themes particularly social dialogue, employment, standards, gender, HIV/AIDS, child labour, enterprises.

5.4. Labour administration and Labour inspection

ILO interventions in the area of Labour administration and inspection at the sub-regional level consisted of providing support for the implementation of the ECOWAS labour and employment policy. A draft document on harmonizing labour laws in the ECOWAS region was prepared in this regard, signed and financed by the ECOWAS Commission.

At the national level, the ILO implemented activities aimed at increasing the presence of labour inspectors in the informal economy in certain countries such as Mali, Senegal and Togo. Development of an appropriate strategy for this sector was initiated with the Turin centre and the French cooperation.

In Burkina Faso, this strategy was officially adopted, a draft decree on the creation of the Advisory board on Labour issues (CST) prepared and will be submitted to the President of the Republic. The national labour policies of Togo and Senegal have been validated at the technical level. The national coordination and regional committees on occupational safety and health are also being installed.

In Guinea, support for the training of labour inspectors and promotion of social dialogue in the context of public/private partnerships is currently being negotiated with actors in the mining industry.

Accomplishments in the modernization of Labour administrations and inspectorates

An overall review published by the International Labour Organization (ILO) in 2006 highlighted

a certain number of gaps and inconsistencies that undermine labour inspection in most French-speaking African countries. These gaps mostly affect labour administrations, which have an important role to play in ensuring decent work, maintaining social justice and alleviating poverty.

To bridge these gaps, the ILO established the cooperation and technical support project for the modernization of labour administrations and inspectorates in certain African countries (ILO/ADMITRA).

Through the ADMITRA project, the ILO provided support to countries covered by the DWT/CO-Dakar for the modernization of labour administrations and inspectorates to enhance their effectiveness and help them better fulfil their mission of boosting productivity at work and ensuring better prevention and a good protection. The project also helped labour inspectorates extend their reach to the informal economy, a priority to create the conditions for equal access to decent work. ILO intervention in this area led to marked improvements in the intervention capacities of labour administrations and inspectorates of certain countries. The outcome of ILO actions include, inter alia :

- Development of national labour policies in Benin, Mali, Togo and Senegal ;
- Burkina Faso adopted its national labour policy ;
- Development of a methodological guide on labour inspection in almost all countries covered ;
- Dissemination of the methodological guide on labour inspection in Senegal developed with the support of GIP International ;
- Strengthening of social dialogue and tripartism in decision-making process and capacity-building of constituents ;
- Through advocacy actions for the ratification of certain key international conventions, Togo ratified conventions 81 and 129 in January 2012 and Mali ratified Convention 150 in January 2008 ;
- Modernization of labour administrations owing to the fact that countries agreed that national labour policies should encompass most issues that fall under the responsibility of the labour administration system, namely (standards, labour relations, social dialogue, legislation, statistics, child labour, etc), employment (labour, job placement, job security, etc), social security and occupational safety and health.
- Development of the methodological guide on labour inspection, an essential planning and action tool for labour inspectors ;
- Translation into French of the Toolkit for labour inspectors (TOOLKIT) developed by the ILO sub-regional bureau in Budapest.



At the 100th session of the International Labour Conference held from 1 to 17 June 2011, Ms. Bachelet reminded that “eliminating gender discrimination is not only a matter of fundamental human rights, but is also smart economics. How many talents have been lost because of discrimination? Unlocking women’s productive capacity and creativity is a win-win game for enterprises, workers, governments and societies”. Promotion of equal opportunity and fighting discrimination have always held a prominent place in the policies and activities of the International Labour Organization (ILO). This basic principle, stipulated in its constitution, was explicitly reaffirmed in the Philadelphia Declaration (1944) which states that : “all human beings, irrespective of race, creed or sex, have the right to pursue both their material well-being and their spiritual development in conditions of freedom and dignity, of economic security and equal opportunity”. The Philadelphia Declaration on fundamental principles and rights at work (1998), by underscoring the importance of ensuring that social development goes hand-in-hand with economic

development, makes the elimination of discrimination in respect of work and occupation, a fundamental right for all workers irrespective of sex. The Declaration on social justice for a fair globalization (2008) recognises that full and productive employment and decent work should be at the core of economic and social policies and puts gender equality at the centre of the Decent work agenda.

The ILO office in Dakar has, during the period under review, further ensured gender mainstreaming in many of its actions. It promoted gender equality through its policies and programmes, advocated with constituents and partners for the ratification of international labour conventions on equality and enhanced the capacities of constituents in this issue.

6.1. Gender mainstreaming in national policies and programmes.

Employment policies are vital tools for promoting gender equality in the world of work. Close collaboration between the two “Gender” and

¹ Ms. Bachelet, Executive Director of UN Women, is Chair of the Social Protection Floor Advisory

BOX 12 : Establishment of a network of facilitators in participatory gender audit

Collaboration between the Bureau for Gender Equality, ACTRAV and DWT/CO-Dakar led to the establishment of a network of facilitators from French-speaking trade unions affiliated with ITUC-Africa in participatory gender audit. 27 trade union facilitators (men and women) from 10 French-speaking countries in Africa affiliated with ITUC-Africa (Benin, Burkina Faso, Côte d'Ivoire, Guinea, Mali, Morocco, Mauritania, Niger, Senegal and Togo) were trained on the Participatory Gender Audit (PGA) methodology. The objective of the network is to strengthen institutional mechanisms for the promotion of gender equality in workers' organizations. Following this training activity, action plans were developed and PGAs conducted in trade unions in Benin, Mauritania, Mali, Senegal and Togo. Trade union leaders, Secretary Generals in particular, were closely involved in the audit exercises, which helped strengthen inter-trade union collaboration and unity of action at the country level.

“Employment” specialists resulted in the development, in certain countries, of employment policies that were more gender-sensitive. The Government of Benin, aware of the major disparities that exist between men and women, decided to work towards their elimination through the development of a specific programme of actions on the employment of women. The development process of this programme will serve as an example of good practice for countries in the region.

The “Guidelines on Gender in employment policies” was translated into French and can be found on the ILO website. It provides answers to the question : “Why is it important to address gender inequality in employment?” It provides an employment policies checklist and presents twelve policy briefs that deal with economic policies, international trade policies, employment intensity of growth, skills and employability, enterprise development, access to micro finance services, value chain analysis, local economic development, good workplace practices, labour market institutions and policies, and crisis response and reconstruction.

The “feminization” of the HIV/AIDS pandemic in the sub-region prompted HIV/AIDS and gender specialists to combine efforts to ensure the mainstreaming of gender in national policies on HIV and AIDS in the workplace. In Senegal, the national policy on HIV and AIDS in the workplace rests on an objective of gender equality and protection against abuse, discrimination, inequalities or violence based on gender or on real or perceived HIV status. The scope of the policy is also broadened to include the informal economy where

the categories of women classified as most vulnerable are found. This good practice, in compliance with ILO Recommendation 200 on HIV and AIDS (2010), hinges upon the willingness of constituents to develop a gender-sensitive national policy to combat HIV/AIDS.

6.2. Promotion of ILO conventions 183 on maternity protection and 156 on workers with family responsibilities

It is important that female workers in the sub-region are no longer faced with the impossible decision of having to choose between employment, seizing the opportunity of promotion, maternity and properly fulfilling their family obligations. They often lose on all counts : neither the boss, nor the husband or the family are satisfied : terrible wife, terrible mother, terrible employee.

Burkina Faso ratified Convention 183 on maternity protection (2000) on 4 March 2013, with maternity leave set at 14 weeks.

Two major advocacy activities were conducted for the ratification of these two conventions.

In Senegal, a workshop was organized to enhance the knowledge of government authorities, employers' and workers' organizations, elected officials, members of the Economic and social council, women's organizations and UN agencies. The aim of the workshop was to help participants enhance their capacities to integrate gender issues in the context of the Decent work agenda in Senegal. More specifically, the workshop allowed participants to have a shared vision on progress made in the area of gender equality and familiarize themselves with the concept of decent work and equal opportunity and treatment for men and women. It also enabled the initiation of the advocacy process for the ratification of Convention 183 on maternity protection. Participants highly recommended the ratification of conventions 183 (Maternity protection) and 156 (Workers with family responsibilities) for the application of the relevant principle of non-discrimination in employment and occupation.

In Cabo Verde, a workshop to raise awareness and promote Convention 183 on maternity protection, held in August 2012, was attended by twenty seven representatives of ministerial departments, workers' organizations, employers' organizations, UN agencies and civil society organizations. The workshop enhanced understanding of the concept of maternity

BOX 13 : Female employment and the economic crisis

The global financial and economic crisis rapidly turned into a gender-based employment and social crisis. Studies, reviews and investigations conducted in the sub-region reveal that the crisis had a greater negative impact on women than men. The 2012 edition of the ILOs “Global employment trends for women”, which examines the gender gap in unemployment, employment, labour force participation, vulnerability, and sectoral and occupational segregation, corroborates this statement by indicating that women face higher unemployment rates than men globally, with no improvements likely in the coming years.

The situation of working women is not solely attributable to new forms of work organization and economic transformations. It is also largely due to the distribution of roles and functions assigned to them by society. Gender relations based on socially constructed difference are the underlying causes of disparities that weigh on women, and to a large extent behind their structural disadvantage in terms of employment. In countries surveyed, working women are concentrated in limited activity areas, agriculture and livestock, trade, processing and household work in particular. Whereas other sectors such as construction, transport, fisheries, real estate, education and public administration are highly dominated by men. This under-representation of women is even more obvious in the public and private sectors. For instance, Malian women represent only 23% of middle management staff and technicians and only 18% of senior management staff, engineers and related professions; while in Senegal, there is an average salary gap to the disadvantage of women estimated at -15% in the private sector and -30% in the public sector.

Regarding youth employment, albeit significant progress has been observed in terms of girls’ access to education and vocational training, the fact still remains that the majority of them continue to be directed towards traditionally feminine study areas and occupations. This limits their possibilities of having better paid and stable jobs with more fulfilling career plans. We have observed, through gender analysis activities conducted in ILO technical cooperation projects in Mali and Niger, that girls are not treated equally as boys in projects, which quite often perpetuate gender segregation by proposing the same stereotyped training and jobs for girls (hairdressing, sewing, cooking, etc...).

Concerning the impact of the crisis on women’s employment, the analysis conducted in Mali on the “impact of the crisis on decent work” shows once again that women pay the heaviest price and that gender inequality is on the rise. In Mali, though employment rates have increased by almost 10% over the 2007-2010 period, this increase only benefitted men. Worse still, it resulted in a decrease in female employment which dropped by 14%, whereas male employment increased by 34%. In the same period, the overall unemployment rate dropped, that of women increased considerably and was higher by 3 percentage points to the unemployment rate of men in 2007. This gap reached 5 percentage points in 2010.

protection, its scope and significance, assessed the national maternity protection system and the roles and responsibilities of key stakeholders, discussed activities conducted to facilitate breastfeeding at the workplace and child care.

The workshop to develop the action plan for promotion of and awareness-raising on maternity protection in

Cabo Verde highlighted the following : the need to promote maternity protection in the context of social dialogue, extend maternity protection to female workers in the informal and rural sectors, improve legislation for increased maternity protection, and include the maternity protection issue for discussion with the International Labour Organization’s DWT/CO-Dakar in May 2013.

7.1. Support for implementation of the 2007-2015 Decent work agenda in Africa

Halfway into the implementation of the 2007-2015 Decent work agenda in Africa adopted at the ILO African Regional Meeting held in Addis Ababa in April 2007, one may ask what the situation of decent work in Africa is. To provide answers to this question, the ILO, in 2011, compiled elements of decent work indicator data collected and produced over the 2000-2010 period in a certain number of African countries. This resulted in the production of the first edition in 2012 of the report on Decent work indicators in Africa. With this information, decent work country profiles were developed in certain countries such as Niger and Senegal ; work is still in progress. They also helped improve DWCPs in certain countries such as Niger.

7.2. Sub-regional observatory on employment and training in the UEMOA region

The second Conference of Ministers in charge of Employment and Vocational Training of countries in the UEMOA region held in Bissau in May 2011 and the third Conference held in Niamey in July 2012 agreed on the creation of the sub-regional observatory on employment and training (OSREF) in the UEMOA region.

In the context of operationalizing the Observatory, the ILO provided support to set up a database on decent work indicators in the UEMOA zone as well as to develop a software to manage this database. The database and the software have been installed at the UEMOA headquarters in Ouagadougou.

This sub-regional tool to support decision-making will contribute to the development of UEMOA's strategy on employment and training by providing comparative data on employment policies, labour market trends and vocational training in the UEMOA region. It will also enhance the information base of UEMOA policymakers who develop its employment and vocational training strategy.

7.3. Improved labour statistics

Conduct, with ILO support, of the national baseline survey on employment and the informal sector in Mauritania, the national survey on employment and the informal sector in Niger, and the national survey on employment in Côte d'Ivoire and in The Gambia will facilitate the availability of statistical data on labour and on the informal sector in these countries.

Likewise, strengthening of technical capacities of national experts through national, sub-regional and regional training workshops on labour statistics and on measurement of decent work facilitated by the ILO will contribute to the production of improved statistical data on labour.

Furthermore, the adoption by the African Union of the minimum list of labour market indicators and vocational training indicators as well as the adoption of harmonized survey questions on employment developed with the technical support of the ILO, will contribute to an improved harmonization of labour market information systems (LMIS) for data comparability.



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List of technical cooperation projects

Title	Start end	End date	Source of Financing	Head office	Countries covered	Summary presentation
Modernization programme of labour administrations and inspectorates in five African countries	April 2010	December 2014	France	Dakar, Senegal	Burkina Faso, Senegal, Togo, Tunisia and Morocco	The development objective is to enhance the effectiveness of labour inspectorates and help them better fulfil their mission of boosting productivity at work and ensuring better prevention and a good protection. The project also aims to help labour inspectorates extend their reach to the informal economy, a priority to create the conditions for equal access to decent work.
Prevention and elimination of child labour in West Africa	January 2010	February 2014	Spain (AECID)	Dakar, Senegal	Senegal, Mali, Guinea Bissau and Cabo Verde	The immediate objective of the project is to establish an operational framework for South-South sub-regional cooperation and international cooperation in the West African sub-region to eliminate child labour while paying particular attention to its worst forms. The project also aims to build and strengthen the necessary institutional structures and capacities of local stakeholders for the development of national plans and policies to eliminate child labour and its worst forms.
Prevention and elimination of child labour in West Africa Post vocational training induction support programme (ISFP)	December 2007	December 2016	IFAD – Grand Duchy of Luxembourg	Dakar, Senegal	Senegal	The objective of the project is to enhance integration of young vocational training graduates in rural areas. The project focuses on a sustained professional approach for seeking employment through structured support to centres and SMEs using ILO tools (CLE and GERME). It thus allows innovative learning in technical and vocational education, experiments the competence-based approach and systematizes the induction of young people. The project also promotes the integration of its approach into the national system. During its Phase II (2013-2016), it shall consolidate its strategy through 1) the active involvement of employers' and workers' organizations as well as the private sector in identifying training areas that could be useful to the local and national economy; and 2) a greater involvement of local government units to ensure mainstreaming of the integration dimension in their priorities and the institutionalization and sustainability of the approach.

Title	Start end	End date	Source of Financing	Head office	Countries covered	Summary presentation
Support project for the implementation of the ILO Declaration concerning fundamental principles and rights at work	September 2011	May 2015	France	Dakar, Senegal	Benin, Burkina Faso, Cameroon, Congo, Côte d'Ivoire, Gabon, Guinea, Guinea Bissau, Equatorial Guinea, Madagascar, Mali, Mauritania, Niger, Central African Republic, Senegal, Chad, Togo, Morocco, Tunisia, Algeria, Lebanon	PAMODEC is a project for the promotion of fundamental principles and rights at work. The key objective of the project is reinforcing the effectiveness of the principles and rights especially through the ratification and application of fundamental labour conventions, compliance of national legislation with core labour standards, capacity-building for national constituents in standards and fundamental principles and rights at work, and integrating the teaching of core labour standards in training curricula of national academies for public administration.
Promotion of micro and small rural enterprises	June 2006	December 2012	IFAD	Dakar, Senegal	Senegal	Monitoring (by IFAD and the ILO's rural employment and decent work programme) integration of the approach in the national policy with special focus on youth employment in the rural areas. PROMER II, cofinanced by IFAD, the West African Development Bank, the Government of Senegal and beneficiaries, is a project to promote rural SMEs and aims to create and/or strengthen micro and small rural enterprises, organize or professionalize the rural entrepreneurship sector on the basis of niches and sectors that have potential to generate employment so as to stimulate higher performance of enterprises, better consideration of their constraints and issues, and effective participation in dialogue with other stakeholders at the local, regional and national levels, and improve the political, legislative and institutional environment of micro and small enterprises to facilitate their creation and development.
Inter-agency programme for improving the situation of children at risk in Senegal	March 2009	December 2012	Japan	Dakar, Senegal	Senegal	The objective of the United Nations Trust Fund for Human Security (UNTFHS) is to help the most disadvantaged groups of people and support community efforts to develop mechanisms for protecting people exposed to extreme poverty. Targeted interventions of the project aim to strengthen the capacities of local communities in the Commune of Mboro, in the rural communities of Taïba Ndiaye, Darou Khoudoss and Ngoudiane located in the Thiès region, to improve the situation of children through an Area Based Approach (ABA) and eliminate the worst forms of child labour.

Title	Start end	End date	Source of Financing	Head office	Countries covered	Summary presentation
Tackling child labour through education	September 2010	August 2013	Netherlands	Bamako, Mali	Mali	The objectives of the project are to strengthen the capacities of local partners and stakeholders, support programmes to eliminate and prevent child labour, integrate new knowledge in planning activities in the education sector, utilize new and existing data on child labour to support actions aimed at identifying child workers that are difficult to reach.
Tackling child labour through education	June 2008	August 2013	European Commission	Bamako, Mali	Mali	TACKLE is a project fighting against child labour through the development and implementation of initiatives in the formal and non-formal education sectors. It contributes towards poverty reduction in least developed countries by providing equal access to basic education and skills for the most disadvantaged groups.
Project for the elimination and prevention of child labour in West Africa (WAP ECOWAS 2)	November 2010	August 2014	USDOL	Abidjan, Côte d'Ivoire	Côte d'Ivoire	A second phase of the WAP ECOWAS I project is also on-going in Côte d'Ivoire. It is entitled WAP-ECOWAS II. The purpose of this project is to reinforce actions of WAP-ECOWAS I in the cocoa industry focusing mainly on the first component with the same objectives.
Cocoa communities project	December 2010	August 2014	USDOL	Abidjan, Côte d'Ivoire	Côte d'Ivoire	The CCP project aims to establish child labour-free zones in Côte d'Ivoire and Ghana using an area-based approach, and eliminate child labour not within individual communities alone but in zones comprising a number of communities.
Public Private Partnership (PPP) Project	November 2011	August 2014	Companies in the cocoa industry	Abidjan, Côte d'Ivoire	Côte d'Ivoire	The main objective of the PPP (Public Private Partnership) project is to eliminate child labour in cocoa-producing communities in Ghana and Côte d'Ivoire.

Title	Start end	End date	Source of Financing	Head office	Countries covered	Summary presentation
STEP Portugal Project – Support for the extension and promotion of social protection in Cabo Verde	2009	June 2013	Portugal	Praia, Cabo Verde	Cape Verde	Strengthen and extend social insurance coverage in Cabo Verde Strengthen and extend social insurance coverage in Cabo Verde The programme strengthens the capacities of the INPS in quantitative management and extension of social coverage to independent workers, domestic workers and those working in micro and small enterprises. Protect the most vulnerable groups in Cabo Verde STEP Portugal provides support to establish a unified system of non-contributory social pension schemes through the national social pensions centre (CNPS) which covers all men and women over 60 years living in poverty. The project helps the CNPS to develop an increasingly efficient pension payment and management mechanism.
Project for the extension of social protection in respect of employment policies through implementation of a social protection floor	June 2011	December 2014	France	Lomé, Togo	Togo	The project aims to support Togo implement a strategy for establishing a social protection floor based on the social protection extension policies adopted by this country. To this effect, the project works in collaboration with UN agencies and TFPs, and encourages inter-ministerial collaboration as well as the involvement of all national stakeholders. Its work includes developing adapted tools to foster communication between stakeholders and more generally ensure consistency in the process up to implementation of floor components.
Support to conduct the national baseline survey on employment and the informal sector	August 2012					This survey has two components: The first concerns employment and the second the informal sector. The main objective is to obtain disaggregated benchmark data on the labour market and the informal sector. Key results include the different statistical survey tables, different variables to the questionnaires, graphs. This data will be used to calculate decent work indicator levels.
Skills development project for the employment of young people and rural development in West Africa (CEJEDRAO)	January 2010	December 2014	Denmark	Cotonou, Benin	Benin	The skills development project for the employment of young people and rural development in Benin and Burkina Faso aims to encourage new initiatives in employment creation based on the TREE (Training for Rural Economic Empowerment) methodology, development of technical and vocational skills (enhancement of informal learning systems) and strengthening of institutional players (sustainability and national ownership of intervention methods and strategies) in favour of 10,450 young people from economically disadvantaged rural communities.

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- Japan International Cooperation Agency (JICA) (<http://www.jica.go.jp/english/index.html>)
- Ministry of solidarity, employment and social security (<http://www.portugal.gov.pt/en/the-ministries/ministry-of-solidarity-and-social-security.aspx>)



Toolkit for labour inspectors : A model enforcement policy, A training and operations manual, A code of ethical behaviour, 2010

(<http://www.ilo.org/public/french/region/afpro/dakar/download/boitra.pdf>)

The toolkit for labour inspectors provides three basic tools necessary for a modern labour inspection practice that is both efficient and effective. It includes a model enforcement policy, a training and operations manual and a code of ethical behaviour. The tools are presented in simple terms, avoid technical language, and highlight key points for easy reference. They are sufficiently comprehensive to help inspectors in their day-to-day activities. They are designed to serve as reference tools for labour inspectors at all levels in the service.



Safety and health in agriculture : Convention 184 / Recommendation 192 / International Labour Organization, ILO Regional Office for Africa (educational series, nr ; 002) 2011

(<http://www.ilo.org/public/french/region/afpro/dakar/download/publagric2.pdf>). This second edition in these series focuses on the presentation of the technical and practical provisions of Convention 184 (2001) and Recommendation 192 (2001) of the International Labour Organization concerning safety and health in agriculture.



Negotiating processes and techniques : training guide for social dialogue stakeholders in Africa

(<http://www.ilo.org/public/french/region/afpro/dakar/download/manuelmediation.pdf>). This guide is one of the tools proposed to address the increasing need for training on social dialogue between tripartite constituents in French-speaking Africa. Its general objective is to help strengthen national institutional capacities in conflict management and resolution, and specifically enhance performances in reconciliation/mediation.



What protection for children affected by mobility in West and Central Africa : our position and recommendations - Regional summary document – Mobility project

(http://www.ilo.org/public/french/region/afpro/dakar/download/synthese_projet.pdf). This document is a summary of key results achieved under the regional study project on “The mobility of children and young people in West and Central Africa”. Its objective is to encourage discussions and facilitate the exchange of information and strategic guidelines to address the concerns of stakeholders regarding the challenges and means of ensuring a better protection of children affected by mobility in the sub-region. It shall be noted that the mobility of young people was discussed in this study, but analyses and recommendations focus on the protection of children (less than 18 years).

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