

CONFERENCE REPORT

HIGH-LEVEL CONFERENCE ON YOUTH AND EMPLOYMENT IN NORTH AFRICA, 26-27 SEPTEMBER, ILO HEADQUARTERS, GENEVA

Introduction and background to the conference

At the turn of the 2010's, some countries in North Africa witnessed major social and political upheavals, the result of a youthful population demanding a greater role in society and in the economy. Since then, national development frameworks in the region have reinforced their focus on jobs, social protection and rights at work, especially for young people (in Algeria, however, efforts and programs to support youth employment date back to the 1990's). Although significant progress has been made towards the advancement of fundamental rights and freedoms at work, and more generally, on economic and social fronts, major challenges persist.

The youth unemployment rate in North Africa remains the highest globally. This was already true at the turn of the 2000s, despite the preceding decade of relatively high growth. Since then, however, youth have borne the brunt of the economic slump that followed the global financial crisis and political transitions that took place in some North African countries. Today youth unemployment in the region is about five points above 2011 levels. One third of active young persons are unemployed, and another third is underemployed or in highly precarious employment. Those jobs that are created are often in informal, low-value-added activities. The economic participation of young women in the region continues to be among the lowest in the world. Such a jobs crisis has all too clear implications on socio-political stability and potentially on irregular migration flows.

North African governments and social partners are aware of these challenges. They are now able to move past emergency and short-term measures towards more substantial reforms. A High-level Conference on Youth and Employment in North (YENA) Africa was convened by the ILO in Geneva on 26-27 September 2017 to take stock of the situation and examine policy options known to work in the field of youth employment, and agree on key priorities for Governments, the social partners, and their development partners looking ahead. It was attended by 40 high level delegates from North Africa, including 5 Ministers and deputy-ministers, and 10 heads of workers' and employers' organisations. 27 development partners also attended. The conference has approved a 'Roadmap for youth employment in North Africa' for the next five years, and

registered the commitments of the ILO's tripartite stakeholders and of key development partners to do more, and better on this central front for the development and stability of the region.¹

This report briefly summarises the proceedings of the conference. It is organized chronologically according to the sequence in which the sessions took place.

Opening session and setting the scene on youth employment in North Africa

Deborah Greenfield, ILO's Deputy Director-General for Policy, opened the conference on behalf of the ILO Director General. She recalled the aspirations of the youth at the beginning of the decade, and the inseparable objectives of economic growth, full employment, social inclusiveness and political participation.

A short film entitled "Securing Decent Jobs in North Africa - Voices from the Youth" followed her inaugural address.²

The following session provided an overview of the situation of youth in the labour markets of North Africa. **Peter van Rooij**, ILO Cairo Director introduced the session, followed by a presentation by Professor Ghada Barsoum of the American University of Cairo (AUC), that presented the main findings of the background report for the YENA Conference, titled 'Youth and Employment in North Africa: A Regional Overview'.³ Her key messages included the following:

- North Africa, in general, is affected by unsustainable levels of youth employment and low economic participation;
- Under-employment, informality and vulnerable employment are the reality for a majority of the young workforce; not enough high-quality jobs are being created for youth;
- Young people across the region are more affected than other age groups by, among other factors, the insufficient application of national and international labour standards;
- Education systems (including both core education, and technical and vocational education and training) have a challenge of aligning skills development to the needs of North African economies;
- Young women are at a particular disadvantage in North African labour markets, and
- There are significant disparities between the conditions of youth employment in urban and rural areas.

Her presentation was followed by presentations by country representatives from the governmental delegations of Algeria, Egypt, Morocco, Sudan and Tunisia, which covered key

¹ The conference drew broad and wide interest from the media, as well as on the social media. Daily Twitter feeds under the #YENA2017 hashtag have been seen by over 2 million persons.

² This is available on YouTube at: <https://youtu.be/4ZypEqNp5X4> [20 October 2017].

³ Barsoum, G.; Wahby, S.; Sarkar, A. 2017. Youth and Employment in North Africa: A Regional Overview, Geneva, September, 2017 (Geneva, ILO). Available at http://www.ilo.org/wcmsp5/groups/public/---africa/---ro-addis_ababa/documents/meetingdocument/wcms_577306.pdf [20 September 2017].

initiatives, results and priorities ahead. The full presentations are available on ILO's 'Taqeem' website.⁴ For Algeria, **Mr. Mourad Zemali**, Minister of Labour, Employment and Social Security, pointed to Algeria's focus on youth as the driver of economic development since 2000. Since the 1990's, to counter youth unemployment, Algeria has sought to focus on job creation and job training for young people, with a particular emphasis on encouraging entrepreneurship. **Dr. Nihal El-Megharbel**, Deputy Minister, Ministry of Planning, Monitoring and Administrative Reform, Egypt, first referred to the demographic and labour market challenges particular to Egypt. She then outlined what Egypt's Sustainable Development Strategy ('Vision 2030') foresees to promote employment. Egypt has set a target of reducing unemployment to 5 per cent by 2030, through a combination of economic growth, promotion of public and private investment (including foreign direct investment (FDI)), legislative reforms, and an overall modernization of the economy.

Mr. Mohammed Boutata, Secretary General, Ministry of Labour and Professional Integration, spoke for the Moroccan delegation and concurred with the major conclusions of the background report: youth labour force participation rates are low, youth lack the requisite skills to succeed in the labour market and significant gender disparities as well as differences between youth in urban and rural areas are impeding Moroccan development. To counter this, the Moroccan government has set ambitious employment generation targets for different sectors, while (among other things) increasing its emphasis on active labour market policies.

The presentation for Sudan was made by **Dr. Ahmed Eltayeb Elsmami Eltayeb**, Director General for Policies, Planning and Research at the Sudanese Ministry of Labour and Administrative Reform. Youth employment, he pointed out, was central to Sudan's National Development Strategy (2007-2031), which provides for broad skills training programmes, formalisation, developing a labour market information system, and strengthening social dialogue.

Mr. Nizar Ata, the Director of International Cooperation, Ministry of Employment and Vocational Training from Tunisia acknowledged the persisting challenges faced by youth in the labour market, and provided an overview of the major programs that Tunisia had enacted since 2011.

High Level Panel on challenges and opportunities for youth employment in North Africa.

The Director of ILO's Employment Policy Department, **Azita Berar Awad**, moderated a panel discussion to dig deeper into some key aspects of the youth employment equation with the Government delegates, as well as the representatives of the International Employers Organisations and of the International Trade Union Confederation. The ILO Director General **Guy Ryder** provided the concluding remarks to the session.

⁴ See <http://ilotaqeeem.groupsie.com/discussion/topics/723981/messages?page=1#message-1241728> [20 October 2017].

Azita Berar Awad raised questions related to the impact of investment strategies on youth employment, the evaluation of existing governmental programmes, and on the importance of social dialogue in designing, implementing and monitoring what countries do for youth employment.

Responding to the question on investment strategies **Mohammed Boutata** (Morocco), emphasized the importance of strategic planning (in partnership with the private sector) in achieving investment targets, and consequently, also realizing employment objectives. To the same question, Dep. Minister **Nihal El-Megharbel** (Egypt), pointed to the steps taken by the Egyptian government to facilitate private investment, including the reduction of administrative obstacles. The challenge facing Egypt is how to achieve the rate of economic growth necessary for generating the levels of investment which can, in turn, help create adequate jobs for young people.

Minister Mourad Zemali (Algeria), explained how Algeria evaluates youth employment programmes: an evaluation is carried out once every two years, and associations of young entrepreneurs participate in the evaluation. He also underlined a range of other support programmes for first-time job seekers in the form of training and fiscal incentives.

Minister Ahmed Babikar Ahmed Nihar (Sudan) pointed to conflict as the single most important challenge facing Sudan as it tries to address youth unemployment. Consequences of conflict include a large pool of youth who abandon their education and high rates of rural-urban migration.

Nizar Ata (Tunisia) recalled Tunisia's approach to ensuring social dialogue social and inter-ministerial collaboration. He emphasized the importance of the link with enterprises with respect to vocational and technical training. He also referred to a commission that brings together the Ministries of education, higher education and labour and vocational training, the undertaking of national planning exercises around key value chains, and the signature of Tunisia's 'social contract', which guarantees the involvement of social partners in employment policy formulation.

Roberto Suarez, Deputy Secretary General of the International Organization of Employers, pointed to the importance of skills training across the region, the need for effective assessment of existing youth employment programmes as well as new active labour market programmes and the need to modernize both the business environment as well as infrastructure. **Ms. Esther Busser**, Assistant Director of the Geneva Office of the International Trade Union Conference, emphasized the need for implementation of tripartite conclusions from ILO meetings, while keeping in mind the existing conditions of youth employment in the region.

The session was concluded by Director-General **Guy Ryder** who pointed out how youth employment has become one of the core challenges for the United Nations system. North Africa, he pointed out, remains at the epicentre of the global youth employment challenge. He

reconfirmed ILO's full support to the tripartite partners as they try to place young people at the heart of their development agendas.

Closing the youth employment gap in North Africa

What role can development partners and international partnerships play in helping stakeholders close the youth employment gap? This was the overarching theme of the session moderated by **Mohamed Ali Deyahi**, Director, ILO Office for Algeria, Libya, Morocco, Mauritania, and Tunisia (Algiers).

Mohamed El Azizi, Director General, African Development Bank (AfDB), Regional Office for North Africa, began by addressing AfDB's job creation agenda for North Africa. The fragile peace and security situations in some countries, a large proportion of jobs being created being in the public sector, high levels of youth migration, and low levels of regional economic integration are some of the challenges that AfDB is trying to address. It is doing so by supporting governments as they try to reform the employment sector, and launching new initiatives like 'Boost Africa' aiming to enable and enhance entrepreneurship and innovation across Africa, with a particular emphasis on youth and women.

Responding to a question on regional economic integration in North Africa, **Lilia Hachem Naas**, outgoing Chief of Office for Arab States, International Trade Centre (and soon-to-be Regional Director for North Africa at the United Nations Economic Commission for Africa) responded by pointing out that the lack of economic integration is an issue that faces the entire Arab world, and is not confined to North Africa. Further, North African trade is not very diverse in terms of value, and young people often do not have the qualifications which might make them employable.

Abdelkarim Sma, Lead Regional Economist, Europe, Near East and North Africa Division at the International Fund for Agricultural Development (IFAD), drew attention to the importance of rural areas in many North African countries, the large proportion of the workforce employed in agriculture, and to the disparity between urban and rural areas. The large youth employment gap is, he argued, partly a function of gender and rural-urban disparities. IFAD is working with governments to address major supply side issues and to understand the impact of technological change in agriculture.

Carine Clert from the Social Protection and Jobs team of the World Bank, urged international organisations to be both modest and nuanced in their approach to youth employment. Working with gender and poverty, in particular, requires a deep understanding of the context, since different groups need and look for different things from the labour market.

Susana Puerto the ILO anchor of the Global Initiative on Decent Jobs for Youth, spoke about how this Global Initiative can contribute to and foster the collective effort with a view to achieving the SDGs.

Comments were made from the floor by country delegations including on the need to invest in and reform the education systems for youth across North Africa, counter gender disparities, and promoting better-targeted public investment.

Looking ahead: pillars of decent work for youth

In the concluding session of the first day, the discussion moved to the way forward. ILO's integrated approach to youth employment was presented by **Valter Nebuloni**, Head, Youth Employment Programme Unit. **Luca Fedi**, Employment Specialist at ILO Cairo then provided a review of what has worked for youth employment in North Africa. **Drew Gardiner**, Youth Employment Specialist, ILO Geneva, presented the ILO-IFAD "Taqeem" (meaning "evaluation" in Arabic) initiative whose goal is to "strengthen gender monitoring and evaluation in rural employment in the Near East and North Africa." The Taqeeem community of practice as a knowledge sharing platform has been established specifically for youth employment organizations in North Africa.

A draft "Roadmap" was then presented to Conference participants that drew from the Conference's background report as well as from the perspectives of the country delegations on what had been achieved and the priorities for the future. The document also aligned with the *Call for action for youth employment* adopted by the ILO in 2012, as well as its 2012-2019 follow-up plan. The five priority areas outlined in the Call for Action were reflected in the initial draft.

Conference delegates then broke into five groups for each segment of the Roadmap to be closely examined: employment and economic policies, labour market policies and social protection, enhancing skills and youth employability, boosting youth entrepreneurship, and rights at work for young people. Working on the draft text for each segment, each group was able to make changes as deemed appropriate. Group discussions are summarised below.

The group working on the role of ***economic policies*** in improving youth employment outcomes suggested the inclusion of language on (a) alignment and coordination between macro-economic, industrial and national development policies, (b) social security and policies for training and re-training in case of economic restructuring, (c) the transition from informal to formal activities, and (d) the need for better regional integration (both for the sharing of knowledge and good practices, as well as common regional positions on employment related issues.

Comments aimed at improving the section on ***labour market policies and social protection*** were broadly intended to address three concerns. First, the draft Roadmap needed to be more precise about the need for different forms of social security programmes across the region as well as the diverse groups of youth that these programmes were meant to target. Second, the provisions on active and passive labour market programmes were to be bolstered, and finally, the need for systematic knowledge-building and dissemination efforts was explicitly included as a key element of designing effective labour market policies and social protection systems.

It was thought that the section on the *employability* of youth could be improved by inclusion of specific language referring to coordination between employers and providers of skills training programmes across the region, while references to different ways of delivering both training programmes and career counselling to youth could be strengthened.

The group working on *entrepreneurship* received several useful comments from the stakeholders participating in the conference. Broadly, the comments focused on fostering a culture of entrepreneurship across the region through a holistic, integrated approach (for example, including training on entrepreneurship in education, as well as support before and after setting up of a business), improving administrative ease for youth starting their own businesses, and increasing access to finance for youth.

The last thematic group, which was working on *the rights of young people at work* discussed the need to reinforce the language in the Roadmap relating to the greater participation and representation of young people in their organizations and in social dialogue.

Reconfirming commitment to youth employment promotion in North Africa: discussion on a way forward

The second day of the YENA Conference began with a discussion of the changes proposed to the draft Roadmap in the thematic working groups. It was chaired by Christophe Perrin, ILO's Officer-in-Charge for Field Operations and Partnerships. After his opening comments, which summarized the primary challenges for youth employment identified in the previous day's sessions, each of the facilitators for the thematic sessions presented the way in which the draft roadmap had been revised as part of the group-work. The various delegations were then given a chance to comment on the revised draft of the Roadmap.

A plenary discussion then ensued for all delegates to comment on the entire document. The governmental delegations of Algeria, Sudan, Egypt, and Morocco as well as from the Workers' delegation from Algeria provided comments. These comments included: the fact that the centrality of youth employment in Government agendas pre-dated the "Arab spring" in some countries with the Arab the social upheavals (or lack thereof); inclusion of specific governmental programmes in the preamble; clarifications on some terms used; as well as additions on the role of the public sector in the region.

Christophe Perrin was then able to move to close the session by considering the Roadmap as approved with comments noted, that would be duly reflected in the final Roadmap, which, in turn, would be shared electronically with all participants. He congratulated the conference for agreeing on a reference document to focus the efforts of all the stakeholders in addressing the youth employment challenge in the years to come.

Implementing youth employment policies in North Africa – Transversal Issues

After the Roadmap approval, the focus of the YENA Conference shifted to key modalities for its implementation. This session was moderated by **Juan Felipe Hunt Ortiz**, Deputy Director of

ILO's Department of Partnerships and Field Support. Four parallel groups examined the following four issues: **the governance of youth employment, youth voice and involvement, financing youth employment promotion, learning from and scaling up what works**. For each parallel session, a rapporteur was designated to report back to the plenary.

Nihal El-Megharbel(Egypt) acted as rapporteur for the working group on 'the governance of youth employment'. The discussions around governance hinged on the following question: what are the institutions, instruments, and capacities needed to achieve good governance in youth employment? It was felt that increased knowledge-sharing and coordination within countries and across the region could help improve youth employment outcomes.

Mohamed Skander (Algeria), President of the Youth section of the Algerian Forum of the Business Leaders (JIL'FCE), reported on the discussions from the session on 'youth voice' and gave various examples from Tunisia as well as other countries on feedback mechanisms which could be used to amplify youth voices and facilitate the participation of youth in institutions which work on youth employment.

Professor Ghada Barsoum (American University of Cairo) reported on the session on 'financing youth employment'. Beginning with the Addis Ababa Action Agenda, which provides a global framework on financing sustainable development, various methods of financing youth employment programmes were described – including international donors, governmental finance, the private sector, employers' and workers' associations as well as newer, more innovative sources of financing such as crowd-sourcing.

Mr. Nizar Ata (Tunisia) reported from the session on 'learning from and scaling up what works', and pointed out the need for setting up good exchange and collaboration systems, highlighting successful pilot projects, creating links between education and enterprise, including youth in decision-making processes, and strengthening the partnership between national entities, public service providers and other stakeholders.

Conclusions

Dr. Sahar Nasr, Minister of Investment and International Cooperation, Egypt, who had not been able to attend the first day of the event, addressed the conference in its concluding session. She spoke about the steps that Egypt had taken in collaboration with the ILO and other development partners to improve youth employment outcomes – changes to the investment law, making business registration easier, and establishing a new agency for MSME development. She thanked the ILO for the support it is lending Egypt and was particularly glad to be signing, in a side-event to the conference, a Protocol for cooperation with ILO on a youth employment programme to secure decent employment for 1 million youth.

Concluding remarks from each country delegation, as well as from workers and employers, then brought the conference to a close. The challenge of youth unemployment has ramifications across

the political, social and economic agendas in North Africa. It is essential to its peace and security and its long-term development prospects. It has been included in the Sustainable Development Goals SDGs as part of Goal 8. The YENA Conference allowed for a shared understanding of the continuing challenges facing youth in the region, of what has proven to work and where to lay the emphasis to work more and better on this front. It approved the Roadmap for youth employment in North Africa which reconfirms commitment to youth employment promotion in the region and constitutes a reference document for work in this area during the period 2017-2021. In his concluding remarks Christophe Perrin (ILO) assured the participants of ILO continued commitment to its partners and constituents in the region. He thanked all participants in attendance and closed the proceedings.

**ANNEX I: AGENDA FOR THE HIGH LEVEL CONFERENCE ON YOUTH AND EMPLOYMENT IN
NORTH AFRICA**

Youth and Employment in North Africa

Geneva, September 2017



International
Labour
Organization



Time	Session	Speakers
Day 1, 26 September 2017 (Governing Body Room, R3-South)		
08:30 - 09:00	Registration	
09:00 - 09:30	Opening	Main facilitator
	Welcome and introductory remarks	Deborah Greenfield, ILO Deputy Director-General for Policy
	Youth testimonies from North Africa	Video
09:30 - 11:00	Youth Employment in North Africa: Setting the scene	Chair: Peter Van Rooij, Director, ILO Decent Work Team for North Africa and ILO Country Office for Egypt and Eritrea (Cairo)
09:30 - 09:45	Youth Employment in North Africa: Regional Overview	Professor Ghada Barsoum, American University of Cairo
09:45 - 10:45	Country presentations: key initiatives, results, and priorities ahead	Country representatives
10:45 - 11:00	ILO action in North Africa: achievements and lessons learnt	Luca Fedi, ILO Decent Work Team for North Africa and Drew Gardiner, ILO-IFAD Taqeeem Initiative.
11:00 - 11:30	Break	
11:30 - 13:00	High-level panel: challenges and opportunities for youth employment in North Africa	Moderator: Azita Berar Awad, Director, ILO Employment Policy Department
		Panellists:

		▪ Dr Nihal El-Megharbel, Deputy Minister, Ministry of Planning, Monitoring and Administrative Reform, Egypt ▪ Mr Mourad Zemali, Ministre du Travail, de l'Emploi et de la Sécurité Sociale, Algeria ▪ Mr Moctar Malal Dia, Ministre de l'Emploi, de la Formation Professionnelle et des TIC, Mauritania ▪ Dr Ahmed Babikar Ahmed Nihar, Minister of Labour and Administrative Reform, Sudan ▪ Mr Mohammed Boutata, Secrétaire Général, Ministère du Travail et de l'Insertion Professionnelle, Morocco ▪ Mr Nizar Ata, Directeur de la Coopération Internationale, Ministère de l'Emploi et de la Formation Professionnelle, Tunisia ▪ Mr Roberto Suarez, Deputy Secretary-General, International Organisation of Employers ▪ Ms Esther Busser, Assistant Director of the Geneva Office, International Trade Union Confederation ▪ Remarks by Guy Ryder, ILO Director-General
13:00 - 14:30	Lunch	
14:30 - 15:30	Closing the youth employment gap in North Africa: development partners' perspectives and international partnerships	Moderator: Mohamed Ali Deyahi, Director, ILO Office for Algeria, Libya, Morocco, Mauritania and Tunisia (Algiers)
		Panellists: ▪ Mohamed El Azizi, Director General, African Development Bank, Regional Office for North Africa ▪ Lilia Hachem Naas, Chief Office for Arab States, International Trade Centre ▪ Abdelkarim Sma, Lead Regional Economist, Near East, North Africa, and Europe Division, International Fund for Agricultural Development ▪ Carine Clert, World Bank, MENA Social Protection and Jobs team ▪ Susana Puerto, The Global Initiative on Decent Jobs for Youth, ILO Employment Policy Department
15:30 - 16:00	Break	
16:00 - 17:20	Looking ahead: pillars of decent work for youth	Chair: Peter Van Rooij, Director, ILO Decent Work Team for North Africa and ILO Country Office for Egypt and Eritrea (Cairo)
16:10 - 16:20	Integrated strategies for youth employment	Valter Nebuloni, Head, Youth Employment Programme Unit
16:20 - 17:20	Employment and economic policies Labour market policies and social protection Enhancing skills and youth employability Boosting youth entrepreneurship Rights at work for young people	Thematic parallel sessions
17:20 - 17:30	Conclusions for the day	Main facilitator
17:30 - 19:00	Cocktail	

Day 2, 27 September 2017 (Governing Body Room, R3-South)		
09:00 – 09:10	Introduction of day 2	Main Facilitator
09:10 - 09:50	Reconfirming commitment to youth employment promotion in North Africa: Discussion on a way forward (2017-2022)	Chair: Christophe Perrin, Officer-in-Charge for Field Operations and Partnerships, ILO
	Presentation of the YENA roadmap and discussion	Facilitators of day 1 parallel sessions
9:50 - 11:00	Implementing youth employment policies and programmes in North Africa: transversal issues	Chair: Mohamed Ali Deyahi, Director, ILO Office for Algeria, Libya, Morocco, Mauritania and Tunisia (Algiers)
	The governance of youth employment	Parallel sessions
	Youth voice and involvement	
	Financing youth employment promotion	
	Learning from and scaling up what works	
11:00 - 11:30	Break	
11:30 - 12:30	Reporting back from parallel sessions	Country representatives
12:30 - 13:30	Conference closure	▪ Country representatives ▪ Dr Sahar Nasr, Minister of Investment and International Cooperation, Egypt ▪ ILO Country Offices ▪ Christophe Perrin, Officer-in-Charge for Field Operations and Partnerships, ILO

ANNEX II: LIST OF PARTICIPANTS, HIGH LEVEL CONFERENCE ON YOUTH AND EMPLOYMENT IN NORTH AFRICA

Country	Constituent	Name	Title	Organization
Algeria	Gov	Mr. Mourad Zemali	Ministre	Ministère du Travail, de l'Emploi et de la Sécurité sociale
Algeria	Gov	Mr. Fodil Zaidi	Directeur général de l'Emploi et de l'insertion	Ministère du Travail, de l'Emploi et de la Sécurité sociale
Algeria	Employers	Mme. Saida Neghza	Presidente	CGEA
Algeria	Workers	Mr. Felfoul Belcacem	Secrétaire Général	SNAPAP
Egypt	Gov.	Dr. Sahar Nasr	Minister	Ministry of International Cooperation
Egypt	Gov.	Dr. Nihal El-Megharbel	Deputy Minister	Ministry of Planning, Monitoring and Administrative Reform, Egypt
Egypt	Gov.	Dr. Ahmed Elgeushey Hassaneen	Deputy Minister for TVET	MoE
Egypt	Workers	Mr. Hany Afifi	Secretary General	EDLC
Mauritania	Workers	Mr. Samory Beye	Secrétaire Général	CLTM
Mauritania	Employers	Mr. Seyid Abdallahi	Secrétaire Général	UNPM (Union Nationale du Patronat de Mauritanie)
Morocco	Gov	Mr. Mohammed Boutata	Secrétaire Général	Ministre du travail et de l'insertion professionnelle
Morocco	Employers	Mme. Hanae El Monfalouti		FCMCIS
Sudan	Gov.	Dr Ahmed Babikar Ahmed Nihar	Minister	Ministry of Labour and Administrative Reform
Sudan	Gov.	Mr. Ishag Hessian		Ministry of Labour and Administrative Reform
Sudan	Gov.	Mr. Ahmed ElBasheer	General Director	Ministry of Labour and Administrative Reform
Tunisia	Gov	Mr. Nizar Ata	Directeur de la coopération internationale	Ministère de l'Emploi et de la Formation Professionnelle
Tunisia	Workers	Mr. Nouredine Tabboubi	Secrétaire Général	UGTT
Tunisia	Employers	Mr. Khalil Ghariani	Membre du Bureau Exécutif	UTICA
Tunisia	Workers	Mr. Samir Cheffi	Secrétaire Général adjoint	UGTT
Algeria		Mr. Toufik Djouma	Representant Permanent	Mission Permanente de l'Algérie
Algeria		Mme. Samira Djaidar	Directrice Générale de l'ANSEJ	ANSEJ
Algeria		Mr. Mahfoud Megateli	Secrétaire Général	Confédération Générale des Entreprises Algériennes

Country	Constituent	Name	Title	Organization
Algeria		Mr. Achour Telli	Sécrétaire National	Union Générale des Travailleurs Algériens
Algeria		Mr. Mohamed Lakhdar Skander	Président JIL FCE	Forum des Chefs d'Entreprises
Algeria		Mr. Mohamed Lamine Belbachir	Membre de JIL FCE	Forum des Chefs d'Entreprises
Algeria		Mr. Rafik Bouhlal	Chef d'Entreprise	EURL Carbon Green/ station de DECALAMINAGE
Algeria		Mme. Maya Aous	Promoteur	Deuxième vie d'une bouteille (Activité première transformation de la matière plastique de base)
Algeria		Mme. Habiba Kherrou	Premier Secrétaire	Mission d'Algérie à Genève
Algeria		Mr. Zoheir Kherrou	Premier Secrétaire	Mission d'Algérie à Genève
Algeria		Mr. Mohamed Lamine Habchi	Conseiller	Mission d'Algérie à Genève
Egypt		Dr. Racha Allam	Head of Presidential Media Office	Presidential Media Office
Egypt		Dr. Samir Radwan	Former Minister of Finance	
Egypt		Ms. Dina Safwat		Ministry of International Cooperation
Egypt		Ambassador Amr Ramadan	Permanent Representative	Permanent Mission of Egypt in Geneva
Egypt		Mr. Ossama Saber	Labour Counselor	Permanent Mission of Egypt in Geneva
Egypt		Mr. Hesham El Saeed	First Secretary	Permanent Mission of Egypt in Geneva
Libya		Mr. Abdurrazag Tamtam	Counselor	Permanent Mission
Mauritania		Mme. Salka Yamar	Ambassador	Mission Permanente de la Mauritanie
Mauritania		Mr. Harouna Traore	Premier Conseiller	Mission Permanente de la Mauritanie
Tunisia		Mr. Yacine Salah	Conseiller à la Mission Permanente de Tunisie à Genève	
Djibouti		Mr. Omar Ismael Abdourahman	Directeur par interim	Bureau pour l'Afrique du Nord
Egypt		Ms. Safaa Sabbah	Youth and Gender Focal Point	United Nations Office for the Coordination of Humanitarian Affairs (UN-OCHA)
Finland		Mr. Pekka Räsänen	Director of Foreign Project Affairs	Omnia, Joint Authority of Education in the Espoo Region
Italy		Mr. Giulio Marini	Counsellor	Italian Permanent Mission
Italy		Mr. Stefano Covino	Intern	Italian Permanent Mission
Italy		Mr. Pipicella Giuseppe	Intern	Italian Permanent Mission

Country	Constituent	Name	Title	Organization
Libya		Ms. Intissar Khalifa Ali Rajabany	Libya Country Manager	MEDA.org
Netherlands		Mr. Job Runhaar	Policy Coordinator	Ministry of Foreign Affairs
South Africa		Mr. Kgomotso Letoaba	Labour Attaché	South African Permanent Mission in Geneva
United Kingdom		Mr. Ilyas Malek	Head of Egypt Team, North Africa Joint Unit	Department for International Development/ Foreign and Commonwealth Office
Egypt		Mr. Matthew Alexander Smith		British Embassy, Cairo
Switzerland		Mr. Philippe Wealer	Attaché, Coopération et Action humanitaire, santé	Le Gouvernement Du Grand-Duché De Luxembourg
		Ms. Carine Clert		World Bank: MENA Social Protection and Jobs team
		Ms. Hanna Barvaeus	Programme Manager	Drosos Foundation
Egypt		Mr. Ahmed Osman	President	MCSBE
		Mr. Michael Grimm	Professor of Development Economics, University of Passau; Affiliated Professor of Development Economics, Erasmus University Rotterdam; Research Professor, DIW Berlin IZA; Research Fellow RWI Research Fellow	University of Passau
		Dr. Micheline Goedhuys	Research Fellow	UNU-MERIT
		Mr. Ahmed Elsayed	Deputy Program Director of IZA's research area "Gender and Family"	IZA Institute of Labor Economics
Saudi Arabia		H.E Eng. Hani Sonbol	Chief Executive Officer	International Islamic Trade Finance Corporation (ITFC)
Saudi Arabia		Nasser Al-Thekair	General Manager. Trade & Business Development	International Islamic Trade Finance Corporation (ITFC)
Saudi Arabia		Mr. Ayman Kasem	Division Manager	International Islamic Trade Finance Corporation (ITFC)
Saudi Arabia		Mr. Anisse Terai	Senior Manager	International Islamic Trade Finance Corporation (ITFC)
Saudi Arabia		Mr. Marouan Touhami Abid	Executive Office Manager, CEO's Office	International Islamic Trade Finance Corporation (ITFC)
Mauritania		Mr.Alassane Diakite	Coordinator-Progrmas and Grants Office	Embassy of the United States in Mauritania

Country	Constituent	Name	Title	Organization
Tunisia		Mr. Mohamed El Azizi	Directeur general, Département Régional Afrique du Nord	ADB, Regional Office for North Africa
Tunisia		Mr. Justin Murara	Chief Economist	ADB, Regional Office for North Africa