

AFRICA



I AM OUT OF
CHILD LABOUR
NOW I AM A
TAILOR

10 to 12 million
young Africans
are looking for a job
every year

In North Africa,
youth unemployment
rose from **20.3 per cent** in 2008
to **23.8 per cent** in 2012

The **informal economy**
in **sub-Saharan Africa** is around **54 per cent**

Paid employment opportunities are scarce and the
vulnerable employment rate, at **77.4 per cent** in 2013,
remained the highest of all regions

Economic growth in sub-Saharan Africa has been robust for many years, with GDP growth averaging 5 per cent. However, it has not been inclusive and has not been matched by employment creation. Africa's population is growing faster than anywhere else, and the pressure to provide decent work opportunities for new labour market entrants remains particularly acute.

Over the past two years the ILO has given priority to promoting decent employment, particularly for youth. Greater attention is also given to respect for fundamental rights at work, the implementation of labour migration policies, skills in the rural sector and small and medium enterprises (SMEs), and making social protection floors a reality in Africa.

Investing in skills and green jobs for African youth

In **Egypt** public employment services have improved their ability to provide career education, counselling and employment for youth, and the entrepreneurial capacities of young women and men have been developed.

Comoros has established its first National Centre for Career Counselling and organized the first National Jobs Fair while implementing a programme of apprenticeships, entrepreneurial training, and labour market mediation services.

In **Mali, Mauritania**, and **Senegal** the ILO has developed and tested tools for enhancing the employability of young people and training on financial education, which equip young migrant workers and their families with knowledge and skills to better manage their income and use it more productively. Those tools were promoted using social communication in two beneficiary countries (**Senegal** and **Mauritania**) where rap concerts have been organized to sensitize youth on the key messages on employability.

Disability inclusion makes good business sense. In **Zambia** the Labour Law Reform Process takes into account the rights of people with disabilities, especially training and employment. Training programmes on technical skills in selected colleges are being reformed with ILO support to make them accessible to students with disabilities. In **Botswana** a comprehensive national employment policy and strategy featuring disability rights was developed with ILO assistance.

In **Zimbabwe** the ILO Skills for Youth Employment Programme is improving the traditional Informal Apprenticeship System which traditionally transmits skills from master craft-persons (MCs) to young people. The programme has built the capacity of over 2000 MCs, linked them to over 3,500 apprentices, and supported the education systems and structures at the district, provincial and national level. MCs are providing on-the-job skills training and mentoring young women and men in urban areas. The programme is working with industry experts and microfinance institutions to improve the businesses of MCs in selected trades that are in high demand, and is successfully creating self and wage employment for young people on completion of their apprenticeship.

In **Uganda** the partnership between the ILO and the Government through the Youth Entrepreneurship Facility saw over 6,000 young people benefit from an Entrepreneurship Training Programme, a customization of the ILO business training package, Start and Improve Your Business (SIYB). One job was created in each enterprise whose owner participated in the training. Since 2012 more than 23,000 students have received entrepreneurship education

It is imperative that we invest in our people's health, nutrition and education and have them acquire the skills that will enable them to become productive members of our society, [...] to be properly employed, youth must be employable.



Dr. Nkosazana Dlamini Zuma,
Chairperson of the African
Union Commission
International Labour
Conference, 2013

In the **United Republic of Tanzania** the Youth Entrepreneurship Facility helped introduce an entrepreneurship education curriculum for primary and secondary schools, reaching over 27,000 young people in the pilot phase, a figure that will double in 2014 following the country-wide roll-out.

Creating jobs through employment-intensive investments

In more than 20 countries in the region, and with more than 30 years of experience, the ILO has created significant employment opportunities through infrastructure development, and has facilitated the adoption of innovative approaches in countries such as **Cameroon, Madagascar** and **South Africa**. In these countries programmes have been expanded and have received substantial national resources for ILO technical advisory services.

Employment-intensive investments have proven a key contributor to the economic and social recovery of a nation torn apart by conflict. In **Somalia** the ILO has worked with the Government and local implementing organizations, generating job opportunities for 1,174 young women and men, injecting wage earnings into the economy and stimulating the procurement of local tools. Government officials have been trained to supervise employment-intensive investment projects.



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FROM SLUM LIVING TO COMPANY DIRECTOR IN KENYA



Lorna Rutto grew up in a slum in Kenya with 140,000 other people, in insanitary conditions, doing whatever they could to eke out a living.

"I grew up in a place where there was no waste collection. The sewage was encroaching into people's homes. (...) when I was still young I would take some of the plastic waste and melt it to make ornaments and small things out of it to sell."

Sixteen years on – helped by the ILO – Lorna is the owner and director of Eco-Post Recycling, which turns waste plastic into poles and fence posts as an alternative to timber.

"Through the ILO I had business advice, training in writing business plans, sales and marketing awareness. They connected us with places where we could access capital, and there was also some funding, which was very important."

Since Lorna started her own business, she has created more than 500 jobs, saved over 250 hectares of forest, and eliminated over 1 million kilos of waste from the environment.

Lorna's story is an example of how the combination of entrepreneurship and green jobs could be a solution to many of Africa's unemployed youth, while combating the challenges facing the environment.

Green jobs are a direct response to two major challenges of the 21st century: averting dangerous climate change and environmental degradation, and the need to deliver socially responsible development through decent work. Creating green jobs and adapting existing occupations are critical for promoting the transition to a low-carbon, climate-resilient, environmentally friendly economy that is fair for all.

By the end of 2014, 45,000 young entrepreneurs will have been trained by the ILO and 11,000 new businesses started.



Boosting employment in the rural economy

The ILO promotes community-based skills development in rural areas to promote inclusive growth.

In **Benin**, with the adoption by the Government and social partners of a National Action Plan on Skills for Employment focusing on rural communities, approximately **3,000 young people out of 5,000 trainees have been placed in waged or self-employment** as a result of post-training support provided by the ILO.

In **Burkina Faso** 1,630 young people out of about 4,000 trainees were placed in wage or self-employment **1,081 out-of-school young people aged 15-35 years,**

beneficiaries of ILO training programmes, are employed (729 young men and 352 young women), including 767 in poultry programmes and 314 in beekeeping and other small and micro rural enterprises. In **Liberia more than 800 beneficiaries** in four rural communities benefited from income-generating activities in cassava processing, transport, fishing and fish processing, tailoring and soap making.

In **Zimbabwe** the ILO has created employment and income generation opportunities for over 5,000 rural young people aged 15-32 years through ILO Training for Rural Economic Empowerment (TREE) methodology, primarily in agriculture and allied sectors. The programme has supported local structures and developed staff capacity to reach out to young women and men with employment and income generation packages





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RURAL JOBS:
AN AFRICAN PRIORITY

Two-thirds
of Africa's population live
and work in rural areas.

Agriculture represents
65 per cent of jobs in
sub-Saharan Africa.

from national to community level. The Government of Zimbabwe has adopted the TREE methodology as a National Framework for the Economic Empowerment of Youth.

Achieving women's economic empowerment and gender equality: Increased access to financial services

With ILO training and financial support, microinsurance has been provided for **10,000 cooperative members**, mainly women, in **Ethiopia**. Some 6,300 individual women and seven women's cooperatives have accessed credit and business management training that helped them to initiate and run micro and small business undertakings. In the **United Republic of Tanzania, Kenya** and **Uganda**, 2,904 women entrepreneurs were trained to start their own business. 80 per cent of the women considered the training provided them with skills and knowledge to better manage their business and family money, and that it had boosted their confidence and general self-awareness. A follow-up survey showed that one new business has been created for every two entrepreneurs trained, and two jobs were created in each new business started after training, including the job of the business owner. Furthermore, **43 Women Entrepreneurs' Associations (WEAs) and other relevant organizations** were trained and developed action plans to strengthen services to members and better advocate their interests. A "Month of the Woman Entrepreneur" (MOWE) campaign was supported in all three countries. Radio, television and press reached out to over 4.3 million people in the three countries.

In the **United Republic of Tanzania**, through an ILO-Equity Bank partnership, ten Equity Bank staff were trained as Start and Improve Your Business (SIYB)/GetAhead trainers, and went on to train 270 women entrepreneurs, of whom 120 received Equity Bank loans to start and expand their businesses.

In **Algeria** the National Agency for Microcredit Management (ANGEM) has the capacity to deliver ILO training in literacy centres targeting women in rural areas. In **Egypt** nearly 3,678 women have received training on business development **and more than 2,000 women have started small projects**.





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Extending social protection for all

Social protection floors are based on the idea that everyone should enjoy at least basic income security sufficient to live, guaranteed through transfers in cash or in kind, such as pensions for the elderly and persons with disabilities, child benefits, income support benefits and/or employment guarantees and services for the unemployed and working poor.

In December 2012 **Burkina Faso** adopted a national social protection strategy, which extends coverage to all formal and informal economy workers. In 2013 a legislative framework was adopted by **Lesotho**, paving the way for the establishment of the Lesotho Social Security Organization (LSSO) to provide social security benefits which include old age, survivors', disability, unemployment, sickness, maternity and employment injury benefits for private sector workers and their families. **Around 45,300 persons** are expected to be covered in the first year of implementation.

With ILO assistance, **Cabo Verde** has doubled its social protection coverage over the past five years. **Cameroon, Ethiopia, Gambia, Togo** and **Mozambique** reviewed their social security systems to expand coverage to private and semi-public private employees, people with disabilities and informal economy operators and rural producers. In **Mozambique** the number of households covered by social protection schemes more than doubled, to 370,000 in 2013.

Eradicating child labour

The ILO has gained prominence in fighting child labour in 43 African countries, of which 29 have developed national child action plans against child labour. Across the region the ILO has strengthened institutional capacity to create a conducive environment to address child labour at national and subregional levels, and has supported national assessments and the development of laws, policies, measures and services to address child labour, including in specific sectors such as agriculture, mining, fishing and domestic work.



Uganda adopted a national training curriculum on child protection while **Kenya** revised its list of hazardous work. **Madagascar** provided training to parents of child labour victims. **Malawi** established child labour-free zones and **Togo** developed measures to remove children from hazardous work in agriculture and domestic work. A subregional action plan on the worst forms of child labour is under implementation in **ECOWAS Member States**. In **Senegal**, a national action plan on the prevention and elimination of child labour was endorsed and included in the national development strategy for 2013-2017. **Benin** and **Burkina Faso** have endorsed national action plans on the elimination of the worst forms of child labour and **Cabo Verde** has established a national steering committee on the elimination of child labour and validated a list of hazardous work. The **United Republic of Tanzania** disseminated the National Action Plan on the Elimination of the Worst Forms of Child Labour and continued building capacities and raising the awareness of district officials on the issue of child labour and how to address it in their local plans and programmes on child protection.

CHILD LABOUR-FREE VILLAGES IN MALAWI



In Malawi child labour issues were integrated into social, economic and development policies, and an action plan was implemented promoting universal basic education and a better skilled labour force.

The President of Malawi, H.E. Joyce Banda, confirmed its country's commitment to the elimination of child labour when she opened the Malawi Child Labour Conference.

The ILO initiative promoted cooperation between the Government, employers' and workers' organizations, and

civil society for the creation of Child Labour-Free Zones. Services to vulnerable children in four districts and support to their parents and communities were key.

Key results at a glance

- **5,511 children** have been withdrawn from child labour or prevented from entering child labour
- **319 children** over the minimum age to work have completed vocational training and received support to start their own businesses and access decent youth employment
- **343 adults** have benefited from income-generating activities and another 75 have been trained in business management skills
- **Eight outreach skills centres** have been established and training standards for carpentry, tailoring, brick laying, welding and other skills have been developed and implemented.



Ahma Refaat, an Egyptian trade unionist from Cairo, has fought for social justice for decades.

"The first time I was arrested was in 1977 while protesting the bread price increase under President Anwar Sadat." Refaat has been arrested countless times since then, most recently during the 25 January 2011 protests that ushered in Egypt's first democratically elected government.

One outcome of the mass protests was the formation of the Egyptian Federation of Independent Trade Unions, breaking a six-decade state monopoly on the trade union movement. Scores more independent trade unions have since emerged.

But the revolution is still not over for Refaat and other activists: not until workers, employers, and civil society are involved in the policy-making process.

"Restrictions on unions must be lifted and social dialogue seriously pursued if we are to make Egypt a place for all Egyptians."

a voice
Egypt

Defending labour rights through better labour relations

ILO Member States frequently seek assistance in designing, drafting and revising labour laws and related policies, requesting technical analysis, research and training services to build both knowledge and the capacity to contribute to policy development. In 2012 and 2013 the ILO responded to more than 40 requests for comments on nationally drafted labour laws across the world.

Through the strengthening of labour relations, the ILO made important contributions to the political processes for the ratification of core ILO Conventions and the revision of labour laws in **Kenya**, the **United Republic of Tanzania** and **Uganda**.

Under the "Delivering as One" process, in the **United Republic of Tanzania** the ILO is integrating and promoting human and labour rights in UN procurement processes through the UN Global Compact Service. Providers with whom the UN has contracts are increasingly becoming Global Compact compliant on labour rights. This innovative approach to human rights-based planning is now part of the UN business operations strategy in Tanzania, and the **Kenya** and **Uganda** UN Country Teams are following suit.



The ILO provided support for a review of labour laws inconsistent with the Protocol for Establishment of the East African Community (EAC) Common Market Protocol. The review involved a participatory approach with constituents and other stakeholders, and brought domestic laws into line with the Protocol. This will strengthen regional integration and allow free movement of labour and persons among the EAC Member States. The ILO helped formulate popular versions of labour laws to be used by micro, small and medium enterprises (MSMEs) in mainland **Tanzania** and **Zanzibar** for employers and workers to raise awareness and increase compliance.

In **Zimbabwe** the ILO has strengthened the capacity of the Government to align national practice closer to international labour standards in relation to freedom of association and collective bargaining. Violations of trade union rights brought before ILO supervisory bodies have been curtailed, and there is increased use of and reference to international labour standards by the judiciary in delivering judgements on labour cases. Freedom of association and collective bargaining principles are now explicitly provided for in the country's new constitution adopted by Parliament.

In **South Sudan** the first Labour Bill was developed following tripartite consultations facilitated by the ILO. In **Guinea** a Collective Bargaining Commission was created, and for the first time a tripartite agreement **was reached on a minimum professional wage covering nearly 1 million workers**. In **Cabo Verde**, a collective agreement on wages and working conditions was adopted covering more than **90,000** workers, 57 per cent of the active population. At the sectoral level, **Morocco** ratified, in 2012, the Work in Fishing Convention (No. 188), 2007 after the ILO provided training on decent work and good labour practices in the fishing sector.

“*Training in social dialogue has been particularly useful. It has been an eye opener. Before the project, we always tended to use militant approaches in our interaction with Transnet. It has really changed our attitude (...)*”

Trade union member, the South African Transport and Allied Workers' Union (SATAWU)

Promoting productivity through better workplace cooperation in the South African transport sector



Governments throughout Southern and Eastern Africa have identified the transport sector as key to the development of local economies. Ports play a particularly important role as transportation hubs, since they constitute the main connectors with the world market. Competitive ports are an important factor for economic growth and ultimately employment creation. African ports rank low

in international competitiveness due to a combination of factors that relate to workforce-centred productivity bottlenecks and lack of effective social dialogue structures.

In South Africa the ILO promoted social dialogue around workforce-centred productivity challenges and facilitated training to boost the skills of port workers, optimized work processes, and refined existing human resource development systems.

In doing so, the ILO contributed to:

- A drop in the number of days lost to industrial action from an average of **13.5 days during 2010-11 to zero in 2012** and in the first quarter of 2013
- A **5 per cent increase** in the total number of jobs
- A revised **Human Resource Development Strategy** adopted and implemented to ensure a more rights-based approach.

