



International
Labour
Organization

The ILO at Work

Results 2014-2015



Africa

Menel e l

STOP
TRABALHO
INFANTIL



A man with short dark hair and a slight smile is standing outdoors. He is wearing a bright red t-shirt. The background shows a grassy field, a small pond, and some trees under a blue sky with white clouds. The t-shirt has white and yellow text on it.

ARISE
ACHIEVING
REDUCTION OF
CHILD LABOR
IN SUPPORT OF
EDUCATION

**World Day Against
CHILD LABOUR**
12 JUNE

ILO work in the regions

AFRICA



Projects: **180**

Countries covered: **43**

Ratifications of international labour standards: **24**

Active Decent Work Country Programmes: **38**

Africa is one of the fastest growing regions in the world. Despite its great diversity, it has had an average growth rate of 5 per cent per year since the late 1990s. Sub-Saharan Africa has the highest labour force participation rate of all regions, estimated at 70.9 per cent – compared to a global average of 63.5 per cent in 2014. In Northern Africa, while unemployment appears to be on a downward trend, labour market distress remains pervasive, particularly among women and young people. Despite the economic growth seen in many countries, unemployment, underemployment and informality, especially among young women and men, remained key decent work challenges for the African region in 2014-15.

Other priorities for ILO work during the biennium were to improve the protection of working conditions for the increasing numbers of women and men who are migrating in search of decent work opportunities, both within and outside the continent, and for those excluded from social protection coverage. The ILO also focused on giving support to countries in their move from fragility to resilience.

African governments, workers and employers from 45 countries adopted the “the Addis Ababa Declaration” at the 13th African Regional Meeting of the ILO, held in Ethiopia in November-December 2015. The Declaration underlines the importance of full and productive employment and decent work for inclusive and sustainable development in creating new expanded opportunities, and responsibilities for constituents and the Organization as a whole in national, regional and global policy making.

More and better jobs

“Africa has said very clearly that governments, and employers’ and workers’ organizations, are ready to take up the challenge of shaping a development path that is sustainable because it is grounded in the central importance of decent work opportunities to families, communities and nations.

ILO Director-General Guy Ryder at the 13th African Regional Meeting, 3 December 2015

In Africa, there is growing awareness of the benefits of a policy shift, where employment and decent work have a central role in the region’s vision of the future. The African Union and economic commissions and communities in the region have helped advance recognition of the centrality of work. As almost all countries have included decent work as a key objective of their national development frameworks, Africa is becoming a source of policy innovation, with a transformative agenda for sustainable development.

In **Botswana, Egypt, Ghana, Mozambique, Rwanda** and **Sudan**, as a result of ILO support, employment objectives have been included in their development strategies. **Rwanda’s** Economic Development and Poverty Reduction Strategy II now includes, as a target, the creation of 200,000 non-farm jobs per year. In **Senegal**, the Plan Sénégal Émergent 2014 has set a target of creating 100,000 to 150,000 decent jobs annually.

The ILO has also helped set district-level employment targets and carried out studies of macroeconomic policy. In **Mozambique** job creation is one of the strategic priorities of the five-year national plan adopted by the new government in 2015 as a result of the ILO drawing attention to the employment agenda.

In 2014-15 ILO support in designing and implementing employment policies was key to ensuring that social partners play a key role in policy development and debate in the region. The formulation of the National Employment Policy (NEP) in **Morocco** provided an opportunity to improve social dialogue in the country. The ILO has advised on the formulation of the Moroccan National Employment Strategy, which stresses the importance of macroeconomics for employment growth. The establishment of an inter-ministerial implementation committee also shows that Morocco’s goal of creating 200,000 jobs a year can only be achieved if all ministries, including those responsible for macroeconomics, work together.



In the spotlight: How Zambia is greening its way out of poverty

© ILO/M. Crozet, Zambia



Zambia ranks among the top ten fastest growing economies in Africa. Growth, however, has not brought significant change for the majority of Zambians, who are still living below the poverty line, often

surviving on less than US\$ 1.25 per day. Growth industries such as mining and construction have taken their toll on the environment through land degradation, energy consumption, and pollution.

Faced with unemployment – especially among women and youth – high levels of inequality and poverty, as well as a housing backlog and a number of environmental challenges, the Government of Zambia has launched a Green Jobs Programme that promotes green technologies in the construction sector. The programme, a four-year partnership launched in September 2013

between the government and a team of UN agencies led by the ILO, promotes the development of sustainable enterprises by boosting competitiveness and business growth thanks to green technologies. It works with local micro, small and medium enterprises (MSMEs) and partners with multinational companies that are investing in Zambia. So far more than 2,500 jobs have been created, and between now and 2017 the programme will create at least 5,000 decent green jobs in total – particularly for young women and men – and will enhance the quality of at least 2,000 existing green jobs in MSMEs, improving the incomes and livelihoods of at least 8,000 households.

Mutinta Sichali, the architect who won a competition to design affordable eco-friendly houses to be used as a model for the Green Jobs Programme, said: “We are making a big leap from conventional building to something totally new and it’s spreading very fast.”

In **Ghana**, ILO support has led to the adoption of the country's first-ever National Employment Policy, which reflects input from the social partners on employment-friendly macroeconomic policies and other issues. Technical input on these policies also informed the Ghana Shared Growth and Development Agenda II (2014–17).

Liberia has made history by adopting, on 25 June 2015, a new Decent Work Act – the only such legislation in the world that directly refers to decent work in its title.

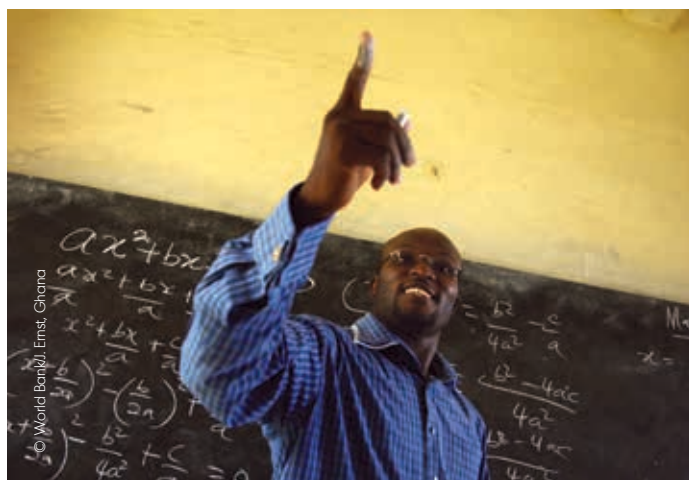
“*Liberia’s commitment to this agenda goes well beyond the title of the new law. Among others, this means an environment that helps to create quality jobs, and allows all workers to exercise their rights at work... The ILO salutes Liberia’s commitment to the Decent Work Agenda, and stands ready to help achieve the new law’s ambitious vision for the future.*

Aeneas Chapinga Chuma, ILO Assistant Director-General and Regional Director for Africa

During the biennium, **Comoros** and **Guinea** also benefited from ILO support to adopt new labour legislation in a wide range of areas such as child labour, human trafficking, trade unions, domestic work, temporary work agencies, and occupational safety and health.

Burkina Faso, Burundi, Côte d’Ivoire, Madagascar, Morocco, Rwanda, Sudan, and Tunisia all established or strengthened frameworks for national tripartite social dialogue with ILO support – to more effectively address labour market challenges and to promote consensus-based sustainable reform and recovery.

In **Kenya**, tripartite plans of action were developed in the construction, education and tourism sectors, leading to the implementation of new initiatives and the establishment of sectoral committees. A tripartite plan of action was also developed for the promotion of sustainable tourism in **Egypt**.



© World Bank/Ernst & Young, Ghana

Our impact, their story: Aya

Since 2011 the ILO's Decent Jobs for Egypt's Young People project has supported the creation of micro and small enterprises and provided skills for employment to young women and men. So far, the project has resulted in some great accomplishments:

- 3,000 job opportunities have been created in the targeted Red Sea, Minya and Port Said Governorates.
- 32,000 people have received capacity development and technical assistance, including 21,700 students, 459 women in the handicrafts sector, 2,031 entrepreneurs, and 775 young people.

Based on this success, the project was recently extended until 2018 and expanded to the cities of Luxor and Aswan in order to reach up to 25,000 more young people.

The project has also trained 460 women from the Minya, Port Said and Red Sea Governorates using the adapted "GET Ahead for Women in Enterprise" training tool.

“Shortly after taking training in ‘Gender and Entrepreneurship Together (GET) Ahead’, I started my own business from home selling handmade accessories and female pyjamas. I am delighted to say that my business is thriving, and I am now earning enough money to help my family live in a more comfortable state.

Aya Khalil, 19 years





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Jobs and skills for young women and men

“The problem with youth employment is one that many countries are facing – especially in the developing world and particularly in Africa. The way we are tackling this in Tunisia is to say we have these problems with unemployment... We believe the best way to tackle this problem is to set up responsible social dialogue between various sectors of society. It's not just a government problem, but employers and workers need to be actively involved.

Mr Ahmed Ammar Younbai, Minister of Social Affairs, Tunisia, at the World of Work Summit held at the 103rd Session of the International Labour Conference, 9 June 2014



© ILO/M. Crozet, Tunisia

With 10 to 12 million young Africans looking for jobs each year, the ILO has supported the development of an intervention model for youth employment in the region. The ILO has also ensured capacity development for constituents and regional institutions.

Nigeria has placed employment creation, especially for young women and men, at the heart of its government administration, by pledging to create 3 million jobs annually.

In **Malawi**, the ILO-MasterCard Foundation Work 4 Youth (W4Y) Programme teamed up with the Skills for Trade and Economic Diversification (STED) project, resulting in a learning model aimed at bridging the gap between theoretical training – as provided by the national system – and the practical skills needed in today's labour market. This partnership specifically targets women and men in agriculture and horticulture – and will result in a training curriculum aimed at strengthening vegetable production skills – with a view to using the same approach in other sectors.

Rural employment for decent work

The ILO's Training for Rural Economic Empowerment (TREE) Programme was implemented in **Benin**, **Burkina Faso** and **Zimbabwe**, with over 5,000 rural young women and men benefiting in 2014-15.



In the spotlight: Signing up to end modern slavery

On 5 June 2014 Niger became the first country to ratify the Protocol of 2014 to the Forced Labour Convention, 1930, giving fresh impetus to the global fight against forced labour, including trafficking in persons and slavery-like practices.

The ILO estimates that 21 million people are victims of forced labour worldwide, generating approximately USD 150 billion a year in illicit profits. Victims are exploited in agriculture, fishing, domestic work, construction, manufacturing, mining and other economic activities. Women, and girls in particular, are subjected to commercial sexual exploitation. "This signature is the logical next step in our efforts to fight this plague that is infecting our society," said Niger's Minister of Employment Salissou Ada.

Niger ratified the Forced Labour Convention in 1961, after acceding to independence in 1960. In 2002 it adopted legislation to outlaw slavery, with provision for strong penalties for anyone convicted of holding slaves. However, a survey conducted in 2008 by the National Statistics Institute of Niger and the ILO found that more than 59,000 adults and children – out of a total population of 13 million – were victims of forced labour, mostly related to vestiges of slavery and deeply-rooted practices of discrimination.



© ILO/M. Crozet, Niger

The Rural Youth Enterprise for Food Security (Yapasa) Programme, launched in **Zambia** in 2014, aims to create up to 3,000 decent jobs for rural youth and improve the performance of 5,000 youth-owned or managed enterprises by August 2017.

2014-15 also saw advances in the understanding and promotion of freedom of association and collective bargaining (FACB) in the rural sector and the agro-food value chain: research carried out in the **United Republic of Tanzania** helped identify trends and key features of the sector, and led to the development of an intervention model that guides the efforts of constituents on plantations. **Ghana** has developed a tripartite action plan for the promotion of decent work with components on FACB rights on plantations. In **Morocco**, a flexible template for collective agreements covering rural workers at the regional level was developed and is being used in the negotiation of collective agreements.

In **Zimbabwe**, the capacity of rural communities to access business development services in horticulture and meat production was enhanced while supporting the application of occupational safety and health standards.

In **Tunisia**, with ILO assistance, the nation's first collective agreement, which covers over 500,000 agricultural workers and builds on interdisciplinary work in various technical areas over a number of biennia, was signed in October 2015.

Protecting women and men from unacceptable forms of work

Unacceptable forms of work can be defined as that performed in conditions that deny fundamental principles and rights at work, which puts at risk the lives, health, freedom, human dignity and security of workers, or work that keeps households in conditions of poverty.



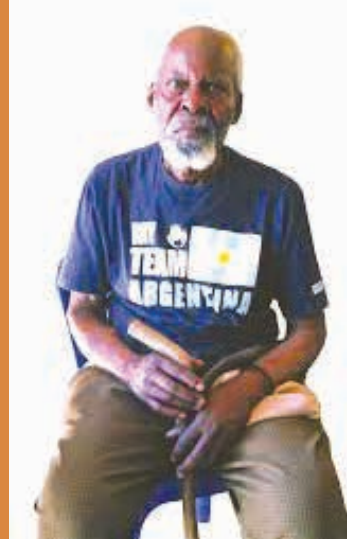
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Building Social Protection Floors

“We have the resources. We have the technology. We just need to figure out how to mobilize ourselves progressively to set up systems where nobody has to worry about coping with illness or how to put food on their table each day. Current times are calling for a change. It is only together that we can make a difference. Countries agreed to establish social protection for all, but many feel they can't afford it... In reality, we can't afford to be without it.”

Archbishop and Nobel Peace Prize Laureate Desmond Tutu, December 2014

The priority given to social protection for inclusive growth by Heads of State at the 25th African Union (AU) Summit, held in June 2015, highlights the importance of social protection on the continent. The ILO Social Protection Floors Recommendation, 2012 (No. 202), has become central to policy debate and action in this area. In **Mozambique**, for example, ILO action has supported the review of the National Basic Social Protection Strategy to address the specific needs of people living with HIV.



© UNDP, Mozambique

Our impact, their story: António

Social protection plays an important role in reducing poverty and inequalities, and promoting growth that is inclusive. With support from the ILO, the World Food Programme and UNICEF, the Government of Mozambique has consolidated the social protection system through the establishment of a legal and regulatory framework; a rapid increase in fiscal space from 0.18% of GDP in 2008 to 0.50% in 2014; and an increase in the number of beneficiaries covered by basic social protection programmes, from 183,000 households in 2008 to 427,000 in 2014.

António is 80 years old and lives in a small house with his three-year-old granddaughter. “Now my sons are in South Africa. They never come to visit. I only have one daughter. She ran away, and left her daughter with me.” He says he worked in the fields every day, until he became sick. He now receives a cash transfer of MZN 250 (\$5) per month from the government. António is a beneficiary of the Basic Social Subsidy Programme.

“As soon as I get paid, I save MZN 50 (\$1) and I'm left with MZN 200 (\$4) to survive. With my savings, I began gathering material and was able to build a room in my house, which I rent out. At the moment, someone rents the room for MZN 250. It is another income source to complement the subsidy, which is small.”



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Partnering for labour migration governance

The Joint Labour Migration Governance for Development and Integration Programme (JLMP) is a bold new initiative that unites the ILO, the African Union Commission, the Economic Commission for Africa and the International Organization for Migration by consolidating key labour migration statistics to guide policies and facilitate the mobility of skills.



“A strict line between humanitarian and development dimensions has become increasingly difficult to maintain... Consequently, jobs and livelihoods are moving to the centre stage.

Guy Ryder, ILO Director-General

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ISBN 978-92-2-131155-3



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