



International
Labour
Organization



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Success stories in Africa

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SUCCESS STORIES IN AFRICA

1. Sierra Leone: Local economic development through labour-intensive infrastructure development to create jobs for young men and women

(CPO: SLE103) SPF 2010-15 - Outcome 1: More women and men have access to productive employment, decent work and income opportunities

A pro-employment strategy at sectoral level and increased investment in employable skills and their acquisition are necessary preconditions for creating sustainable employment opportunities. A joint UN Programme on Youth Employment, Empowerment and Reintegration focusing on employment and growth potential sectors was proposed to address this.

RBSA has enabled the ILO to help formulate the joint UN youth employment project, preparing also a new project for the UN Peacebuilding Fund. The main results will include –

- increased revenue for small-scale contractors through increased labour-based infrastructure contracts
- the Sierra Leone Roads Agency's (SLRA) capacity strengthened through the training of contractors and implementation of road improvement work using employment-intensive approaches
- a maintenance system for feeder roads developed that encourages community participation in road maintenance
- greater youth participation in local economic development, youth encouraged to participate actively through skills and business training.

So far the project has trained small-scale entrepreneurs to partner with the government in delivering public infrastructure and creating employment opportunities. Twenty supervisors have been trained and access to equipment facilitated. SLRA's capacity has been strengthened by training nine engineers on the design and implementation of works using employment-intensive approaches. Over 20,000 person-days of employment have also been created.

RBSA funds will be used to upscale the activities carried out through the "Quick Impact Employment Creation for Youth through Labour-Based Public Works" project under the Multidonor Trust Fund. Activities will include –

- set-up procedures for the recruitment of youth
- developing a monitoring framework, including key indicators
- providing technical and business training for company directors, supervisors, foremen and skilled workers
- developing documentation, manuals and procedures for implementing labour-based works
- equipping trained contractors with light equipment on a revolving loan basis
- providing technical supervision for the execution of the work and conducting labour and wage surveys in the area



Training of managing directors of contracting firms



Ditching and preparing the road



Compaction after spreading and watering

2. South Sudan: a coordinated labour administration system in southern Sudan

(CPO: SDN108) SPF 2010-15 - Outcome 11: Labour administrations apply up to date labour legislation and provide effective services

Following the signing of the Comprehensive Peace Agreement in January 2005 and the establishment of the new Government of National Unity in Khartoum, a Government of Southern Sudan was formally established in December 2005. As capacities were eroded by war, the need to develop the capacity of the new country, ten state governments and around 100 county governments has become the main developmental priority.

The ILO provided support to strengthen the capacity of the Ministry of Labour and the new State ministries of labour. Activities included –

- drafting of a new labour law and development of the Southern Sudan Vocational Training Policy and Implementation Strategy
- rehabilitation and equipment of eight State labour offices
- capacity building of staff in the central Ministry, state ministries and local offices
- establishment of employment service centres
- support to national institutions and service providers on the disarmament, demobilization and reintegration of ex-combatants, including children and women attached to the armed forces, and of returnees from the North
- ILO work on youth employment and combating child labour, and on situations involving hazardous work
- provide systematic in-country capacity building of key staff from the Government and the social partners of what is now South Sudan, with exposure to world best practices through specializing training at the ILO International Training Centre in Turin.

After the referendum for independence, the Labour Ministry of the Government of South Sudan requested the ILO to increase its presence and assistance.

Through **RBSA** contributions a package of initiatives was delivered, centred around the First National Tripartite Labour and Employment Conference for South Sudan, to address the immediate operational capacity of both federal and the newly established State ministries for labour administration and to establish a basis for social dialogue. In a tripartite resolution signed at this First National Conference, constituents committed themselves to membership of the ILO, preparation of a DWCP, the adoption of all the fundamental Conventions and the adoption of a social dialogue modality for the implementation of the Decent Work Agenda for South Sudan at central and state level.

The ILO has strengthened the capacity of the new Government and of the social partners in the areas of employability, employment, labour market policies and systems, working conditions, international labour standards, social dialogue and training of employers' and workers' organizations. Sound labour administration will allow the South Sudan federal and state governments to implement the new labour law and the social partners to contribute to the development of industrial relations, providing legitimacy to the social policies the new country will have to adopt.

3. Togo: A social protection policy for all

(CPO: TGO126) SPF 2010-15 - Outcome 4: More people have access to better managed and more gender equitable social security benefits

Togo aims by end 2012 to provide all workers, employees and self-employed, urban or rural and particularly those from vulnerable groups, with a minimum social protection scheme. Eventually this will provide the basis for a social protection floor (SPF) offering a minimum set of services and benefits to all. To support this effort, the ILO contributes by –

- supporting the process of identifying a set of guarantees, services and social transfers to comprise the SPF
- conducting a pre-feasibility study and a feasibility study for a national health insurance system and supporting implementation of the National Institute of Health Insurance (INAM)
- Strengthening the capacity of constituents and other stakeholders on social protection expansion practices, including the fight against HIV/AIDS and gender issues, in particular through national training and exchanges of experience at subregional level.

In February 2011 the **RBSA** enabled the ILO to support the Government in establishing compulsory health insurance for public sector and parastatal employees. The ILO collaborated with the Ministry of Labour, Employment and Social Security in a feasibility study for the National Health Insurance Institute (INAM), which was inaugurated in September 2011. It is foreseen that from November 2011 over 300,000 people will have access to quality health care throughout Togo. INAM's health budget represents about 25% of the current health budget, and is helping improve the country's performance to reach the Millennium Development Goals.

With the ILO's support, the Government intends to extend coverage to the entire population, and the first elements of the pre-feasibility study are under way. Partners such as P4H, WB, WHO and the Government of France have joined in implementing this policy. In 2012 health insurance will be extended to wage earners in the formal economy, who represent a population of about 600,000 people.

4. Tunisia: Increased capacity of employers' and workers' organisations to participate effectively in the development of social and labour policy

(CPO: TUN803) SPF 2010-15 - Outcome 12: Tripartism and strengthened labour market governance contribute to effective social dialogue and sound industrial relations

Tunisia is currently undergoing a period of transition. General elections will be held on 23 October 2011 for the appointment of the "National Constituent Assembly", whose mission will be to draft a new constitution. National partners – ministries and social partners – have sought the support of the ILO to develop and strengthen social dialogue in Tunisia.

ILO work will in particular support the Ministry of Social Affairs and the workers' and employers' organizations in their efforts to develop and strengthen social dialogue and collective bargaining at national, sectoral and local level.

ILO support, provided through **RBSA** funding, mainly addresses technical assistance and capacity building activities, as follows:

- To establish temporary ILO presence with a national expert to coordinate ILO work in the country
- a capacity building action plan to strengthen the institutions of social dialogue at national and sectoral level, and boost branch negotiation

- training for 60 participants to strengthen the capacity of social partners in social dialogue, collective bargaining and the prevention and resolution of labour disputes
- the review of the legal framework for social dialogue and collective bargaining, addressing the issue of the representativity of workers' and employers' organizations, in order to make proposals for reform.

RBSA also enabled the ILO to respond swiftly to the demands of the post-revolutionary Government and to establish a plan of action in the country.