

Committee on the Application of Standards

Date: 18 May 2023

Governments appearing on the list of individual cases have the opportunity, if they so wish, to supply written information to the Committee

▶ Information on the application of ratified Conventions supplied by governments on the list of individual cases

Cameroon (ratification: 1970)

Employment Policy Convention, 1964 (No. 122)

The Government has provided the following information.

Article 1 of the Convention. Implementation of an active employment policy. The Government has the honour of informing the Conference Committee that a national employment policy has already been developed, with the active participation of employers' and worker's organizations, and submitted to the competent authority for adoption. The Government will keep the Committee informed of any new developments in this regard. A copy of the policy will be provided once it has been adopted.

Article 1(3). Coordination of education policy with employment policy. The State has undertaken a number of initiatives to remedy the difficulties in aligning education policy with employment policy, with the aim of providing a skilled workforce for various employment sectors and reinforcing a technological culture. At the secondary school level during the 2021/22 academic year, technical secondary education was broadened with 11 new courses in 2 establishments, namely the Nsam technical college in Yaoundé and the Maroua technical college in the Far North. These new courses are in office automation, business computing, baking and pastry-making, meat processing, painting, stenotyping, ceramics and sculpture, textiles and dry cleaning, taxation and the tanning and leather industry. The secondary education authority has opted for a learning approach that alternates between theoretical teaching and practical experience in an enterprise or professional workshop. These courses have been chosen to meet the needs of the labour market and will enable the students trained to benefit from enhanced employability. At the tertiary level, the Government has established state universities in the ten regions of the national territory, including the University of Bertoua, established through Decree No. 2022/003 of 5 January 2022, and the University of Ebolawa established through Decree No. 2022/009 of 6 January 2022. These higher education institutions cover a number of vocational fields, including cinema and broadcasting, visual arts and art history, architecture and urban planning and aquaculture: aquatic systems management and fisheries management. In addition, several vocational training centres have

been set up and accredited in the ten regions by the Ministry of Employment and Vocational Training. With regard to the consultation of social partners in the process of developing and implementing draft legislation and policies on education, the sectoral administrations concerned draw up this draft legislation and involve the relevant ministries and public administrations, as well as employers' and workers' organizations and any other stakeholders concerned. Examples include: the Inter-ministerial Committee on Employment Monitoring and the tripartite working group of the national action plan for youth employment (PANEJ), set up within the Ministry of Employment and Professional Training. The Decent Work Country Programme (DWCP) (2023–26), which is currently being finalized, was developed with the active participation of the tripartite constituents.

Informal economy: impact of the measures adopted for the transition from the informal to the formal economy. The Government draws the Committee's attention to the positive results of the action taken by the State to facilitate the transition from the informal to the formal economy, including: (i) the promotion of self-employment: According to statistics from the 2022 statistical yearbook of the Ministry of Small and Medium-sized Enterprises, Social Economy and Handicrafts (MINPMEESA), 15,591 enterprises were registered with the centre for the formal establishment of enterprises (CFCE) in 2021. The majority of these enterprises are sole traders operating in the services sector; (ii) better access to financing mechanisms: With the move towards the formal economy, many small and medium-sized enterprises have benefited from financing from the State or international organizations. Examples of these enterprises can be found in the agriculture and livestock sector, which holds an important place in the country's growth and development forecasts. This sector has enjoyed support through the Programme to Promote Youth Agropastoral Entrepreneurship (PEA-youth), which has granted funding to more than 2,600 young people and created more than 10,000 jobs in six years; and (iii) the development of new economic niches, offering an abundance of job opportunities and promising cohesion (the green and digital economy). Under the steering committee for the Programme for the Promotion of Green Jobs, the Government has endeavoured to foster the promotion of green jobs in order to protect young people from unemployment. Cameroon has roughly a hundred microenterprises operating in sectors linked to the green economy, including reforestation, sanitation, sustainable agriculture, waste collection and recycling. As part of the implementation of the Programme for the Promotion of Green Jobs in Cameroon (PPEVC), some 51 women microentrepreneurs in Yaoundé II and Douala IV, victims of health crises, received a grant to scale up activities to promote this economy and create decent jobs in 2021. Other sectors, such as information and communications technology (ICT) and the digital economy, generate many jobs on a daily basis through major telecommunications companies such as Orange and MTN Cameroon, e-commerce and new business professions (e.g. community management, influencing and digital marketing).

Article 2. Collection and use of employment data. Two bodies are responsible for collecting information on employment: the National Observatory for Employment and Vocational Training (ONEFOP) and the National Employment Fund (FNE). The ONEFOP carries out a number of activities that foster the provision of employment data: it produces employment and training reports, statistical yearbooks on the labour market and employment conjuncture notes, and conducts various specific studies, including studies on employment niches. As to the FNE, it has set up a number of programmes aimed at reducing unemployment. These include the Rural Employment Development Support Programme (PADER), which provides beneficiaries with training in farming methods, material and financial resources, as well as support in product management and sales; the Graduate Employment Programme (PED), a pre-employment internship programme designed to provide young graduates with practical

experience (strengthening their CVs) so as to facilitate their integration into the production circuit; the Integration of Higher Education Graduates Support Programme (PRAIDES), in partnership with the Ministry of Higher Education, which aims to support the professional integration of higher education graduates; the FNE/PME Programme, which enjoys a special endowment from the Head of State and aims to promote youth self-employment and entrepreneurship, managed in partnership by the FNE and MINPMEESA; and Career Guidance in the Public Sector (OPP), an information programme on seeking employment in public institutions (sub-prefectures, town halls, chiefdoms, etc.) available to the public, particularly young people.

Article 3. Participation of the social partners in the development and implementation of employment policies. The Government is pleased to draw the Committee's attention to the fact that the social partners were consulted during the development of the national employment policy, as mentioned above. However, it has taken note of the Committee of Experts' recommendation to involve representatives of rural workers and informal economy workers in the next stages.