

YOUTH EMPLOYMENT AND SOCIAL DIALOGUE IN THE MAGHREB REGION

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The ILO

- ❑ Founded in 1919;
- ❑ The only tripartite organization of the UN system;
- ❑ The four pillars of the Decent Work Agenda, and the Decent Work Country Programmes;
- ❑ “Whereas universal and lasting peace can be established only if it is based upon social justice” (ILO Constitution 1919);
- ❑ “Poverty anywhere constitutes a danger to prosperity everywhere”; “Labour is not a commodity” (Philadelphia 1944);

Root causes of the upheaval

- The high incidence of youth unemployment, compounded by the rapid growth of the labour force and worsened by the skills mismatch between offer and demand on the labour market;
- The lack of democratic governance and change, unchallenged by a civil society which is often weak and dispersed, and by social partners that were not fully independent from government;
- The lack of social justice in the distribution of wealth and income between the ruling elite and ordinary citizens, leading to growing inequality and the disfranchisement of socio-economic and/or ethnic minorities; spatial inequalities as well.

Youth Unemployment

	Labour force (millions)	Median age (years)	Overall unemployment rate	Youth unemployment rate
Algeria	9.877	27.6	11.3	24.3
Libya	1.729	24.5	30.0	n.a.
Morocco	11.630	26.9	10.0	21.9
Tunisia	3.830	30.0	14.2	30.7

Poverty and inequality

	GDP per capita (US-\$ PPP)	Gini coefficient	People below poverty line	Informal Economy in % of GDP	Human development Index
Algeria	7.400	35.3	23%	34.8	0.677 (84)
Libya	13.800	n.a.	33%	n.a.	0.755 (53)
Morocco	4.900	39.5	15%	36.4	0.567 (114)
Tunisia	9.500	39.8	4%	38.4	0.683 (81)

Youth unemployment: what can be done?

- Short term (up to six months): emergency employment programmes to integrate job-less youths, carry out public works and rehabilitate affected enterprises;
- Medium term (six to 24 months): local economic recovery and development programmes with a focus on disadvantaged regions and/or target groups;
- Longer term (up to five years): macro policies to enhance the employment intensity of economic growth and the employment elasticity of private and public investment.

Emergency employment programmes

- Public works
 - ▣ Cash for work
 - ▣ Road construction and maintenance
 - ▣ Social infrastructures
 - ▣ Solid waste management
 - ▣ Environmental protection and rehabilitation
- Private employment
 - ▣ Rehabilitation of enterprises affected by the crisis
- Public employment policies

Local economic recovery and development

- Comparative advantage of economic regions
- Combination of instruments:
 - ▣ Enterprise development and BDS
 - ▣ Employment-intensive investments
 - ▣ Microfinance and micro insurance
 - ▣ Social economy
 - ▣ Vocational training and rehabilitation
- Local Economic Development Agencies (LEDA)

Macro policies

- ❑ The Growth-employment-poverty nexus
- ❑ Making employment central to economic policies
- ❑ Economic diversification
- ❑ Labour force surveys
- ❑ Employment policies at national and sub-state level
- ❑ Sectoral analysis and policies
- ❑ Appropriate institutions

Social Partners in the Maghreb

	Workers	Employers	Remark
Algeria	UGTA as sole federation; 1.5 million members, 87 member organizations; ITUC member	Six employers organizations including CGEA (IOE member, 7.823 member enterprises)	Existence of a national economic and social pact since 2005
Libya	General Trade Union Federation of Workers; mass organization of the government; only Libyan nationals can become members; not affiliated with ITUC	General Federation, Chambers of Commerce and Industry; not affiliated with IOE	No Ministry of Labour (only a “national employment authority”)
Morocco	24 national workers federations, including UGTM which seems the most representative (300.000 members); ITUC member	CGEM with 8 regional unions and 31 sectoral federations; IOE member; FCCISM (chamber of commerce)	Employers advocate for a national jobs pact (since early 2011)
Tunisia	UGTT with 517.000 members; was close to government but is now independent. ITUC member. CGTT founded on 1.2.2011 after a breakaway from UGTT	UTICA with 24 regional unions and 17 sectoral federations; was close to government; president ; IOE member	Existence of a “National Social Dialogue Commission” which however is dormant

Measures to strengthen social dialogue

- In the formal economy
 - ▣ Support to newly formed trade unions
 - ▣ Support to reformed employers' organizations
 - ▣ Organization of national social dialogue fora
 - ▣ Worker education outside the capital city
- In the informal economy
 - ▣ Education of youths in citizenship
 - ▣ Strengthening of CSOs and CBOs; including those formed by the youths
 - ▣ Support to the formation of CSO/CBO federations and unions

Tunisia: Requested ILO support

- Job creation, including SME development, LED, cooperatives, skills, labour surveys;
- Social protection, in particular extension to the informal economy;
- Labour law revision and ratification of five conventions;
- Social dialogue, citizenship education, worker education, national social dialogue forum
- Other: Finalization of Tunisia's Decent Work Country Programme, posting of an ILO focal point in Tunis