

APRIL 2018



International
Labour
Organization

The ILO in Senegal

Senegal and decent work



ILO Contact

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Tripartite constituents

Government: Ministère du Travail, du Dialogue social et des Organisations professionnelles et des Relations avec les Institutions

Workers' organizations: Coalition des Centrales Syndicales du Sénégal (Confédération Nationale des Travailleurs du Sénégal, Confédération Nationale des Travailleurs du Sénégal-Forces du Changement, Union Nationale des Syndicats Autonomes du Sénégal, Confédération des Syndicats Autonomes, Union Démocratique

Employers' organizations: Conseil National du Patronat du Sénégal

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KEY STATISTICS

- 97 % of enterprises are in the informal sector
- 10.9% of the working women is in a leadership position
- 80% of families without social benefits to support their children
- 2.8% of active population contributes to pension scheme

Senegal is a Sahelian country located in West Africa and is considered as one of the most stable countries in Africa. In 2016, its population was 15.4 million (23% in Dakar and 40% in rural areas).

In 2015, the country occupied the 162nd position out of 188 in terms of Human Development Index. The Senegalese economy grew at the rate of 6.7% in 2016 as compared to 6.5% in 2015. Despite this economic growth, the labour market is not capable of creating sufficient opportunities to be able to absorb the labour force. The demand for jobs is growing at a rate that is twice as high as the supply and the youth – constituting half of the population – is exerting severe pressure on the labour market. The combined rate of under-employment linked to working times and unemployment is around 31.5% (42.4% amongst women and 23.4% amongst men). The informal sector dominates and poses enormous challenges with regards to health and safety at work and social protection, amongst others.

Senegal is a member of the ILO since 1960 and has ratified 37 ILO international labour conventions

ILO's work in Senegal is carried out through Decent Work Country Programmes which promote decent work as a national objective and support tripartite constituents in achieving it, in line with the Plan Sénégal Emergent (PSE) 2014-2018

Strategic framework: Priorities of the new Decent Work Country Programme (2018-2022) for Senegal are:

- Promotion of decent job creation for men and women;
- Strengthening and extension of social protection.

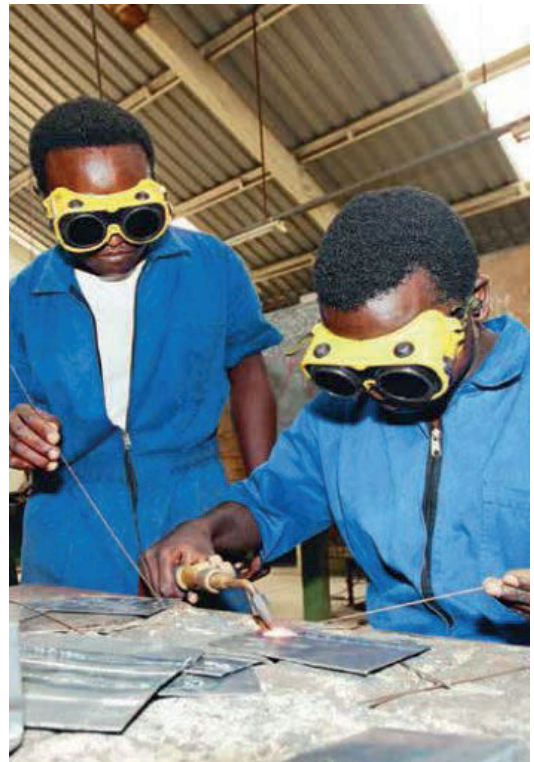
Main actions and key decent work results of the ILO in Senegal

Entrepreneurship

ILO supports the Government in implementing the national development strategy for women entrepreneurship and in promoting the tripartite declaration of principles concerning multinational enterprises and social policy. In this regard, the Enterprises and Decent Work project, funded by France, supports tripartite constituents in creating a framework conducive to mobilize multinational and national enterprises on topics which are national priorities for decent work in Senegal. ILO has also supported the Comité National du Patronat du Sénégal (National Council of Employers) in its advocacy for the improvement of the business environment and competitiveness of enterprises.

As part of the vocational and technical training reform, the ILO supports Senegal in implementing the strategy for labour market integration of young graduates of vocational and technical training institutions. ILO has taken the lead in implementing a multi-bilateral project *Insertion des sortants de la formation professionnelle* funded by the Grand-Duchy of Luxembourg in order to improve the quality of vocational and technical training that responds to the demands of the labour market, facilitates labour market insertion of the youth and improves their incomes.

The project has successfully trained 3,922 students in entrepreneurship culture and 6,522 were mentored and supported in the creation of sustainable enterprises. 712 business plans were finalized and 215 enterprises have seen tangible improvements in their performance.



Support to the formalization of the informal sector



Through RBSA (Regular Budget Supplementary Account) funds, the ILO has supported, since 2016 and in collaboration with the Ministry of Women, Family and Gender as well as the National Union of Autonomous Trade Unions, the women tanners of Guédiawaye in improving their health and safety conditions at work and their productivity by strengthening their capacities and structures of the cooperative. After two years it has been assessed that the working conditions have considerably improved, incomes have risen and a female leadership has emerged, which became more assertive in terms of representation in social dialogue with local authorities and participation in decision-making. Another result has been an improvement in financial management of the cooperative.

In parallel, the ILO supports the Government in developing a mechanism for the social inclusion of workers in the informal economy through the development of simplified social protection scheme for small contributors. Technical assistance is also provided in developing micro-insurance to expand insurance coverage and improve resilience of low-income households, as well as formulating a law for SME (Small and Medium Enterprises) creation and an action plan to formalize SMEs.

Employment

As part of the PAGE initiative (Partnership Action on Green Economy), the ILO is supporting Senegal to put in place a policy and strategic framework that is able to address challenges linked to the transition towards a green economy. The ILO is the lead partner in implementation of the Joint Programme on Youth Employment. This programme was designed in the framework of the UNDAF 2012-2018 and is implemented by eight agencies of the United Nations System (ILO, UNIDO, UNESCO, UNDP, UNFPA, FAO, IOM and UNCDF), in close collaboration with the Ministry of Youth, Employment and Civic Empowerment.

Strengthening of employers' and workers' organizations

The ILO has supported the Government and social partners to develop and adopt the National Pact for Social Stability and Economic Emergence. This pact has strengthened social dialogue at the national level and in the education and health sectors. ILO's technical assistance has strengthened the capacities of the SME Directorate, tripartite constituents who are part of the *Haut Conseil du Dialogue Social*, and professional organizations who work in the informal economy. In the framework of the trade union action unit, the ILO has supported trade unions in Senegal in setting up the 'Coalition of Trade Union Centres of Senegal'.

To consolidate national tripartite efforts to improve national systems of occupational health and safety, the Government has adopted a national policy, a national profile, and a national programme for occupational health and safety 2017-2021. With ILO's efforts, practical tools in the assessment of risks in occupational health and safety have been developed and shared to help employers and workers cost-effective solutions to mitigate risks on the work floor.

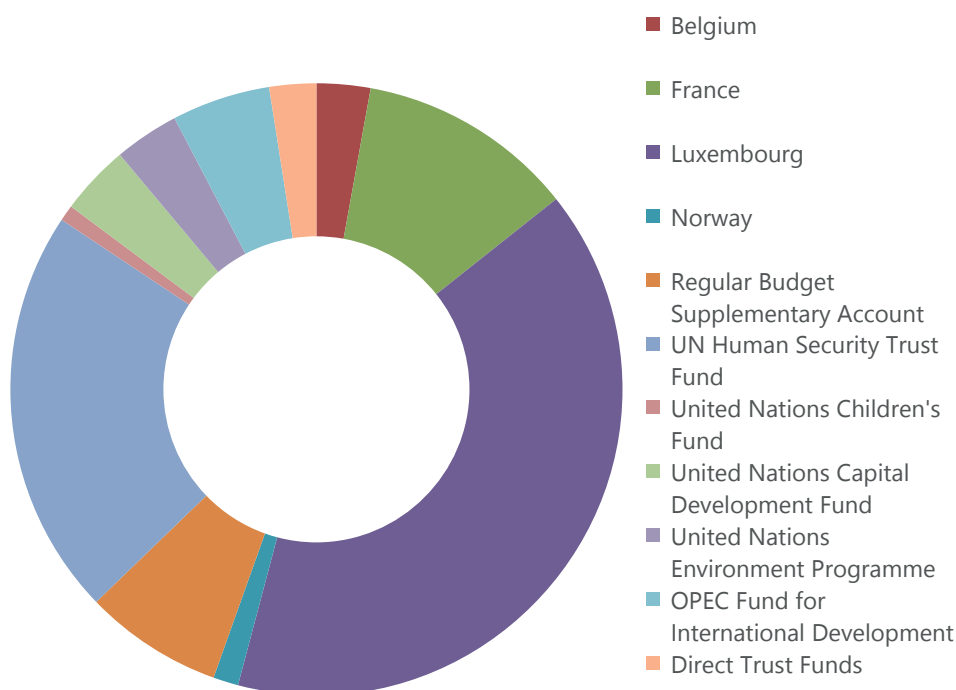
International Labour Standards

The Senegalese government has been supported by the ILO in the ratification of Convention (N° 183) on Maternity Protection. The tripartite constituents were supported in their adoption of an action plan to ratify Convention (N° 189) on Decent Work for Domestic Workers. Public and private enterprises received assistance by the ILO in the implementation of an action plan on gender equality and the *Haut Conseil du Dialogue Social* was supported in the formulation of an action plan for gender equality on the workforce. Finally, the ILO provided support to the National Tripartite Committee on Occupational Safety and Health in the identification of legislative gaps and in the adoption of the National Program on Occupational Safety and Health in order to promote the ratification and the implementation of the Convention on Occupational Safety and Health (N°155) and Convention on Promotional Framework for Occupational Safety and Health Convention (N°187).

Next Steps

ILO will continue to support Senegal in improving youth employability, the business environment and social protection for those working in the informal economy. ILO has the ambition to implement a larger programme with the goal of empowering women and young girls as well as formalising their economic units. In parallel, the ILO will partner with the Government over an Action Plan to formalize SMEs. in 2018.

ILO RESOURCE PARTNERS IN SENEGAL (2010-2018)



Partnerships for decent work

The ILO in Senegal partners with tripartite constituencies (government, employer and worker organisations), bilateral partners (France, Grand Duchy of Luxembourg and Norway) and multiple agencies of the United Nations to implement the Decent Work Agenda.



**SUSTAINABLE
DEVELOPMENT
GOALS**

Selected ILO's Country Programme Results for Senegal (2016-2017)

COUNTRY PROGRAMME OUTCOME AND RESULTS ACHIEVED	ILO CONTRIBUTION (OUTPUTS)
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Social Protection

<p>The Government through the Ministry in charge of social protection has developed and validated the architecture, the technical parameters and the strategy to implement the simplified social protection scheme for small contributors (RSPC).</p>	<p>The ILO has provided technical and financial assistance in the development of different scenarios with regards to the coverage of the RSPC, the financial instruments and the governance.</p>
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Occupational Safety and Health (OSH)

<p>The Government of Senegal in consultation with its tripartite constituents:</p> <ul style="list-style-type: none"> Validated the National Policy on Occupational Safety and Health. This validation was preceded by a national consultation under the guidance of the National Tripartite Committee for OSH. Validated the National Profile for OSH in order to revise in a systematic manner the existing situation and to describe the national OSH system and its available capacities. Approved the first National Program on OSH (2017-2021) who addresses specifically the national priorities et action plans in order to protect the workers, especially the workers in the informal economy and the agricultural sector against work accidents and professional sickness. 	<p>The ILO provided technical assistance to the National Tripartite Committee on OSH :</p> <ul style="list-style-type: none"> To develop a National Policy on OSH, which was submitted to the Ministry Council for validation. To develop and finalize the first National Profile on OSH based upon the ILO model. To develop a SWOT analysis and to define the national priorities on OSH through a national tripartite consultation workshop on OSH. To develop, finalise and promote the implementation of the National Program on OSH. The ILO's transversal issues, the extension of OSH protection to workers against unacceptable forms of work, and decent work in the rural economy are incorporated in the document.
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Strengthening of employers' and workers' organizations

<p>The National Council of Employers (CNP) improved significantly their services, focusing in a first stage on the construction and public works sector.</p> <p>The Coalition of Trade Unions Centres of Senegal adopted an organic strategic plan for 2017-2018 in order to extend the collective negotiation coverage.</p>	<p>The ILO provided its expertise to the CNP through evaluation instruments on professional risks in the construction and public works sector. In addition, the ILO supported the creation and operationalization of a network of trainers on the WISCON methodology (Work Improvement in Small Construction Sites).</p> <p>The ILO provided assistance in the development of an organizational audit of the Coalition of Trade Unions and of support tools who support the coalition of trade unions in decision-making processes.</p>
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The ILO and decent work – a mandate for peace and social justice

The International Labour Organization (ILO) is devoted to promoting social justice and internationally recognized human and labour rights, pursuing its founding mission that labour peace is essential to prosperity. Today, the ILO helps advance the creation of decent work and the economic and working conditions that give working people and business people a stake in lasting peace, prosperity and progress. Its tripartite structure provides a unique platform for promoting decent work for all women and men. Its main aims are to promote rights at work, encourage decent employment opportunities, enhance social protection and strengthen dialogue on work-related issues.

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