



ILO ORIENTATIONS FOR A TRADE UNION ACTION IN FAVOUR OF THE PROMOTION OF DECENT WORK IN AFRICA

DECENT WORK AGENDA

By Fred PARRY, ILO

What is the challenge?

- **Nearly 500 million workers – more than 16 per cent of the global workforce – don't earn enough to lift themselves and their families above the US \$ 1 per person, per day poverty line.**
- **More than 43 per cent live below the US \$ 2 per person per day threshold.**

What is the challenge?

- **66 million young people are unemployed**
- **Globally, the unemployment rate for young people is two to three times higher than for adults.**

What is the challenge?

- **More women are working than ever before yet they are more likely than men to get low-productivity low-paid, vulnerable jobs, with no social protection, basic rights nor voice at work**

What is the challenge?

- **In 2005 there were 191 million migrants – living outside their country of origin or citizenship**
- **Many working in precarious and unprotected conditions in the growing informal economy**

What is the challenge?

- **218 million children aged 5 – 17 are child labourers. More than half engaged in hazardous work**
- **At least 12.3 million people worldwide are victims of forced labour**

Responding to the globalization challenge

- **How to achieve a fair globalization and sustainable development?**
- **How do societies help people build a better future for themselves and their children?**

What is the ILO response?

- **A decent work agenda based on...**
- **Rights**
- **Employment**
- **Protection**
- **Dialogue**

Rights

- **People need representation**
- **Opportunities to participate**
- **To voice their views**
- **To obtain their rights and earn respect**

Employment

- **The principal route out of poverty is work**
- **Poverty elimination requires that the economy generates opportunities for investment, entrepreneurship, job creation and sustainable livelihoods**

Protection

- **Fewer than 10 percent of people in the poorest countries have adequate social security protection**
- **Basic social protection – such as health care and retirement security – is as a foundation for participating productively in society and the economy.**

Dialogue

- **Social dialogue between governments and workers' and employers' organizations can ...**
- **Resolve important economic and social issues**
- **Encourage good governance**
- **Advance social and industrial peace and stability**
- **Boost economic progress**

What is Decent Work?

- **Provides opportunities for productive work that delivers ...**
- **A fair income**
- **Security in the workplace**

What is Decent Work?

- **Social protection for workers and their families**
- **Better prospects for personal development and social integration**
- **Freedom to express concerns, organize and participate in decisions that affect lives**
- **Equality of opportunity and treatment for all.**

Why is Decent Work important?

- **Crucial element in making globalization more inclusive and fair**
- **Key to progressive and lasting poverty reduction**
- **Enables women and men to share in the gains brought by increasing international economic integration**
- **Must be at the heart of development policies**

Global endorsement of the Decent Work agenda

- Decent work has received support at the highest level
 - UN World Summit of Head of State and Government in 2005
 - ECOSOC Ministerial Declaration in 2006 and 2007
 - Joint agreement with UNDP to advance the Decent Work Agenda
 - World Alliance for Citizen Participation
 - Toolkit for Mainstreaming Employment and Decent Work Development at request of the UN Chief Executives Board for Coordination (CEB)

How is Decent Work realized?

- **Decent Work Country Programmes (DWCP)**
 - **Main vehicle for delivering ILO support to countries**
 - **Distinct ILO contribution to UN country programmes**
 - **More than 70 DWCPs worldwide**

Decent Work Country Programmes

Two basic objectives:

- **Promote Decent Work as a key component of national development strategies**
- **Organize ILO knowledge, instruments, advocacy and cooperation at the service of tripartite constituents in a results-based framework.**

Decent Work Country Programmes in Africa

- **The overall goal of Decent Work is to effect positive change in people's lives at the national and local levels. The ILO support through integrated Decent Work Country Programmes (DWCP) developed in coordination with ILO constituents – Governments – Employers and Workers' organizations**

Decent Work Country Programmes in Africa

They define the priorities and targets within national development frameworks and aim to tackle major Decent Work deficits through efficient programmes that embrace each of the four strategic objectives.

Decent Work Country Programmes in Africa

- **The tenth African Regional Meeting of the member states in Africa (Addis Ababa, 2003) and the African union Extraordinary Summit of Heads of State and government on Employment and Poverty ALLEVIATION IN Africa (Ouagadougou, 2004) set the framework for the ILO's work in Africa.**

Decent Work Country Programmes in Africa

- **The tenth African Regional Meeting prepared the ground for the Ouagadougou Summit by adopting a set of conclusions that identified the main challenges facing the continent and endorsed the Decent Work Agenda as an effective strategy for Africa to tackle these challenges**

Decent Work Country Programmes in Africa

- **The Ouagadougou Summit encourages countries to turn to the ILO for assistance in employment creation and promotion of decent work, paving the way for the development of DWCPs**

DWCPCs in Africa – where we are

- **DWCPCs final documents in 10 countries after approval by the ILO Regional Director (Burkina Faso, Ghana, Kenya, Lesotho, Mali, Nigeria, Tanzania, Uganda, Zambia and Senegal)**

DWCPs in Africa – where we are

- **13 countries have gone through the Regional Quality Assurance Mechanism**
- **DWCPs revision in 3 countries (2008/2009) : Ethiopia, Burundi and Zimbabwe**

DWCPs in Africa – where we are

- **19 countries are preparing DWCPs in 2008/09: Algeria Botswana, Cameroun Egypt, Cape Verde, Comoros, Côte d'Ivoire, Djibouti, and Morocco, Mozambique, Namibia, Somalia South Africa, Swaziland and Togo.**

Main priorities identified

- **Job creation**
- **Youth employment**
- **Social security**
- **HIV/AIDS**

Main priorities identified

- **Strengthening capacity of constituents**
- **Elimination of the worst forms of Child Labour**
- **Social Dialogue**
- **Gender Equality**

Social partners' engagement in the DWCPs

- **To various degrees, Employers and workers' organizations have participated in identifying DWCP priorities, outcomes and outputs**

Social partners' engagement in the DWCPs

- **Tripartite institutional arrangements were anchored on existing tripartite structures or DWCP implementation Committees**

Social partners' engagement in the DWCPs

- **ACTRAV and ACT/EMP have raised the issue of lack of or inadequate involvement of the social partners in the process of DWCP development.**

The way forward

- **It is very important for the ILO to provide support to the Social partners in the DWCP development, so that they have increased capacity to effectively engage in determining priorities based on decent work deficits and their own needs.**

The way forward

- **Trade unions should be committed to the decent work Agenda and should be effectively involved in all aspects of the DWCP development, i.e. from the formulation, implementation, to monitoring and evaluation stages.**

The way forward

- **Trade unions should use the Decent Work Agenda as the basis for discussions with Governments and Employers, and for the strengthening of tripartite consultation process or mechanism.**

The way forward

- **Trade unions should embark on sensitizing their memberships on the DWCPs and to put in place committees to oversee their involvement in DWCPs**