

▶ AU/ILO
Partnership 2021-2024

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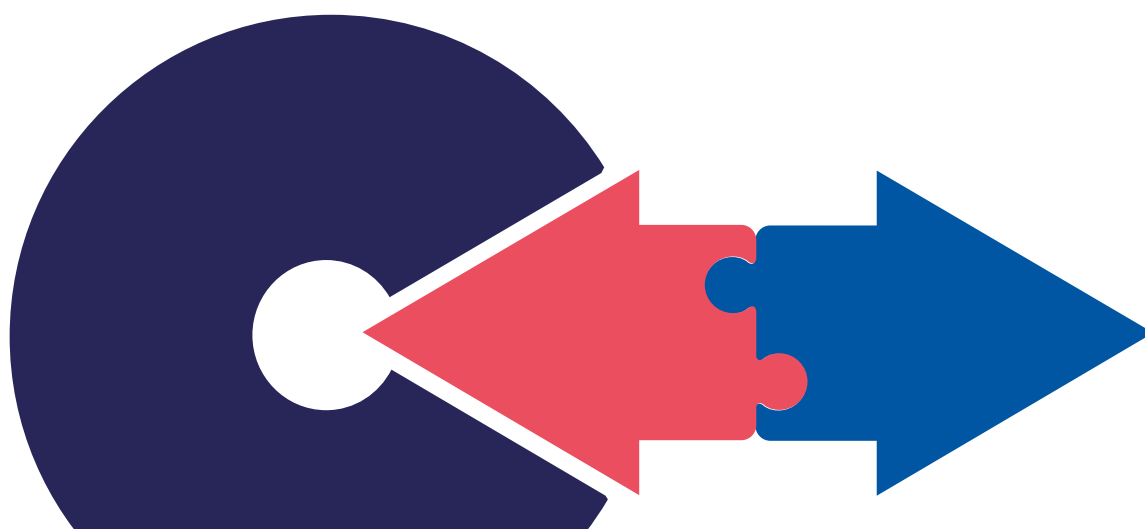
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▶ Acronyms

ACC	African Cooperatives Centre
ACERWC	African Committee of Experts on the Rights and Welfare of the Child
AfCFTA	Agreement Establishing the African Continental Free Trade Area
AFDB	African Development Bank
ARLAC	African Regional Labor Administration Centre
ASSCCF	African Social Security Coordination and Cooperation Forum
AU	African Union
AUC	African Union Commission
AUDA-NEPAD	African Union Development Agency - New Partnership for Africa's Development
COMESA	Common Market for Eastern and Southern Africa
EAC	East African Community
ECCAS	Economic Community of Central African States
ECOWAS	Economic Community of West African States
EIIPs	Employment-Intensive Investment Programmes
GCC	Gulf Cooperation Council
GIZ	German Development Agency
IGAD	Intergovernmental Authority on Development
ILO	International Labor Organization
ILS	International Labor Standards
ISSA	International Social Security Association
ITU	International Telecommunication Union
LMIS	Labor market information systems
MSME	Micro, small and medium enterprises
NSOs	National statistical offices
OSAA	Office of the Special Adviser for Africa
OSH	Occupational safety and health
PAPA	Pan-African Productivity Association
RBSA	Regular budget supplementary account
RECs	Regional economic communities
SADC	Southern African Development Community
SIDS	Small Island Developing States
SSE	Social and solidarity economy
STC	Specialized Technical Committee
TVET	Technical and vocational education and training
UMA	Arab Maghreb Union
UNDP	United Nations Development Programme

► Foreword

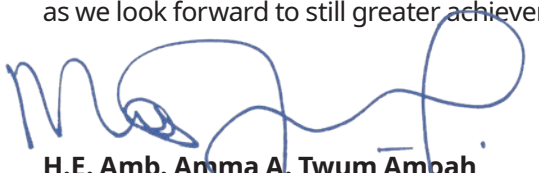
Africa's youth population is rapidly expanding and projected to grow twofold from the current 420 million to 840 million by the year 2050. If well-harnessed, the youth population has the potential to contribute to growth in productivity and stronger, more inclusive economic growth. However, the majority of Africa's youth lack stable, decent and sustainable economic opportunities. Over one-third of Africa's youth aged 15-35 are either unemployed or underemployed. A similar proportion is involved in vulnerable employment, with only 16 per cent in waged employment. Periods of strong growth across the continent have not resulted in correspondingly strong job creation, which points to structural dysfunctions that call for urgent action. This situation makes the creation of sufficient, decent, accessible and sustainable jobs a key development goal for African governments. Moreover, conflicts, civil wars and environmental and climate change resulting in the destruction of economic systems and livelihoods have intensified human displacement, further compounding the problem of unemployment.

Cognizant of these challenges, the African Union (AU) and the International Labor Organization (ILO) have been working together to improve the world of work in Africa. In recent years, collaboration between the two organizations has intensified with the aim of achieving social justice by promoting decent work. The development of Agenda 2063 ("The Africa we want"), the Ouagadougou +10 Declaration and Plan of Action on Employment, Poverty Eradication and Inclusive Development in Africa and the Abidjan Declaration provide additional opportunities for the African Union Committee (AUC) and the ILO to further strengthen their engagement and advocacy for decent work at the highest level of political influence, and to support the AUC's capacity to implement its decisions.

Under this collaborative framework, the two organizations developed a Joint Operational Plan (JOP) for the period 2021-2024. The Plan is a joint ILO/AU contribution to implementing sustainable measures to improve the world of work in Africa, based on needs and opportunities identified in targeted areas. The JOP has focused on the following priority areas: employment and labor; skills; statistics and labor market information; enterprise; the informal economy; green jobs and the blue economy; social protection; gender and ILS; labor migration and mobility; child labor and forced labor; and tripartism and social dialogue.

Since the inauguration of the JOP, the ILO and the AU, in partnership with sister UN agencies and like-minded institutions, have implemented several joint initiatives which contribute to the achievement of set outcomes for each priority area. This progress report takes stock of the key achievements of the JOP and highlights areas where activities need strengthening to achieve the Plan objectives. The report also covers joint resource mobilization efforts to enable the domestication of proven concepts and enhance the creation of sufficient, decent, accessible and sustainable jobs for African men and women.

We would like to commend our international partners and African governments for their unwavering support for the JOP. The AU and the ILO are committed to fully implementing the JOP, aiming to champion social justice by promoting decent work in Africa. We extend our special appreciation to the joint AU/ILO team for their commitment to delivering the different activities as we look forward to still greater achievements in the future.



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▶ Introduction

The African Union (AU) and the International Labor Organization (ILO) have a long history of collaboration, first formalized in 1965 with the signing of an agreement between the ILO and the Organization of African Unity. More recently, on 4 February 2022, this partnership was reaffirmed with the signing of a fresh agreement between the ILO and the AU, in which the parties undertook to work together to improve the world of work in Africa. In recent years, collaboration between the two organizations has intensified with the aim of achieving social justice by promoting decent work.

The development of Agenda 2063 (“The Africa we want”), the Ouagadougou +10 Declaration and Plan of Action on Employment, Poverty Eradication and Inclusive Development in Africa, and the Abidjan Declaration provide additional opportunities for the AUC and the ILO to further strengthen their engagement and advocacy for decent work at the highest level of political influence, and to support the AUC’s capacity to implement its decisions. The First Ten-Year Implementation Plan of the AU’s Agenda 2063 places decent work, poverty eradication, social security and inclusive growth at the centre of its “Aspiration for a High Standard of Living, Quality of Life and Well Being for All”. In harmony with the UN’s Agenda 2030, Agenda 2063 provides the policy blueprint guiding the efforts of stakeholders at all levels in the pursuit of shared prosperity. The AU/ILO collaboration is guided by the UN/AU framework for the implementation of AU agendas and declarations for a human-centred approach to the future of work and recovery from COVID 19 that is fully inclusive, sustainable and resilient, as well as by respect for fundamental principles and rights at work.

To facilitate implementation of the new agreement between the AU and the ILO, in 2021 the two organizations developed a Joint Operational Plan (JOP) running for a period of four years (2021-2024). The JOP coordinates implementation of the agreement, taking into account relevant policy frameworks and legal instruments relating to labor, employment, social protection, productivity, child labor, forced labor, skills and the transition from an informal to a formal economy, building synergies and leveraging their complementarity. This Plan, with a budget of USD15 million is intended to strengthen social justice and decent work in Africa. The following sections provide brief updates on the progress achieved in the major areas of engagement.

Progress and key achievements

► Full and productive employment for a just transition

Pro-employment macroeconomic and sectoral policy formulation

A background paper “Towards a Transformative Macroeconomic Policy Framework for Employment Generation in Africa”¹ was prepared and endorsed in November 2022 by the African Union’s Specialized Technical Committee (STC) on Finance, Monetary Affairs, Economic Planning and Integration, and later approved by the STC Ministers’ meeting in July 2023. The report is available in four languages (EN, FR, PT and AR). The report confirms that in the past two decades the African continent has experienced solid growth, oscillating between 3 and 6 per cent per annum, yet this growth has not been “job rich”. This “jobless growth” is attributed largely to the continent’s dependence on primary-commodity and low-value-added sectors, which typically do not create mass employment in decent conditions. To change this situation, the report concludes that African countries must undergo a process of structural transformation: deliberate efforts to move labor and other resources from less productive to more productive sectors of the economy. This need was also recognized and articulated by the ILO’s African tripartite constituents in the 2019 Abidjan Declaration on Shaping the Future of Work in Africa.



► The AU and ILO have embarked on a joint initiative, developing and launching the AU ILO Youth Employment Strategy for Africa known as YES-Africa, May 2023

¹ <https://www.ilo.org/publications/towards-transformative-macroeconomic-policy-framework-employment-generation>

The STC ministerial committee discussed strategies for enhancing macroeconomic and sectoral policy coordination in Africa and recommended the following policy priorities: boosting regional trade; promoting industrialization and economic diversification; facilitating private sector growth; enhancing state capacity and macroeconomic stability; and strengthening resilience to external shocks. This followed an earlier workshop held in Gaborone in 2021 on the theme “Towards a Pro-employment Macroeconomic Policy Framework for African Countries”, which provided guidance on successful policy development and implementation. The emphasis was on consultation and collaboration with tripartite constituents, stakeholders, departments and ministries to ensure alignment of ideas and strategies, and ownership and implementation of the agreed approaches; engagement on the part of high-level leadership in the development and endorsement of plans across different ministries and sectors; ensuring that policies and frameworks are gender inclusive, with a strong focus on women and the youth; and the generation and application of up-to-date data in decision-making.

Emphasis was also placed on advocacy for a pro-employment macroeconomic policy framework for all constituents and stakeholders, and collaborative planning and response. The AUC and the ILO undertook to develop policy briefs to facilitate the advocacy efforts and to provide capacity-building and technical support involving the ministries of finance and labor and the tripartite constituents in adopting the pro-employment macroeconomic policy framework. Support was also provided for strengthening labor market information systems (LMIS) for evidence-based strategy development. A capacity development workshop was conducted by the International Training Centre of the ILO (ITCILO) in November 2023, involving 13 pilot countries. This has helped countries identify their priorities and capacity needs in relation to pro-employment macroeconomic and sectoral policies, and marks a significant step forward in advancing social justice, decent work and sustainable development across Africa.

At the 7th Ordinary Session of the Specialized Technical Committee on Finance, Monetary Affairs, Economic Planning and Integration in July 2024, where the theme was “Enhancing Macroeconomic and sectoral policy coordination in Africa: challenges, opportunities and policy priorities for inclusive growth and sustainable development”, the Director General of the ILO was in attendance and took part in the Ministerial Panel, which encouraged Member States to: 1) enhance coordination of their macroeconomic and sectoral policies to achieve productive transformation and create massive numbers of decent jobs; 2) invest in skills development and productive infrastructure; and 3) design and implement effective coordination mechanisms involving all ministries. The AUC was urged to support Member States in facilitating the free movement of persons, and rights of residence and establishment; strengthening coordination of their macroeconomic and fiscal policies with a view to creating the policy space required to invest in strategic sectors, in particular agriculture, industry and services; and ensuring that monetary and fiscal policies are designed to achieve inclusive growth and sustainable economic development while maintaining price stability and sustainable levels of debt. In addition, the AUC and the ILO were urged to continue providing technical support to Member States with a view to establishing and implementing pro-employment macroeconomic policy frameworks, develop concrete policy guidelines, and report to the 8th STC in 2025.



Key outputs

1. Recommendations for a “Transformative Macroeconomic Policy Framework for Employment Generation in Africa” have been developed and endorsed by the AU STC, and confirmed by the STC Ministers.
2. Guidelines for the formulation of pro-employment macroeconomic and sectoral policies are under development.
3. Capacity development for pro-employment macroeconomic policy formulation is being provided for key officials of RECs, and ministries of labor, finance and Planning, and economic development.

AU/ILO Youth Employment Strategy (YES-Africa)

Mandated in the ILO’s Abidjan’s Declaration Implementation Plan, the AU/ILO Youth Employment Strategy (YES-Africa) has been developed and adopted by governments at both heads-of-state and ministerial levels and by workers’ and employers’ organizations across the continent. The Strategy’s vision is a continent where all youth are empowered to transform their lives and communities through productive and decent employment for a sustainable and inclusive future. Formulation of the Strategy involved extensive consultations with governments, social partners and youth representatives. An initial development workshop was held in Nairobi in November 2022, led by an AU/ILO drafting team, and followed by a co-creation workshop involving youth representatives in Lusaka in August 2023. This was followed by tripartite consultations, held online in October 2023 and validated in December 2023 under a hybrid arrangement with the participation of over 30 countries. YES-Africa was unanimously endorsed at ministerial level by a tripartite delegation of AU Member States during the AU Specialized Technical Committee on Social Development, Labor and Employment, held in Addis Ababa in August 2024. The Heads of State Assembly of the AU adopted the YES-Africa Strategy in February 2025.

YES-Africa is anchored in the ILO’s Youth Employment Action Plan for the period 2020-2030. The Strategy is grounded in a vision of empowering African youth and calls upon governments, social partners, development partners, youth organizations and other youth employment stakeholders to commit to transforming the world of work in Africa by investing in and promoting the creation of decent jobs for youth. The Strategy, as finally adopted, is available in four languages (EN, FR, PT and AR). To accelerate implementation of the key recommendations of YES-Africa, the ILO, together with the ITCILO and the AU, has initiated the Africa Youth Employment Action Lab and is providing technical support to nine pilot countries as they develop new integrated youth employment initiatives.



Key outputs

1. The AU/ILO Youth Employment Strategy for Africa (YES-Africa) was adopted by the African Union Summit in February 2025 to advance the decent jobs agenda in Africa.
2. An Africa Youth Employment Action Lab has been organized and launched in nine countries to operationalize the YES-Africa Strategy.

Boosting decent jobs and enhancing skills for youth in Africa's digital economy

A Joint Programme has been established by the International Labor Organization, the International Telecommunication Union (ITU) and the African Union under the umbrella of the Global Initiative on Decent Jobs for Youth with the focus on digital transformation, which is a key priority area of AU/ILO YES-Africa. The focus is on creating employment opportunities through digital transformation. In line with the African Union's Agenda 2063 and the UN's Sustainable Development Goals, the initiative aims to unlock opportunities for young Africans in the growing digital economy. It adopts a multidisciplinary, evidence-based approach, emphasizing job creation, digital skills development and the improvement of employment services to facilitate youth employment in the digital era. In an example of cross-governmental collaboration, ministries of labor, youth and digital economy developed the programme in partnership with social partners, private-sector actors and youth representatives, all coordinated by the ILO and the ITU. Stakeholders validated the strategic framework in Kenya, Rwanda, Egypt and South Africa, ensuring alignment with national priorities such as Kenya's digital development strategies and South Africa's National Digital and Future Skills Strategy. The programme's design reflects an ecosystem approach, integrating supply-side solutions such as curriculum updates with demand-side measures to create conducive regulatory environments and foster enterprise development.

Since 2022, initial activities have been undertaken in nine countries: Côte d'Ivoire, Senegal, Nigeria, Rwanda, Kenya, Uganda, Ethiopia, Egypt and South Africa. To date, the ILO has mobilized USD14 million to bring the programme to scale in Egypt, Kenya, Rwanda and South Africa. Youth engagement remains a cornerstone, exemplified by partnership with the ITU's Generation Connect and participation in the first Global Youth Summit, underscoring the initiative's commitment to fostering meaningful youth participation and co-creating innovative solutions for decent digital jobs. The implementation of this joint programme has been marked by significant efforts to expand the evidence base on digital jobs and skills in Africa, thus providing a foundation for targeted and impactful interventions. A dedicated methodology for assessing potential digital jobs and the supply and demand for skills has been developed and applied in countries like Kenya, Nigeria, and South Africa, enabling the identification of skill gaps and opportunities for job creation in the digital economy.

Practical interventions have included initiatives to strengthen digital skills, foster freelancing opportunities, and support enterprise development in the digital sector. The ILO has launched "Innovation Challenges" to promote and strengthen innovative, community-based approaches to digital skills development and job creation. Challenges of this kind, already conducted in South Africa and Kenya and ongoing in Rwanda, encourage local stakeholders and youth-led organizations to design and implement solutions tailored to their unique contexts.

 **Key outputs**

1. **A Joint Programme to promote digital employment opportunities has been developed by the ILO/ITU/AU.**
2. **The Programme has been piloted in Côte d'Ivoire, Senegal, Nigeria, Rwanda, Kenya, Uganda, Ethiopia, Egypt and South Africa.**
3. **USD 14 million has been mobilized to scale up country-level projects in Egypt, Kenya, Rwanda and South Africa.**
4. **A methodology for assessing digital skills supply and demand has been developed and applied in Kenya, Nigeria and South Africa, enabling the identification of skill gaps and opportunities for job creation.**
5. **Innovation Challenge Initiatives have been launched by the ILO in South Africa, Kenya and Rwanda.**

Promotion of decent rural employment

JobAgri, a joint initiative involving the ILO, the FAO, Cirad and the AUC, was introduced and endorsed at the 5th Specialized Technical Committee on Agriculture, Rural Development, Water and Environment as the main tool for the promotion of decent rural employment. This followed the formulation of a technical approach presented in Geneva in March 2023 and a high-level panel meeting on JobAgri held in Rome in June of the same year chaired by H.E. Josefa Leonel Correia Sacko, AUC Commissioner for Agriculture, Rural Development, Blue Economy, and Sustainable Environment. The aim of the JobAgri initiative is to collect and analyses data through field surveys, and support governments and stakeholders in shaping agriculture and employment policies based on survey findings. The programme is currently being piloted in Ghana, where a scoping mission to Accra consulted with the Ministry of Employment and Labor Relations, the Ministry of Food and Agriculture, the Trade Union Congress (TUC) Ghana, the Ghana Employers' Association, the Peasant Farmers Association of Ghana, the National Youth Authority and German Development Agency (GIZ) Agri-Business representatives. The initial lessons from Ghana have already provided a benchmark for scaling the model across ten African countries. The current priorities are resource mobilization, visibility, dissemination and communication to ensure that the model is widely understood and adopted with a view to better alignment of agriculture with employment policies across the continent.

 **Key outputs**

1. **The JobAgri Initiative has been introduced and endorsed as an innovative approach to promoting decent rural employment.**
2. **USD 1 million has been mobilized to pilot the JobAgri Initiative in Ghana.**
3. **Work has begun on piloting the JobAgri Initiative in Ghana.**

Employment-intensive investment programmes

The AU/ILO Employment-Intensive Investment Programme (EIIP) Strategy for Africa has been developed and introduced as a key ILO instrument for promoting full and productive employment and decent work. The focus has been on creating job opportunities, developing skills and fostering business ventures through employment-intensive and climate-smart technologies, particularly in the sectors of infrastructure, agriculture and the environment. Technical support has been given to the African Union Development Agency – New Partnership for Africa’s Development (AUDA-NEPAD) for building a job-maximization tool and facilitating establishment of an Africa Technical Training Institution Forum to promote South-South cooperation among training institutions across 15 Member States. The current focus is on strengthening a regional platform for dialogue on pro-employment and climate-smart development approaches, targeting policymakers, sector managers, local authorities, accreditation bodies and the private sector. Another priority is to strengthen the capacity of African technical training institutions to deliver training on employment-intensive and climate-smart technologies using nature- and local-resources-based solutions.

Key outputs

1. A Joint ILO/AU EIIP Strategy for Africa has been developed and introduced.
2. Technical and capacity-building support for EIIP has been provided to stakeholders, including AUDA-NEPAD and technical training institutions .
3. A regional platform for multi-stakeholder dialogue on EIIP best practice has been established.
4. An all-Africa forum for labor-based technical training institutions has been established.

Minimum wage

A report on Minimum Wage Systems and Trends in Africa was completed and validated by stakeholders. Subsequently, a meeting of experts agreed on a definition of a living wage and established a position on its operationalization. This has been endorsed by the ILO Governing Body, clearly stating that minimum wages are a key instrument in the promotion of living wages. A side event was organized during the 5th STC on Social Development, Labor and Employment, held in July 2024. The side event was an opportunity for AU Member States to discuss the current dynamics of minimum wage policies in Africa and the challenges and opportunities associated with their implementation/reform. Moreover, learning about ILO standards on minimum wages and how they relate to the notion of living wages provides clarification for country-level actions on setting up minimum-wage systems.

Key outputs

1. A Minimum Wage Report has been finalized and validated by stakeholders.
2. A definition of the concept of a living wage has been agreed and endorsed.

Promotion of decent work in Africa's cultural and creative industries

A study has been conducted on decent work in Africa's cultural and creative sector. The study highlighted the decent work deficits in the cultural and creative economy, in particular the dominance of informality, lack of contracts, inadequate social protection, and low and unregulated wages. In response, a collaborative programme involving the AU, the ILO and UNESCO, entitled CREATE, has been developed to promote decent work across the cultural and creative sectors. These efforts were formally presented and endorsed at the 4th Ordinary session of the AU Specialized Technical Committee on Youth, Culture and Sports, 22-26 May 2023. In response to the study, the STC requested more engagement between Member States, the ILO, UNESCO and the AUC in the finalization, endorsement and implementation of the CREATE Programme, and further requested the involvement of ministries responsible for youth, culture and labor in this process. Moreover, the AUC, working with the ILO and UNESCO, was requested to explore ways of integrating decent work strategies in the Revised AU Plan of Action on Cultural and Creative Industries. In response to this recommendation, the ILO, in partnership with the AUC and UNESCO, organized a regional training activity on "Driving Transformation in Africa's Cultural and Creative Sector: Advancing Decent Work and Sustainable Growth". Ten Member States benefited from this training.

Key outputs

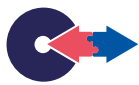
1. A study on decent work in Africa's cultural and creative sector has been completed.
2. Decent work challenges and opportunities in the cultural and creative economy have been identified.
3. A joint programme on advancing decent work to harness the full potential of an inclusive, resilient and sustainable cultural and creative economy (CREATE) has been developed.
4. The capacity of ten Member States to promote decent work in Africa's cultural and creative industry has been enhanced.

Promotion of employment creation and decent work as part of the implementation of AfCFTA

Progress has been made in ensuring that labor and employment are promoted as part of the Agreement Establishing the African Continental Free Trade Area (AfCFTA) and in advocating for full implementation of the treaty. An assessment of labor provisions in the AfCFTA and other trade agreements has been conducted, the preliminary results showing that over the last two decades there has been unprecedented growth in the number of bilateral and regional trade agreements which include labor provisions. This reflects broad-based concern with the uneven impacts of globalization and trade on the labor market, and the efforts made by nation states to push for a level playing field for all trading partners based on minimum conditions of work and labor rights. While this is true, the AfCFTA statutes and protocols need to cover labor provisions more explicitly in their legal instruments. This finding is important because it inspires a collective reflection on how best to mainstream labor provisions and the protection of workers in the AfCFTA.

Two research papers entitled "Gendered effects of trade restrictions on labor market outcomes in Malawi" and "Can the African Continental Free Trade Area promote the implementation

of SDG 8?” were published in a two-volume “Compendium on Integrating Trade and Decent Work”. This also included studies of labor provisions in the AfCFTA, global good practices, and recommendations on aligning the AfCFTA more closely with International Labor Standards (ILS). Policy briefs for employment creation and decent work have been developed as part of the implementation of the AfCFTA. An important capacity-building exercise on trade and decent work was held in 2022. The training sessions aimed to build the capacity of tripartite constituents to engage meaningfully in trade and labor policy discussions, including how the AfCFTA can be beneficial to all stakeholders and the challenges to the labor market posed by trade and global supply chains. A virtual workshop of regional economic communities (RECs) and a ministerial meeting on the G5-Sahel Special initiative have also been held. All of the above initiatives are expected to contribute to the promotion of employment creation and decent work under the AfCFTA.



Key outputs

1. An assessment of labor provisions in the AfCFTA and other trade agreements has been conducted.
2. Policy briefs for employment creation and decent work under the AfCFTA have been developed.
3. Capacity building on trade and decent work has been provided. .
4. Two research papers have been published in a two-volume Compendium on Integrating Trade and Decent Work.
5. A virtual workshop of RECs and a ministerial meeting on the G5-Sahel Special initiative have been held.

► Inclusive skills-development policies and actions

Strengthening market-led TVET policies and programmes

Several initiatives to expand technical and vocational education and training (TVET) opportunities at both secondary and tertiary levels, and strengthen linkages between the world of work and education and training systems, have been completed, while others are ongoing. The report on “Building pathways to sustainable growth: Strengthening TVET and productive sector linkages in Africa” has been completed. These initiatives provide insights into how best to align TVET systems with productive sectors in the region, informing the revision of regional, subregional and national TVET and/or skills strategies. For example, the Southern African Development Community (SADC) TVET strategy is currently in its final stages of its revision. Meanwhile, development of the guidance tool for apprenticeships/work-based learning development in Africa is ongoing and, once complete, is expected to enhance approaches to scalable work-based learning tailored to industry needs. A draft has been reviewed by the ILO and the GIZ, and discussions with experts on refocusing the tools are ongoing. Activities to strengthen a partnership-based approach involving government, TVET and skills development institutions, professionals, civil society and the private sector (the TVET Cluster) are also ongoing. Discussions are underway on revamping the TVET Cluster to make it more inclusive and strengthen Member States’ representation.

There are ongoing interventions to strengthen TVET systems in 14 countries, including Senegal, Ghana, Malawi and Tanzania. ILO supported development of the African Union Continental TVET Strategy 2025-2034, which was validated by the STC on Education, Science and Technology (ESTI) in November 2024 and adopted at the AU Summit in Feb 2025. Meanwhile, a Continental Education Strategy for Africa 2026-2035 was adopted and presented during the Continental Education Conference in Mauritania in December 2024. In addition, a High-Level Forum on Learning to Earning, jointly organized by five UN agencies, was held in Tunis in June 2024, and another “Africa create jobs knowledge” event was also held. With regard to the WorldSkills (Africa) championship, the ILO has joined the Africa World Skills Conference Coalition and the next Africa WorldSkills event is planned for May 2025 in Livingstone, Zambia. This collaboration will enhance regional capacity in labor market forecasting and skills anticipation. The ILO was a partner and contributed to the first edition of Africa Skills Week 2024, held in Accra (Ghana).

Key outputs

1. A continental TVET strategy has been developed and adopted, expected to be launched in 2025.
2. An ILO-AFDB TVET study has been completed and is expected to inform and strengthen TVET partnerships.
3. Support for strengthening TVET systems has been provided in Senegal, Ghana, Malawi, Tanzania, Kenya, Uganda, Rwanda, Morocco, Tunisia, Algeria, Egypt, Ethiopia, Zambia, Gabon, CAR, DRC and Zimbabwe.
4. A revised SADC TVET Strategy has been validated and submitted for adoption by SADC ministers.

Labor-migration-related skills partnerships

A multi-country knowledge-sharing platform has been developed and is now being implemented. In partnership with the GIZ and NEPAD, a series of webinars has been hosted on the platform to promote the skills dimension of labor migration and skills partnerships. As a result, the Skills Initiative for Africa (SIFA) has made skills for labor migration one of the pillars of its second phase and a dedicated section has been added to the Africa Skills Portal for Youth Employment and Entrepreneurship (ASPYEE). A community of practice on promoting skills and life-long learning to prevent forced labor has been established and has concluded its work, while another community to promote better labor migration and skills recognition is ongoing. Meanwhile, studies have been published on mobility and qualifications in the leather sector, the mobility of health workers, and the feasibility of skills recognition in domestic work and welding. Regional competency standards for domestic workers in the East African Community (EAC) are currently being formulated. Minimum occupational standards in agriculture and construction have been developed for Ghana/Nigeria/Togo, and national action plans have been drawn up at sub-regional level in Central Africa for the mining and oil sectors.

Similarly, a technical workshop on Skills Partnerships for Labor Migration was held in June 2023 in Kampala for tripartite partners from the East and Horn of Africa and the AU, while a workshop on an African occupational standards framework was held in Gaborone in Sept 2024, in conjunction with the AUDA-NEPAD, as part of the support for continental efforts. Development of a Skills Mobility Framework for the Indian Ocean is ongoing in Mauritius, the Seychelles, the Comoros and Madagascar, and at Indian Ocean Commission (IOC) level. Piloting of recognition-of-prior-learning systems is ongoing in several countries, with launch of the scheme in Kenya in early 2024 and roll-out ongoing in Tanzania, Malawi, Ethiopia and Mauritania. Discussions are also ongoing in Uganda, Zambia and the Indian Ocean countries. A labor market assessment in preparation for a skills partnership for overseas employment in Australia, Canada, Japan and South Korea has been undertaken.

The AU-ILO-WHO-IOM Regional Mapping of African Health Workers' Migration and Skills Portability has been completed. The ILO currently supports the development of sector-based occupation harmonization between Morocco and Tunisia and six EU member states. Moreover, the EU supports legal-migration, mobility and skills partnerships with North African countries.

Key outputs

1. The development of regional competency standards for skills portability to facilitate labor mobility has begun in the EAC, with the focus on domestic workers.
2. Joint minimum standards for mutual recognition of skills have been developed in Ghana-Nigeria-Togo, focusing on agriculture and construction.
3. Development of a Continental Occupational Qualifications Framework with AUDA-NEPAD is underway.
4. Two round tables on skills in fragile settings for the forcibly displaced have been held in Rwanda and Ghana.
5. A guidance note on the development of critical skills lists for better labor migration management in the SADC has been completed.
6. A labor market assessment on skills partnership for overseas employment in Australia, Canada, Japan and South Korea has been undertaken.
7. A knowledge-sharing section dedicated to skills and labor migration has been developed and operationalized within the ASPYEE portal.

Skills anticipation

Mapping of existing skills anticipation systems and practices has been completed in Gabon, Ethiopia, Ghana and Eswatini, while the process is underway in other countries. Morocco, Egypt, Ethiopia, Zambia, Namibia and South Africa have identified skills needs for green jobs. Capacity development for anticipating and matching skills needs is ongoing in ten countries. This includes Skills for Trade and Economic Diversification (STED), and use of the ILO's new Skills for Productivity, Employment, and Ecological Development (SPEED) tool. As part of the STED initiative, in-depth sector studies have been conducted in Morocco, Algeria and Tunisia, while Morocco has established a sectoral skills council for information technology. Implementation of rapid assessments of reskilling and upskilling needs in the context of the COVID-19 has also been completed in nine countries, including Uganda, Cameroon, Ethiopia, Ghana and Kenya. Crucially, the development of continental guidance tools for skills anticipation has been completed, and these will be published in early 2025. Under the AU/ILO/ITU joint programme, piloting of the digital skills needs assessment toolkit for country-level implementation with a focus on youth has been completed in South Africa and is ongoing in Kenya and Rwanda. Furthermore, two round tables on skills in fragile settings and for forcibly displaced persons have been held, one at a youth conference in Kigali, the other at Africa Skills Week. A Continental Conference on Skills Anticipation has also been held. An analysis of current and future skills needs in Congo's agricultural sector has been undertaken with a view to supporting skills transferability in the Economic Community of Central African States (ECCAS).



Key outputs

1. A system for knowledge-sharing on skills anticipation has been established.
2. The ILO is to join the Africa World Skills Conference Coalition as part of its contribution to World Skills (Africa).
3. Rapid assessments of reskilling and upskilling needs in the context of the COVID-19 have been completed in Cameroon, Ethiopia, Ghana, Kenya, Namibia, Nigeria, South Africa, Uganda and Zambia.
4. A continental guidance tool on skills anticipation has been developed.
5. A Continental Conference on Skills Anticipation has been held.

▶ Effective labor-market information systems for effective employment-related policies

Enhanced capacity for effective labor market information systems

The capacity of the AUC and RECs has been enhanced to implement the AU Labor Market Harmonization and Coordination Framework (LMIS-HCF) and the AU Guidelines on establishing labor market information systems (LMIS) to support effective labor market governance in Africa. These frameworks focus on updating and distributing harmonized tools, including various survey questionnaires covering the labor force, establishment, productivity, wages and the informal economy. Five member states – Ethiopia, Malawi, Cameroon, Morocco and Cote d’Ivoire – have been selected for implementing integrated LMIS. The initiative builds on existing ILO support in several African countries, including Morocco, Botswana, Namibia, South Africa, Cape Verde and Côte d’Ivoire. In the case of Côte d’Ivoire and Ethiopia, a report on the state of LMIS has been produced and released. In 2024, data-production workshops were organized in various countries, covering both labor-market and labor-migration indicators. The support is for implementing the AU-UN Baseline Information of the Ouaga+10/Agenda 2063, which addresses labor, employment, social-protection, informal-economy and productivity concerns. Additionally, efforts are being made to establish regional labor exchange mechanisms in key regional communities, specifically the East African Community (EAC), the Economic Community of West African States (ECOWAS), and the Arab Maghreb Union (UMA).

Guidelines for gathering and presenting statistics on the social and solidarity economy (SSE) were presented at the 21st International Conference of Labor Statisticians. Implementation of the guidelines related to cooperative statistics based on pilot testing, notably in Tanzania, was also discussed at the conference. Subsequently, the ILO will establish a technical working group on SSE Statistics in collaboration with the UN Inter-Agency Task Force on Social and Solidarity Economy (UNTFSSSE).

Capacity-building activities for national statistical offices (NSOs) relating to relevant Resolutions of the International Conference of Labor Statisticians, and to methodologies for calculating child labor indicators, have been completed in 44 Member States to accelerate the elimination of child labor and forced labor in Africa. The aim was to strengthen the capacity of NSOs in the collection, analysis, dissemination and use of information on Child Labor, with a particular focus on descriptive analysis of child labor. As a follow-up activity, technical support has been provided to countries willing to produce statistics on child labor and forced labor, such as Ghana and Egypt.

The Specialized Technical Group on Employment and Informal Economy (STG-EIE) held its first meeting in May 2023, in collaboration with the ILO, to strengthen the capacity of African Union Member States in producing and utilizing labor and social-protection statistics by aligning with international standards, addressing region-specific challenges, and promoting knowledge sharing.



Key outputs

1. LMIS assessments have been conducted in Côte d'Ivoire, Malawi and Morocco.
2. Data production workshops have been organized in Côte d'Ivoire, Malawi and Morocco.
3. A labor market data harmonization and coordination framework, including data collection tools has been developed.
4. Capacity building for national statistical authorities on child labor statistics, taking into account Resolutions of the International Conference of Labor Statisticians and methods for calculating child-labor indicators, has been completed in 44 Member States.

Regional initiatives for strengthening labor migration data systems

Support has been provided to the AUC and RECs on implementation of the Migration Policy Framework for Africa and the Ouagadougou Declaration on Employment, Poverty Eradication and Inclusive Development. The “AU Guidelines and Toolkit for the Collection and Utilization of Quality Administrative Data for Labor Migration Statistics” will assist Member States in improving the quality, consistency and use of data from administrative sources. Such data is vital for complementing data from primary sources to ensure informed policy development and decision making in labor migration governance. Meanwhile, production of a fourth edition of the AU Report on Labor Migration Statistics in Africa is in progress. In addition, a number of countries, in particular Djibouti, Uganda, Cote d'Ivoire, Malawi and Morocco have received technical assistance and support to develop/establish integrated labor market information systems, taking into account labor-migration data, to support effective labor-migration governance and refined data-sourcing mechanisms. Meanwhile, work on integrating a labor migration module into national labor force surveys has been developed by an ILO expert in collaboration with statisticians from Morocco and Djibouti. This module will be submitted to the SHaSA Technical Working Group on Employment and Informal Economy for consideration. There are plans to conduct a labor force and migration survey in South Sudan and Somalia in collaboration with the AfDB, while Djibouti and Uganda have been helped to include a labor-migration module in their censuses, which took place in 2024. The EAC, IGAD, ECOWAS, COMESA and the Arab Maghreb Union (UMA) have produced sub-regional reports on labor migration statistics. Preliminary work on roll-out of the Social Security Inquiry (SSI) migrant module, designed to collect statistics from administrative sources relating to workers migrating to other African countries, has commenced in Ethiopia. This also involves collaboration with other data-collection agencies concerned with social statistics, for example the African Centre of Statistics and the Africa Development Bank.



Key outputs

1. AU Guidelines and Toolkit for Collection and Utilization of Quality Administrative Data for Labor Migration Statistics in Africa have been developed.
2. The integration of a labor-migration module into national labor force surveys is ongoing in Morocco and Djibouti, while censuses were conducted in Djibouti and Uganda in 2024.

▶ Sustainable enterprises for inclusive growth and decent work

Enabling environment for entrepreneurship and sustainable enterprises

A joint AU-ILO assessment of the state of the enabling environment for enterprises in Africa has been conducted in various African Union Member States. The assessment was finalized in 2023 and validated in Moroni (Comoros) in November of the same year. Several initiatives to promote an enabling environment for the Social and Solidarity Economy (SSE) have also been undertaken. For example, a Global Social Economy Forum (GSEF) was held in Dakar (Senegal) in May 2023 and this led to the first African Forum for the Social and Solidarity Economy (ForaESS), held in Yaoundé (Cameroon) in May 2024. In addition, case studies of the SSE have been performed for the Democratic Republic of Congo, Egypt, Kenya, Madagascar, Nigeria and Zambia as part of a broader assessment to inform the AU's SSE strategy. Meanwhile, the ILO is performing activities in several countries that support the development of an SSE institutional framework, fostering economic development and social cohesion across different social groups, including youth, women and refugees.

Key outputs

1. A comprehensive assessment of the enabling environment for sustainable enterprises has been completed, followed by regional dialogue.
2. A policy brief on sharing knowledge about the enabling environment for sustainable enterprises has been published and a new policy developed.
3. A Global Social Economy Forum (GSEF) has been held in Dakar (Senegal) and the First African Forum for the Social and Solidarity Economy held in Yaoundé (Cameroon).



▶ African Union adopts a ten-year strategy on the Social and Solidarity Economy, August 2024



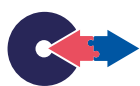
- ▶ **SSE - In the discussion, experts from Ministries of Labour, employers' and workers' organizations in Africa shared their perspectives on the challenges and opportunities in the promotion of the SSE for decent work and social justice. August 2024**



- ▶ **The ILO contributed to the adoption of the Labour Migrations and Fair Recruitment strategies and implementation plan in addition to the SSE at the fifth ordinary session of the AU STC. August 2024**
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Collaborative action for enhancing productivity for decent work

Several workstreams have been undertaken to promote productivity for decent-work interventions and in the process strengthen regional cooperation between national enterprise-support agencies and national productivity organizations. There has been close collaboration with the Pan-African Productivity Association (PAPA) as the dedicated productivity organization of the AU. Several significant outputs have been produced: i) a comprehensive assessment of productivity ecosystems across Africa; ii) provision of technical and financial support to Ghana and Nigeria, enabling these countries to join the authoritative and respected annual World Competitiveness Ranking Index where only two African countries were previously listed;² iii) development of a PAPA communication strategy to promote its services to countries across Africa; iv) technical and financial support to Zambia for a new major project on productivity ecosystems for decent work, and v) PAPA and ILO collaboration supporting the African Regional Labor Administration Centre (ARLAC) in running a first productivity-for-decent-work course for English-speaking Member States across Africa; this has developed the capacities of the PAPA and the ARLAC to deliver future productivity courses independently, without the involvement of the ILO.



Key outputs

1. An assessment of the state of national productivity ecosystems for enterprises in African Union Member States has been conducted in close collaboration with the PAPA.
2. A PAPA communication strategy to promote its services to members has been developed.
3. The PAPA has been supported in enrolling Ghana and Nigeria in the IMD World Competitiveness Ranking Index.
4. The PAPA has been trained in productivity for decent work and will in future provide training in collaboration with the ARLAC.

Social and solidarity economy

Between 2021 and 2024, significant progress was made in advancing the Social and Solidarity Economy (SSE) across Africa through strengthened collaboration between the African Union (AU) and the International Labour Organization (ILO). This work culminated in the **African Union Ten-Year Social and Solidarity Economy Strategy and Implementation Plan (2023–2032)**, validated by ministers of labour in August 2024 and adopted at the AU Summit in February 2025. The Strategy provides a comprehensive and coordinated policy framework to legitimize, support, and expand the SSE in regional economic communities (RECs) and Member States. Its aim is to address Africa's economic, demographic, social, technological, and environmental challenges in innovative ways while contributing to social protection and the creation of decent work. As part of the evidence base for the Strategy, the AU and ILO carried out **six country studies** on the SSE in the Democratic Republic of Congo, Nigeria, Zambia, Egypt, Kenya, and Madagascar. The studies shed light on the state of the SSE across diverse contexts and are being turned into accessible briefs. A joint AU–ILO policy brief on SSE in Africa, also available in four AU languages, was prepared to synthesize key findings and provide policy guidance. To promote dialogue and uptake of these findings, the AU and ILO co-hosted two **regional webinars** in 2024 showcasing the landmark research, one conducted in English and another in French. These events provided a platform to present preliminary findings and

recommendations to policymakers, practitioners, and social partners. In June 2024, the AU and ILO issued a **joint brief** summarizing progress and outlining next steps, further strengthening regional ownership of the process. In addition, the African Union joined the **United Nations Inter-Agency Task Force on the Social and Solidarity Economy (UNTFSE)**, co-founded and chaired by the ILO, expanding global recognition of Africa's leadership in SSE development.

Key outputs

1. An African Union Ten-Year SSE Strategy and Implementation Plan (2023-2032) was adopted by the African Union Summit in February 2025.
2. Conducted six country studies (DRC, Nigeria, Zambia, Egypt, Kenya, Madagascar) to generate evidence and stimulate policy interest in SSE development.
3. Hosted two regional webinars (English and French) to present findings and foster dialogue on the state of SSE in Africa.
4. Issued an AU–ILO joint policy brief on SSE in Africa, published in four languages.
5. Secured AU's membership in the UNTFSE, led by the ILO, as a step in expanding its global reach.

Launch of the African Cooperatives Centre

As the SSE is gaining ground in Africa, as evidenced by the recently adopted AU SSE Strategy and Implementation Plan (2023-2032), cooperatives have been mobilized at continental level to promote this new area of work by establishing an umbrella platform for SSE entities at AUC level, with the initial strategic focus on cooperatives. It was in this context that the Labor, Employment and Migration Division of the Department for Health, Humanitarian Affairs and Social Development, with the support of the ILO, organized a meeting on 27 September 2024 in Johannesburg (South Africa) to launch the African Cooperatives Centre (ACC), under the AU SSE policy area. The purpose of the ACC is to drive and promote the SSE as a way of catalyzing social protection and decent job creation in Africa. The Johannesburg meeting provided a platform for African cooperatives and social enterprises to share experiences and tap best practices for advancing SSE activities in Africa.

Key outputs

1. An African Cooperatives Centre has been launched.
2. Agreement on a mandate and framework for the African Cooperatives Centre has been reached.

▶ Fostering sustainable development through green jobs and blue economy initiatives

Green jobs initiatives

Green Jobs and Blue Economy initiatives are designed to build national capacity to integrate climate action into economic and employment strategies across Africa. A key aspect of this effort is the development of knowledge and strategies that guide policy formulation and implementation.

Country-specific fact sheets were developed for 20 African countries in 2021, and updated in 2024, with new fact sheets created for an additional 30 countries. These fact sheets provide critical insights into the nexus between employment, environmental sustainability and climate action, guiding policymakers in aligning national economic strategies with climate resilience and green job creation.

Meanwhile, the Africa Employment and Social Outlook (AESO) Trends Report for 2025 will provide deeper insights into employment trends influenced by climate action, offering a forward-looking perspective on how Africa can further align its labor policies with environmental goals.

The [Climate Action for Jobs](#) Initiative (CAJI), launched in Africa in April 2021 with the participation of tripartite constituents, representatives of the CAJI governance structures, development and funding partners, NGOs, youth organizations, academia and sister UN agencies, raised awareness of the importance of embedding decent work principles in climate action frameworks, ensuring that efforts to combat climate change also result in equitable job creation. Moreover, the Initiative fostered collaboration among various stakeholders, encouraging them to integrate climate action into national and regional employment strategies. In addition, a hybrid dialogue on enabling environments, held to build resilient blue-economy businesses in Small Island nations, facilitated the creation of sustainable employment opportunities.

A Training Hub on the Social and Employment Benefits of Climate Action, launched in November 2021 by the Green Jobs Evaluation Institutions Network (GAIN) in Abidjan, Côte d'Ivoire and focusing on the social and employment benefits of climate action, was geared to French-speaking African nations, equipping participants with the skills and knowledge necessary to evaluate the social and economic impacts of climate policies. Representatives from Côte d'Ivoire, Burkina Faso, Mali, Niger and Senegal attended the first session, fostering regional collaboration on creating sustainable green jobs.

Capacity development programmes have included the sub-regional Training Hub on the Social and Employment Benefits of Climate Action, co-hosted by Abidjan (Côte d'Ivoire) and Dakar (Senegal); training on sustainable fish processing and maritime tourism practices, resulting in the establishment of four seafood cooperatives in Madagascar, Mauritius, Seychelles and the Comoros; an online knowledge-sharing forum bringing together 17 participants from seven African Small Island Developing States (SIDS); and a Blue Economy Programme for African Island States. These programmes have significantly impacted local economies by creating jobs, developing skills, engaging youth, promoting sustainable practices, and fostering inclusive and resilient economic growth.

The institutionalization of social-dialogue mechanisms for green jobs and the blue economy in five African countries (Comoros, Côte d'Ivoire, Madagascar, Nigeria, and Senegal) has created formal platforms for governments, employers and workers to collaboratively develop policies

that support economic growth and provide essential social protections, ensuring equitable opportunities and socially inclusive transitions to sustainable economic systems. Additionally, a multi-stakeholder platform launched in Morocco in 2024 enhances regional collaboration on just-transition activities, facilitating continuous dialogue, knowledge sharing and policy alignment across North and West Africa.



Key outputs

1. Country-specific factsheets have been developed for 50 African countries.
2. A Climate Action for Jobs Initiative has been launched.
3. A dialogue has been held on enabling environments to build resilient blue-economy businesses in small island nations.
4. A Training Hub on the Social and Employment Benefits of Climate Action has been launched.
5. Four seafood cooperatives have been established in Madagascar, Mauritius, Seychelles and the Comoros, supported by blue-economy training.
6. Seafood-related training has been provided in Madagascar, Mauritius, Seychelles and the Comoros.
7. A Knowledge Sharing Forum on Youth and the Blue Economy has been established in Africa's SIDS..
8. Seventeen participants from the seven African SIDS have been trained in sustainable ocean-related enterprise activities.
9. The Blue Economy Programme for African Island States has been reviewed, updated, validated and launched.
10. Social dialogue mechanisms for green Jobs and the blue economy has been institutionalized.
11. Social dialogue initiatives have been established in the Comoros, Côte d'Ivoire, Madagascar, Nigeria and Senegal.
12. A multi-stakeholder platform for enhancing just-transition activities, facilitating knowledge sharing and policy alignment across North and West Africa was launched in Morocco in 2024.

▶ Decent work for the transformation of the informal economy in Africa

Knowledge sharing to catalyze transitions to formality

A regional knowledge base concerned with the informal economy has been established to drive the agenda of formalization of informal structures. A monitoring and impact-evaluation and reporting system has also been established in the AU, in collaboration with the African Peer Review Mechanism (APRM), to ensure periodic maintenance of the AUC/ILO Informal Economy Knowledge Hub. This knowledge repository will help in refining strategies to transition informal economies into formal structures. In addition, research into how digital solutions can assist in formalizing informal businesses has been undertaken in Kenya, the Seychelles, South Africa and Tanzania. In the Seychelles, the study focused on understanding the drivers of informality and the legislative framework for formalizing the informal economy. Meanwhile, a Diagnostic Assessment of Solid Waste Management has been made in South Africa and Kenya. These studies follow an earlier one performed in Kenya in 2022 on e-informality. Similarly, in March 2024 an Informal Economy Diagnostic Study was conducted and validated in Egypt. The diagnostic serves as the basis for drafting an “Integrated National Strategy for the Formalization of the Informal Economy in Egypt”. Lastly, a study of Kigoma (Tanzania) young entrepreneurs has been conducted and validated, raising awareness of the working conditions of these enterprises and the development of tailored support.

Two high-level regional knowledge-sharing workshops were convened between 2022 and 2024, both drawing in key policy stakeholders from government and representatives of the informal economy, employers’ and workers’ organizations, and development partners from all parts of the continent, to identify challenges, share solutions and learn from other policy-response initiatives, and so foster effective pathways to formality in the region. While the first workshop, held in collaboration with the United Nations Development Programme (UNDP) in Victoria Falls (Zimbabwe), focused on providing an inclusive space for discussing the growing significance of the informal economy in Africa, the second, held in Abidjan (Côte d’Ivoire), focused on innovative approaches to addressing informality and promoting transitions to formality.

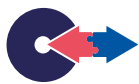


Key outputs

1. A regional Knowledge Hub on the Informal Economy has been established.
2. A monitoring and impact-evaluation and reporting system has been established.
3. Research studies have been performed on the application of digital solutions to formalization in Kenya, Seychelles, South Africa and Tanzania, and on the various dimensions of informality among youth-led enterprises in Tanzania.
4. A Diagnostic Assessment of Solid Waste Management has been made in South Africa.
5. Two regional knowledge-sharing forums on policy dialogue and innovative approaches to the transition to formality have been organized.

Dialogue initiatives and awareness-raising

An action plan has been drawn up for facilitating national policy dialogues on the informal economy. A joint regional policy dialogue was held in May 2022 as part of the action plan, organized under the ILO/UNDP Joint Initiative. In addition, communication, awareness-raising and advocacy campaigns relating to informal-economy transformation have been organized in Zimbabwe, Namibia and Botswana. In Zimbabwe, policy dialogues were conducted across all 10 provinces to support the development of the National Strategy on the Formalization of the Informal Economy and Recruitment. Additionally, conceptual work with artists has been undertaken for a creatives campaign.. Two advocacy videos on enterprise formalization have been created to support implementation of Botswana’s Informal Sector Recovery Plan. In South Africa, two policy dialogues have been organized in Mpumalanga Province with the aim of developing a whole-of-government approach to informality. Multi-stakeholder workshops entitled “Setting the stage for a national diagnostic of informality in Namibia”, were conducted in Windhoek in September 2023, and there are plans to conduct a diagnostic.



Key outputs

1. An action plan has been drawn up to facilitate national policy dialogues concerning the informal economy.
2. A Joint regional policy dialogue on informal economy has been organized.
3. Communication, awareness-raising and advocacy campaigns on the informal economy have been organized in Zimbabwe, Namibia and Botswana.
4. Policy dialogues on formalization of the informal economy have been held in South Africa and across all 10 provinces of Zimbabwe.
5. A multi-stakeholder workshop on setting the stage for a national diagnostic of informality has been held in Namibia.
6. Advocacy campaigns and national policy dialogues for facilitating the transition of enterprises and workers into the formal economy have been organized in several SADC countries.
7. Two advocacy videos on enterprise formalization have been made in support of Botswana’s Informal Sector Recovery Plan.

Capacity for informal economy transitions

Support has been provided to informal economy associations in Kenya, Malawi, Sierra Leon, Namibia, Botswana, Ghana and Zimbabwe, first to assist in mapping their work, then to attend multi-stakeholder policy conferences on facilitating the transition of informal workers and economic units to the formal economy. Meanwhile, an African Academy dialogue programme brought together 25 early to mid-career professionals from government institutions, research institutions, civil society and the private sector, from countries including Côte d'Ivoire, Ethiopia and Ghana, to share their experience and expertise in sustainable development. Activities to strengthen institutional capacity for informal economy transitions have been conducted in Botswana, Ghana, Uganda and Zimbabwe, with the emphasis on gender-sensitive transformation. Capacity-building initiatives have empowered informal economy associations and trade unions, for instance the Kenya National Alliance of Street Vendors and Informal Traders (KENASVIT) and the Uganda Markets and Allied Employees Union (UMAEU), to assist workers in transitioning from informal to formal employment. These initiatives have fostered social dialogue and collaboration among many stakeholders. In the same vein, the ILO will be providing technical and financial support to facilitate a five-day stakeholders' consultative workshop in Kenya in December 2024. In addition, the AUC, in collaboration with Zambia's Ministry of Labor and Social Security, has supported the development of a productivity bill, an MSME module for LMIS, and a computer application for MSME registration as part of a project focusing on productivity, digitalization and occupational safety and health (OSH) among MSMEs.

Further initiatives:

- ▶ Support is being provided for small farmers in Burkina Faso.
- ▶ A "Gender-responsive Assessment of the Incidence and Forms of Informality and Decent Work Deficits in Homework Arrangements in Eswatini) has been made to lay the foundation for a sectoral approach to formalization.
- ▶ An RBSA project entitled "Enhancing Digital Inclusion and E-formality among Women Entrepreneurs in Tanzania" is being implemented there and further interventions are being discussed, including a study of the multi-dimensional approach to informality in Kigoma region and a national advocacy campaign on e-formality; the possibility of partnership with the National Economic Empowerment Council (NEEC) is under discussion.
- ▶ A similar project is under way in Namibia, where an employment impact assessment (EmpIA) system, with the focus on green jobs in the green-hydrogen value chain and support for the relevant industries/sub-sectors, is being piloted to inform policy and budgeting (mandated by the Harambee Prosperity Plan (HPP II).

Developing integrated policies for informal workers is another area of interest. In Zambia, the ILO has facilitated the drafting of a productivity bill to enhance the productivity and formalization of micro, small, and medium enterprises (MSMEs), which also provides for a digital registration system to facilitate their transition to the formal economy. In Eswatini, a gender-responsive assessment of informality in home-based work has provided insights that will shape broader formalization initiatives. These initiatives highlight the role of digital platforms in driving inclusive economic growth and the importance of addressing technological and socio-economic barriers to ensure inclusivity for marginalized populations.



Key outputs

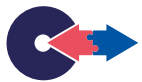
1. Institutional capacity building for informal-economy associations and trade unions has been undertaken in Kenya, Malawi, Sierra Leon, Namibia, Botswana, Ghana and Zimbabwe.
2. An African Academy dialogue exercise brought together professionals and representatives of government, research institutions and civil society from various countries, including Côte d'Ivoire, Ethiopia and Ghana.
3. Support has been provided for developing a productivity bill, an MSME module for LMIS, and a computer application for MSME registration as part of a project on productivity, digitalization and OSH among MSMEs in Zimbabwe.
4. A research report on the drivers of informality and the legislative framework for formalization of the informal economy has been produced in the Seychelles.
5. A Diagnostic Assessment of Solid Waste Management has been made in Waterberg (South Africa).
6. An African Academy on the transition to formality has been held with support from the German Institute of Development and Sustainability, and the BMZ.
7. A RBSA project entitled "Enhancing Digital Inclusion and E-formality among Women Entrepreneurs" has been organized in Tanzania.

▶ Social and labor protection for all

Coordination and dialogue for extension of social protection

The Annual Regional Dialogue on the extension of social security to informal economy workers and financing options for accelerating social-protection coverage in Africa was held at the 2022 Conference of African Ministers of Finance, Planning and Economic Development (CoM 2022), in collaboration with the AUC, the Office of the Special Adviser for Africa (OSAA) and the ECA. The conference discussed the challenges faced by African countries in extending social protection to workers in the informal economy, as well as good practices and identified policy options and financial mechanisms for sustainable investment in social-protection extension strategies.

The first African Social Security Coordination and Cooperation Forum (ASSCCF) took place in September 2024, organized under the leadership of the AU in collaboration with the International Social Security Association (ISSA). This forum enhanced coordination and cooperation among social security institutions across Africa, promoting social protection and justice on the continent. A regional dialogue entitled “Advancing Social Justice through Social Protection in Africa” has been postponed until 2025. This side event, originally scheduled to take place soon, aims to address important issues related to social justice and protection across the continent.



Key outputs

1. An Annual Regional Dialogue on the extension of social security to informal-economy workers has been held.
2. The African Social Security Coordination and Cooperation Forum (ASSCCF) has been established.

Knowledge exchange on social protection and capacity building

An analysis of the situation in respect of regional learning, knowledge generation, knowledge management and capacity development in the field of social protection has been completed in collaboration with the ITCILO. A draft report is available. A feasibility study for a regional financing facility to accelerate social protection coverage has been delayed as the focus has been on the global report (which did contain data on Africa countries). A study focusing specifically on Africa is scheduled for the period 2024-2027.

December 2023 saw the successful launch of the Africa Social Protection Clock. This initiative was undertaken in partnership with the UN’s Office of the Special Adviser for Africa (OSAA) and contributed to the updating of data for the World Social Protection Report 2024-26 and the World Social Protection Database. Where ongoing projects are concerned, the Africa Companion Report, which will provide new statistics on social protection in Africa, is planned for 2025. This report will complement the World Social Protection Report by focusing specifically on African nations. Two important dialogues have already been held. The first was an International Forum on Social Health Protection. The second, a regional dialogue focusing on extending social protection to rural and informal economy workers, was successfully held in 2022.

TRANSFORM, an ILO-facilitated, UN-interagency capacity development initiative that strengthens individual and institutional capacity and leadership for the implementation of national social protection systems in Africa³ has seen increased demand for training to meet current needs. Based on a curriculum that stimulates critical thinking, TRANSFORM is empowering policymakers and practitioners at national and decentralized levels to design more effective, efficient and equitable social-protection systems. Its training modules cover areas such as the development and strengthening of legal frameworks, effective beneficiary identification and selection, improving coordination, governance and financing mechanisms. The TRANSFORM partners are the UNDP, UNICEF, the WFP, the FAO and GIZ, as well as other collaborators such as the UK Foreign, Commonwealth and Development Office's Social Protection Technical Assistance, Advice and Resources Facility (FCDO.STAAR) and Women in Informal Employment: Globalizing and Organizing (WIEGO).

Since its inception in 2016, TRANSFORM Africa has been implemented in 25 countries, delivering 115 training activities for 2,800 participants. In 2024 alone, 11 base training sessions were organized, as well as five training-of-trainers sessions in Uganda, Malawi and Cameroon. A cohort of 15 master trainers were trained in Dakar in November 2024. A new training module on the extension of social protection coverage to informal workers has been designed using a participatory approach, building on the expertise and experience of researchers, practitioners from governmental and non-governmental institutions, and representatives of informal workers and economic units. The new module is slated for piloting in the first half of 2025.

Key outputs

1. A situational analysis has been completed in respect of regional learning, knowledge generation and management, and capacity development in relation to social protection.
2. The Africa Social Protection Clock has been launched.
3. Eleven trainings sessions have been delivered and a new training module on the extension of social protection coverage to workers in the informal economy has been designed under TRANSFORM.

Strategies for mainstreaming social protection

An Africa Regional Social Protection Strategy for 2021-2025 was launched in 2021 with the aim of accelerating social protection coverage (to at least 40 per cent of workers). A Social Protection Data Initiative for Africa (SPDIA) is being developed. It is currently in the design phase, the aim being to develop a framework for the inclusion of social-protection modules in national surveys and censuses, and to undertake regular updates of the ILO's SSI training, as well as supporting the development of data portals and dashboards. There has been strong involvement on the part of ministries responsible for social protection, and more than 30 countries have supported the initiative. Two regional capacity-building workshops on social-protection data were conducted in 2022 and 2023, with the participation of ministries responsible for social protection and national statistical offices from more than 30 countries. Furthermore, the AUC, in collaboration with the ILO, has organized the first African Social Security Coordination and Cooperation Forum (ASSCCF) to align strategies and foster collaboration, strengthening coordination across African social security institutions.

Revamping collaboration between the AUDA NEPAD and the ILO, which previously focused on the Employment Intensive Infrastructure Programme (EIIP), Occupational Health and Safety,

³ <https://transformsp.org/>

Skills and Employability, entailed agreement to extend collaboration on social protection. Specific areas for collaboration might include the strengthening of social protection systems, financing, extension of coverage and capacity building.

Key outputs

1. An African Regional Social Protection Strategy for 2021-2025 has been developed.
2. A Social Protection Data Initiative for Africa (SPDIA) has been designed.
3. Two regional capacity-building workshops on social protection data were held in 2022 and 2023, involving ministries responsible for social protection and national statistical offices.
4. The first African Social Security Coordination and Cooperation Forum (ASSCCF) was organized.

Social protection in the informal sector and for rural workers

Case-study data is being collected regarding the development and implementation of appropriate mechanisms to extend social protection to informal-economy and rural-sector workers. Meanwhile, a guide on good practices in extending social protection to such workers is to be adapted to the regional context. To this end, the African Social Security Coordination and Cooperation Forum (ASSCCF) was launched in Abidjan in 2023, and a first session was organized in Johannesburg in September 2024. Capacity building for data collection and analysis is under way, with two regional capacity-building workshops on social-protection data already realized in 2022 and 2023. A Good Practices Guide is nearing completion, providing recommendations for extending social protection to informal and rural workers. Additionally, meetings among social security institutions have been organized to align strategies and foster collaboration, strengthening coordination across countries.

Key outputs

1. A guide on good practices in extending social protection to informal-economy and rural-sector workers is being developed.
2. Two dialogues have been held on extending social health protection to rural and informal-economy workers.

Portability of social security benefits

The ILO has supported the SADC Secretariat in implementing the SADC Guidelines on the Portability of Social Security Benefits. To this end, an e-learning course was organised in 2021, in collaboration with the ILO's International Training Centre (ITCILO), for 36 participants from Botswana, the Comoros, the Democratic Republic of Congo, Eswatini, Lesotho, Madagascar, Malawi, Mauritius, the Seychelles, South Africa, the United Republic of Tanzania and Zimbabwe.

Following the e-learning course, entitled "Piloting the SADC Guidelines on Portability of Social Security Benefits", the project has supported participating countries in developing action plans for implementation of the guidelines. It has also responded to requests from the Seychelles

Pension Fund to support social-security agreements on extending coverage to migrant workers, and to Namibia's request to identify institutional obstacles to social security agreements.



Key outputs

1. An E-learning course was organized on implementing the SADC Guidelines on the Portability of Social Security Benefits; it was attended by 36 participants from 12 African countries.

1st African Social Security Institutions Coordination and Cooperation Forum (ASSCCF)

During the extraordinary session of the AU held in Abidjan in December 2019, the Ministerial Specialized Technical Committee on Social Development, Labor and Employment (STC-SDLE) decided to work towards the coordination of social security institutions and tasked the AUC with facilitating the process. The 4th STC-SDLE, held in April 2022, took a decision to set up an African Social Security Coordination and Cooperation Forum (ASSCCF); this initiative was officially confirmed on the margins of the Regional Social Security Forum (RSSF) of the International Social Security Association (ISSA) on 19 May 2023 in Abidjan (Côte d'Ivoire).

The AUC, with support from the ILO, organized the 1st ASSCCF meeting in Johannesburg (South Africa) from 25 to 26 September 2024. The meeting brought together representatives of African social-security institutions to exchange information on their various roles in the development agendas of Member States and to share best practices in ensuring social security coverage, especially in the context of extending social security to workers in the informal economy and rural sector, and to migrant workers. The meeting further presented and provided orientation on the ASSCCF's terms of reference (TORs); reviewed the ILO's Africa Regional Social Protection Strategy (2021-2025); and presented the ISSA Guidelines for social-security administration.



Key outputs

1. There has been a growing awareness of social security in Africa and the importance of social-security institutions in promoting inclusive social security.
2. The ASSCCF's TORs and well-defined working modality have laid the foundation for better understanding.
3. The ILO's Africa Regional Social Protection Strategy (2021-2025) has been updated.
4. Understanding of best practice in social security administration has been enhanced.

▶ Labor migration and mobility

Remarkable things have been achieved in implementing a comprehensive African labor migration and mobility framework for protecting migrant workers' rights, as well as advocating for effective governance that facilitates the safe, orderly and regular movement of workers within RECs and between countries. The focus has been on ensuring policy coherence between labor migration, employment, skills and social protection, and on strengthening the efficiency of labor market institutions⁴ and the capacities of world-of-work actors (ministries of labor, and employers' and workers' organizations).

Labor migration governance improved

The Africa-GCC Doha Dialogue on Labor Mobility⁵ was first held in 2024 as a public platform⁶ to enhance labor-mobility governance and protect migrant workers' rights. It adopted the Doha Declaration on Labor Mobility formulated by the Gulf Cooperation Council (GCC), Lebanon, Jordan and African Member States.⁷ The COMESA's Strategy and Roadmap on the Free Movement of Persons was revised and its two migration task forces reactivated. A further significant development was the adoption in 2023 of the Communiqué⁸ of the First Africa Labor Migration Conference.⁹

The AU Declaration on the Protection and Promotion of the Rights of Migrant Workers was adopted in 2021. The protection of migrant workers was further enhanced when nine countries ratified migrant workers conventions¹⁰ between 2021 and 2024, aligning with the AU Declaration on the Protection and Promotion of Migrant Workers' Rights and the Global Compact on Safe, Orderly and Regular Migration (2018). The Conventions concerned were the International Convention on the Protection of the Rights of All Migrant Workers and Members of their Families (1990); the Migration for Employment Convention (Revised) (No. 97) and Recommendation (No. 86), 1949; and the Migrant Workers (Supplementary Provisions) Convention (No. 143) and Recommendation (No. 151), 1975. Meanwhile, work on Model Labor Migration Legislation is ongoing at the Pan-African Parliament (PAP) and expected to be completed by June 2025.

Support has been provided for formulating, validating and adopting labor migration policies in 14 African countries (Botswana, Cameroon, Comoros, Côte d'Ivoire, Djibouti, Eswatini, Kenya, Madagascar, Malawi, Morocco, Tunisia, Somalia, South Africa and South Sudan), as well

⁴ **Labor market institutions** – Agencies, institutes (public employment services, vocational training institutes, social security institutes, labor market observatories, working conditions services, occupational safety and health services, anti-discrimination and labor-market integration agencies, skills recognition and qualifications agencies, etc.) that are responsible for transforming policies, laws, regulations, mechanisms and services, or directly delivering services and using mechanisms for ensuring an optimum labor market situation or an enabling environment/outcome for national and migrant workers (e.g. facilitating labor mobility, jobs and skills matching, enhancing employability, equipping workers with the qualifications required by the labor market, improving their working conditions, etc.). Given the importance of private employment agencies (PEAs) in the recruitment and placing of national and migrant workers, the ILO also considers the role they play, together with public agencies, in realizing these objectives.

⁵ The Doha Dialogue paves the way for improved labor mobility governance between Africa and the Middle East | International Labor Organization (ilo.org)

⁶ Algeria, Libya, Democratic Republic of Congo, Sierra Leone, Burundi, Chad, Côte d'Ivoire, Republic of the Congo, Djibouti, Egypt, Eritrea, Ghana, Kenya, Morocco, Nigeria, Cameroon, Somalia, South Africa, Senegal, Tanzania, Tunisia, Uganda, Zambia and Ethiopia.

⁷ Doha Declaration (au.int)

⁸ wcms_899652.pdf

⁹ First-ever African Labor Migration Conference kicks off in Abidjan, Côte d'Ivoire | International Labor Organization

¹⁰ Migration for Employment Convention No. 97: Comoros, Congo Brazzaville, Sierra Leone, Somalia (2021); Migrant Workers Convention No. 143: Comoros, Congo Brazzaville, Nigeria, Sierra Leone and Somalia (2021).

as in implementing national labor migration action plans in five countries (Eswatini, Lesotho, Namibia, Seychelles and Zimbabwe). The SADC Labor Migration Action Plan was effectively implemented and regional harmonization was achieved by validating and adopting the EAC Labor Migration Policy in 2022, aligning national laws with regional standards to facilitate smoother labor mobility. Sixteen country-level dialogues on labor migration governance have been organized in the SADC region.

Further support has been provided in advancing access to and portability of benefits by building the capacities of social-security institutions and ministries of labor for the development of social protection strategies. Progress so far: implementation by ECOWAS Member States of the ECOWAS General Convention on Social Security has been improved by introducing better administrative arrangements; the ECCAS is developing a road map for extending social protection to migrant workers in the region; the EAC is developing a social protection policy and has adopted a directive on the portability of social security benefits. Support has also been provided to the COMESA for making rapid assessments of the extension of social protection to migrant workers in COMESA Member States. Implementation of the SADC Guidelines on the Portability of Social Security Protections is advancing, with twelve Member States already piloting them (South Africa, Malawi, Zimbabwe, Botswana, Mauritius and Madagascar, among others).

The AUC is currently drafting Guidelines for the collection and use of administrative data relating to labor migration statistics in Africa. It is also in the process of preparing a Practical Guide to Setting up LMIS that incorporate labor migration as a key topic. Several editions of the AU Labor Migration Statistics Reports have been produced, as well as a SADC and COMESA-published Labor Migration Statistics Trends Report. A labor market observatory for the SADC region was established in 2023, which records labor migration statistics, and a Thematic Working Group on Migration Statistics has been established in the COMESA area. Seven countries have been provided with direct methodological support for including a labor migration statistics module in their LMIS (Seychelles, Zambia, Zimbabwe) or labor force surveys (Lesotho, Eswatini, Malawi, South Africa).

Moreover, in 2022 the AU adopted Guidelines on Bilateral Labor Migration Agreements and the Intergovernmental Authority on Development (IGAD) is developing Guidelines on Rights-Based Bilateral Labor Agreements covering the drafting, negotiating, implementing, monitoring and evaluating of such agreements.

In addition, the AUC has endorsed a Fair and Ethical Recruitment Strategy for Africa¹¹, and in 2024 the Indian Ocean region countries validated a code of conduct and a self-assessment tool for the fair and ethical recruitment of migrant workers.

Other efforts include establishment of a Regional Labor Migration Advisory Group for the East and Horn of Africa and a tripartite technical working group covering Djibouti, Ethiopia, Somalia, South Sudan, Tanzania, Uganda and Kenya (year). Support has been provided for the establishment of a Kenya Migrant Welfare Fund, with related guidance. Meanwhile, migrant resource centres have been established in Tunisia, Kenya and Somalia. Similarly, support is currently being offered to the EAC for developing a regional framework on competency standards for domestic workers. A labor migration survey and regulatory assessment has been conducted across 15 Member States, with findings adopted by nine countries leading to regulatory improvements.

¹¹ African Union embraces youth employment and fair recruitment strategies | International Labor Organization (ilo.org)



Key outputs

1. A labor migration survey and regulatory assessment has been conducted in 15 Member States.
2. The EAC's Labor Migration Policy has been validated.
3. AU Guidelines on Bilateral Labor Migration Agreements have been developed.
4. Labor migration guides have been produced for employers and workers.
5. National labor migration action plans have been adopted in four countries.
6. Migrant resource centres have been established in Kenya, Tunisia and Somalia.
7. An AU Declaration on the Protection and Promotion of the Rights of Migrant Workers has been completed.
8. The COMESA has revised its Strategy and Roadmap on the Free Movement of Persons and a Thematic Working Group on Migration Statistics has been established.
9. Labor migration policies and conventions aligning with the AU Declaration on the Protection and Promotion of Migrant Workers' Rights have been ratified by six Member States.
10. Training has been given to stakeholders from the East and Horn of Africa on extending social protection for migrant workers.
11. A Migration Welfare Fund has been established in Kenya.

Capacity enhancement for regional, national and institutional stakeholders

The ILO has organized capacity-building activities at national and regional level and has supported three capacity-building workshops for the Mediterranean/Sub-Saharan Migration Trade Union Network (RSMMS) on issues relating to bilateral labor agreements, fair recruitment, and effective protection of migrant workers and the role of trade unions. Training modules for ARLAC labor attachés and administrators have been completed. A second Labor Migration Academy has been held in South Africa. Capacity-building activities on fair and ethical recruitment for private employment agencies, public employment services and labor inspectorates have been conducted in Ethiopia and Morocco, and on LM statistics in Tanzania and Kenya. Advocacy for the ratification of C181 and other relevant Conventions, including C97, C143, C189 and C190, has been provided in Djibouti, Kenya, Seychelles, South Sudan and Tanzania.



Key outputs

1. Capacity-building modules/tools have been developed for workers' and employers' organizations.
2. A Labor Migration Academy has been held in South Africa, and related tools provided.
3. Training modules have been developed for labor attachés and administrators.
4. Capacity building has been provided for the Mediterranean/Sub-Saharan Migration Trade Union Network (RSMMS) on issues of bilateral labor agreements, fair recruitment, and the effective protection of migrant workers and the role of trade unions.

Knowledge-sharing, dialogue and partnerships

Meetings held on Continental Labor Multilateral Cooperation Mechanisms between representatives of AU members and the Gulf Cooperation Council (GCC). AUC Guidelines on bilateral labor migration agreements have been finalized. Inter-regional dialogue between trade unions from different regions has been conducted, and peer learning and knowledge exchange among employers in the East and Horn of Africa promoted. A corridor study on intra- and inter-regional labor migration and the role of Employer and Business Membership Organizations (EBMOs) has been performed. An Inter-regional Knowledge and Experience Sharing Forum on Labor, Employment and Labor Migration Governance in East and South Africa (IGAD, SADC and EAC), with the focus on labor migration and child labor, was held in December 2023.

The 2023 Africa Labor Migration Conference, held from 18-20 October 2023, adopted a 40-point communiqué and included a preparatory meeting for social partners. An African Labor Migration Academy was held in November 2023 in Johannesburg. Technical support was provided for the IGAD regional consultative process on migration in August 2023. A Labor Migration Advisory Group for the East and Horn of Africa has been established with a strategic-guidance and knowledge-sharing role. A labor market assessment was commissioned for overseas employment in Australia, Canada, Japan and South Korea, while a regional symposium on improving access to information for migrant workers through MRC was completed in September 2023. A baseline study on the extension of social protection to migrant workers in the ECCAS was conducted and validated in Brazzaville in March 2024.

In addition, the ILO, through its Social Security Inquiry (SSI) Migrant Module, has provided support to 30 national institutions in Africa for developing and publishing periodic/regular data on social protection for migrant workers. A pamphlet on complementary international labor standards and the experiences of journalists covering migration in Africa has also been published. Training has been provided for media personnel on balanced reporting on labor migration and advocacy for the rights of migrant workers.

Key outputs

1. A pamphlet on complementary international labor standards and the experiences of journalists covering migration in Africa has been published.
2. The AUC Guidelines on bilateral labor migration agreements have been finalized.
3. A regional Labor Migration Advisory Group for the East and Horn of Africa has been established, together with a tripartite technical working group.
4. Meetings between AU members and the GCC have been held concerning multilateral cooperation mechanisms with reference to labor.
5. A baseline study on the extension of social protection to migrant workers in the ECCAS was conducted and validated in Brazzaville.
6. A regional symposium has been held on improving access to information for migrant workers through MRC.
7. The Africa Labor Migration Conference adopted a 40-point communiqué and included a preparatory meeting for social partners.
8. An Inter-regional Knowledge and Experience-Sharing Forum on Labor, Employment and Labor Migration Governance, focusing on child labor, was held in East and South Africa.

Fair recruitment initiatives

A Fair Recruitment Strategy for Africa was jointly developed and launched in collaboration with the International Trade Union Confederation (ITUC) and the International Organization of Employers (IOE) in March 2022; it has been translated into four AU languages. Two trainings sessions for private employment agencies, public employment services and labor inspectorates on fair and ethical recruitment have been organized in Morocco, Ethiopia and Kenya. Regulatory guidelines and a legislative proposal for regulating private employment agencies have been developed for Somalia and South Sudan, and a dialogue on fair recruitment is planned for May 2025 in Doha. An IOC Code of Conduct and a Self-Assessment Tool on the Fair and Ethical Recruitment of Migrant Workers have been formulated to promote responsible recruitment practices in Indian Ocean countries. Qualitative surveys and studies on working conditions (working time, wages and end-of-contract entitlements) for African migrant workers have been conducted in Côte D'Ivoire (agriculture) and Morocco (construction).

A model intervention has been developed for the sustainable socio-economic (re)integration of migrant workers in Morocco, Kenya, Uganda and Ethiopia. The aim is to develop income-generating activities through the provision of training, coaching, business development services and access to finance and social protection. The project also aims to institutionalize this intervention model and embed it in the offer of the Moroccan Public Employment Service (ANAPEC), for potential upscaling (envisaged in a second phase) to seasonal migrant workers across Morocco. Through Women as Independent Rural Actors (WAFIRA), a number of ILO enterprise tools such as Get Ahead and Start and Improve Your Business (SIYB/GERME) have been adapted to an audience of illiterate rural women, in the local languages.

Key outputs

1. A Fair Recruitment Strategy has been developed and launched.
2. Two training activities on fair and ethical recruitment for private employment agencies, public employment services and labor inspectorates have been conducted in Ethiopia and Kenya.
3. Survey reports on working conditions of African migrant workers have been published in Côte D'Ivoire (agriculture) and Morocco (construction).
4. A number of enterprise tools such as Get Ahead and SIYB/GERME adapted in the local languages for illiterate rural women.

► Strong, modernized normative action for social justice

Elimination of child labor and forced labor in Africa

Progress has been made in eliminating child labor and forced labor through awareness-raising, advocacy and resource mobilization, capacity building and collaboration/collaborative actions. Engagement between the ILO and RECs on child labor policy and advocacy in relation to child labor issues continues across the continent. In the EAC, a project in Kenya to strengthen national capacity to address child-labor and forced-labor issues is being supported by the ILO. Similarly, in the ECOWAS and SADC regions, the ILO continues to provide technical advice on addressing child labor issues. In the ECOWAS region, this includes technical support for key ministries in drafting codes of conduct on child labor and forced labor. A brief based on the 2020 Child Labor in Africa Report was drafted and used for the regional consultations, ahead of the 5th Global Conference on the Elimination of Child Labor. A further regional brief on child labor in Africa will be based on the 2025 estimates and will be published in 2026.

A pivotal achievement was organizing the Africa Regional Consultation, in November 2021, which set the stage for Africa's participation in the 5th Global Conference on Child Labor in 2022. This event facilitated the alignment of strategies across the continent and reinforced commitment to eradicating child labor. It gathered regional input and prepared the continent's stance on child labor issues. In addition, an advocacy event on enhancing the protection of children in vulnerable populations, prioritizing the response to combating child labor and addressing the needs of children on the move in Africa, was held in July 2024. It is important to note, however, that while these activities are meant to support the work of the AU Special Rapporteur on Child Labor, Forced Labor, Human Trafficking and Modern Slavery, a rapporteur has not yet been appointed.



► Side Event organised by the ILO at the AU on Children on the Move and Child Labour, to redouble efforts, to work together in a spirit of unity and determination to free children from the shackles of labour. August

The launch of the International Year for the Elimination of Child Labor in March 2021 raised awareness and drew global attention to the issue of child labor. Events organized on the World Day Against Child Labor, in August 2024, further amplified this message, significantly increasing awareness across the continent. During the event, many campaigns to bring about behavioral change were organized, targeting parents, employers and community. These efforts were supported by media partnerships and civil society organizations. Such events foster the integration of child labor issues into national action plans, ensuring that efforts are adopted and implemented at the grass-roots level.

The ILO African Regional Academy on Fundamental Principles of Rights at Work was held from 18 to 22 November 2024 in Kigali (Rwanda), in collaboration with the ILOITC. In addition, two training workshops for national statistical offices (one for English-speaking and the other for French-speaking regions) were organized.

The AUC Department for Health, Humanitarian Affairs and Social Development (HHS) is leading a consortium of partners (AUC, ILO, UNICEF, the International Office for Migration/IOM and African Charter on the Rights and Welfare of the Child/ACERWC) to mobilize resources for a project to enhance protection of vulnerable children, deliver a continental response to combatting child labor, and support children on the move in Africa. The policy brief and concept note have already been published. Managed by this consortium, resource mobilization will be a priority going forward.



Key outputs

1. An Africa Regional Consultation has been held.
2. The 5th Global Conference on the Elimination of Child Labor was held in South Africa.
3. The International Year for the Elimination of Child Labor in Africa was launched.
4. An AUC-ACERWC-ILO-IOM-UNICEF Consortium on Child Labor and Children on the Move in Africa has been established.
5. An advocacy event has been held with the aim of enhancing the protection of children in vulnerable populations.
6. Two training workshops have been organized for national statistical offices.
7. Awareness-campaigns on child and forced labor in supply chains have been organized.

► Tripartism and social dialogue

Capacity enhancement and advocacy for social dialogue

Policy support has been a significant component of the JOP activities, with assistance provided in organizing the fourth session of the Specialized Technical Committee on Social Development, Labor, and Employment (STC-SDLE). This involvement facilitated critical dialogue on developing public-private partnerships for decent jobs, highlighting the importance of cooperative efforts between the public and private sectors in addressing employment challenges. The support provided has also included capacity-building workshops for Member States to enhance understanding and knowledge of tripartism and social-dialogue mechanisms. These workshops have strengthened collaboration among governments and employers' and workers' organizations, ensuring that all stakeholders are effectively engaged in labor governance.

Research and advocacy initiatives to deepen understanding of labor governance have been implemented. Studies have been conducted on the role of employers and workers in enhancing labor governance policies in Ghana, Namibia, Kenya, Uganda and Tanzania. These studies have provided valuable insights into the dynamics of labor relations and have informed strategies to improve industrial relations. By fostering social dialogue and collaboration, these activities are expected to contribute to fair industrial-relations practices and the promotion of decent work.



Key outputs

1. Capacity-building workshops on tripartism and social dialogue have been organized in Member States.
2. Studies of the role of employers and workers in enhancing labor governance policy have been conducted in Ghana, Namibia, Zimbabwe, Kenya, Uganda and Tanzania.
3. A policy brief on social dialogue and informality has been produced.

▶ Conclusion

This report shows that there has been remarkable progress in implementing the AU/ILO JOP, with some notable achievements. There is broad interest in the activities of the JOP among Member States, but there is a growing need to connect JOP activities with ongoing activities at national level, if only to avoid duplication of effort. To have greater impact, initiatives also need to be scaled up. Programmes and initiatives such as the Joint Programme on Digital Economy Employment and the JobAgri Initiative are already showing promising results in promoting decent jobs for youth in Africa. Similarly, activities implemented in the enterprise priority area are expected to embolden the work of stakeholders as the PAPA and inspire new interest in the social-solidarity economy, ultimately contributing to sustainable enterprise development. Moreover, the development of a continental TVET strategy and guidance tools for apprenticeships/work-based learning, coupled with strengthened TVET partnerships and skills anticipation, will contribute immensely to the expansion of TVET and hence strengthen youth employment programmes. Scaling up proven concepts and completing ongoing activities requires more and continuous technical and financial support and capacity building for national governments and RECs.

Looking ahead, more efforts will be directed towards joint resource mobilization and awareness-raising, with the aim of scaling up proven concepts and programmes across countries, as well as completing the pending activities of the JOP. Resource mobilization will also involve building capacity at national and regional levels. In addition, given the magnitude of competing employment-related activities run by other development partners, the nations concerned need to benefit from greater value addition through increased knowledge-sharing, over and above the introduction of concepts and models.



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