



DJIBOUTI DECLARATION ON LABOUR, EMPLOYMENT AND LABOUR MIGRATION IN THE IGAD REGION

21ST OCTOBER 2021, DJIBOUTI – REPUBLIC OF DJIBOUTI

PREAMBLE

We, the Ministers of Labour and Employment of the Member States of the Inter-Governmental Authority on Development (IGAD), namely: Republic of Djibouti, Federal Democratic Republic of Ethiopia, Republic of Kenya, Federal Republic of Somalia, Republic of South Sudan, Republic of the Sudan and Republic of Uganda, held the first Ministerial Conference on Labour, Employment and Labour Migration on 21st October 2021 in Djibouti City, Republic of Djibouti.

The Ministerial Conference was presided over by His Excellency Abdoukader Kamil Mohamed, Prime Minister of the Republic of Djibouti, in the presence of His Excellency Dr Workneh Gebeyehu, the Executive Secretary of IGAD, His Excellency Alexio Musindo, the ILO Country Office Director For Ethiopia, Djibouti, Sudan, South Sudan and Somalia, and Special Representative to the AU and ECA; Her Excellency Amira Elfadil Mohammed Elfadil, AU Commissioner for Health, Humanitarian Affairs and Social Development, His Excellency Ambassador Aidan O'Hara, EU Ambassador to the Republic of Djibouti and IGAD; With representatives of Development Partners (EU, IOM UN Migration, SIDA, GIZ, ILO); representatives of employers organisations in IGAD (CIE) and representatives of Trade Unions in IGAD (HACTU).

The Ministerial Conference was held to deliberate on effective actions and regional coordination mechanisms to enhance the governance of Labour, Employment and Labour Migration in IGAD Region namely: the IGAD Ministerial Committee on Labour, Employment and Labour Migration and the IGAD Bilateral Labour Agreements (BLA) Regional Guidelines.

Recalling:

- The provisions of Article 7(b) of the Agreement Establishing IGAD (1996) requiring the Member States to harmonize their legal frameworks, policies and programmes on free movement of persons in the IGAD Region including the free movement of Labour;

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- The provision of Article 9 and Article 10 of the IGAD Protocol on Free Movement of Persons in IGAD Region adopted by the 72nd Session of the IGAD Council of Ministers of Foreign Affairs in June 2021;
- The AU Declaration and Plan of Action on Employment and Poverty Alleviation (2004) and its Follow-Up Mechanisms; notably the AU Ouagadougou +10 Declaration and Plan of Action on Employment, Poverty Eradication and Inclusive Development in Africa;
- The AU Protocol on Free Movement of Persons, Rights of Residence and Right of Establishment (2018);
- The revised AU Migration Policy Framework and plan of action (2018-2030)
- The IGAD Regional Migration Policy Framework
- The AU Guidelines on developing Bilateral Labour Agreements (2021).

Further citing,

The commitment of IGAD Member States to ILO resolutions including;

- The International Labour Organization (ILO) Centenary Declaration for the Future of Work, adopted in 2019 at the 108th session of the International Labour Conference;
- Global call to action for a human-centred recovery from the COVID-19 crisis that is inclusive, sustainable and resilient adopted at the 110th Session of the International labour Conference;
- The Abidjan Declaration - Advancing Social Justice: Shaping the future of work in Africa that was adopted at the 14th ILO African Regional Meeting in Abidjan, Côte d'Ivoire (2019);

Reaffirming:

- Our commitment to the implementation of Article 13 (A) of the Agreement Establishing IGAD that has identified a number of key areas of cooperation that require instruments in pursuit of regional peace, security and economic integration;
- Our commitment to the Protocol on Free Movement of Persons in the IGAD region that was adopted by the 72nd Session of IGAD Council of Ministers of Foreign Affairs;

Considering the outcomes of extensive consultations conducted by IGAD Member States with technical assistance from ILO on the IGAD Regional Guidelines on Rights Based Bilateral Labour Agreements and the formation of the IGAD Ministerial Committee on Labour, Employment and Labour Migration.

Noting with concern:

- High composition of youthful population;
- The high levels of poverty, unemployment, underemployment especially amongst the youth, growing informal economy and predominant rural based economy;

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- The cyclical nature of conflicts in the region resulting among others from limited opportunities for economic livelihoods; leading to forced internal mass displacements, regional and global migration;
- The inadequate capacities of IGAD Member States labour market institutions, for effective labour, employment and labour migration governance and ensure compliance to the ILO International Labour Standards;
- That labour markets are struggling to absorb the large number of new entrants to the labour force each year while contending with structural difficulties in creating decent employment opportunities in the IGAD Region;
- The adverse impact of COVID19 pandemic on Member States economies, their labour markets, and migrant workers;
- The high volumes of irregular migrants within and outside the IGAD Region with limited protection mechanism in countries of transit and countries of destination;
- Weak tripartism and social dialogue in the IGAD Region.
- Protection vacuum of migrant workers in countries of transit and destination.

Welcoming the leadership role of IGAD in prioritizing Labour, Employment and Labour Migration governance within its regional development agenda; anchored on ILO International Labour Standards and;

Further welcoming international, regional and national development partnerships to address the critical concerns of Labour, Employment and Labour Migration;

Appreciating the initiative of the Government of the Republic of Djibouti to organise and host this first Ministerial Conference on Labour, Employment and Labour Migration in IGAD region;

Now, we hereby:

Decide to:

1. Establish the IGAD Ministerial Committee on Labour, Employment and Labour Migration.
2. Adopt the Terms of Reference and Standard Operating Procedures for the IGAD Ministerial Committee on Labour, Employment and Labour Migration;
3. Adopt the IGAD Regional Guidelines on Rights Based Bilateral Labour Agreements;
4. Develop a Plan of Action to implement this Djibouti Declaration on Labour, Employment and Labour Migration (2021) with clear monitoring and reporting mechanism.

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We further commit to advance the following thematic actions;

On Labour and Employment Policy Guidance:

5. Develop a coherent IGAD Labour and Employment Policy Framework in line with articles 9 and 10 of the IGAD Protocol on Free Movement of Persons, providing therefore policy guidance to Member States in the development and implementation of their national policies on labour and employment;
6. Develop, review and amend national policies and legislations on labour and employment in line with International Labour Standards of the ILO, AU, IGAD protocols on Free Movement of Persons and other regional, continental and international instruments adopted by IGAD Member States;
7. Develop regional and national Labour Market Information System (LMIS), and establish IGAD Labour Market Observatory to monitor labour market trends, inform policy and action at national and regional levels;
8. Proactively mainstream of employment indicators to Member States National Development Plans (NDPs) and budgets; including efficient monitoring system;
9. Support the development of, and implementation of the IGAD Youth Skilling and Employment initiative for the Region (YESI), aligning it to IGAD Youth Policy Framework;
10. Develop an integrated regional framework for the transition from informal to formal economy (promoting protection and productivity of workers);
11. Formulate the IGAD Regional policy to address the impact of natural disasters and climate change on Member States economies.
12. Promote cooperation and exchange of experiences with other RECs at regional, continental and international levels

On Ratification and Domestication of ILO International Labour Standards:

13. Continue promoting the ratification and implementation of the eight ILO fundamental Conventions on Labour, Employment and Labour Migration
14. And periodically consider, in consultation with employers and workers organizations, the ratification of other ILO International Labour Standards through dedicated IGAD campaigns.
15. Ensure compliance to ILO reporting mechanism on ratified and unratified conventions; pursuant to articles 19 and 22 of the ILO constitution.

On Promotion of Rights of Migrant Workers within the Region and in Countries of Destination:

16. Promote the ratification and implementation of AU Protocol on Free Movement of Persons (2018) and IGAD Protocols on Free Movement of Persons adopted by the IGAD Council of Ministers (2021)
17. Facilitate the ratification and domestication of relevant international ILO Conventions to the rights of migrants, including migrant workers and members of their families, as well as
18. Implement the 23 objectives of the Global Compact on Safe, Orderly and Regular Migration (2018).
19. Institute whenever relevant labour supervisory mechanisms of the situation of migrant workers in countries of destination, including the process of their recruitment, placement, working conditions, return and integration.
20. Develop a common position on Bilateral Labour Agreements among IGAD Members States;
21. Engage migrant workers and social partners in the design and implementation of national development plans to enhance the migration development nexus.

On Promotion of Social Dialogue:

22. Continue to recognise social dialogue and tripartism within IGAD Region in line with ILO Convention (C144) on Tripartite Consultations;
23. Support IGAD, ILO, and Development Partners' efforts to strengthen the capacity of national and regional employers' and workers' organizations in relation to labour, employment and labour migration issues;
24. Promote the regional exchange between national employers' and workers' organizations through their respective regional organizations namely the Confederation of IGAD Employers and the Horn of Africa Confederation of Trade Unions;
25. Ensure principles of tripartism and social dialogue are followed at all levels of policy and decision making;
26. Promote alternative dispute resolution mechanism.

On Promotion of Extension of Social Protection to All, including Workers in the Informal Economy:

27. Develop effective and comprehensive actions to achieve transition from informal to formal economies,
28. Work towards the extension of coverage, availability, and access to social protection for all workers including migrant workers, those in rural areas and informal economies
29. Address issues of social protection in conflict and climate change affected areas to bridge efforts in the humanitarian and development spheres;
30. Develop IGAD regional and national mechanisms for the portability of social security rights and benefits, including bilateral and/or multilateral social security agreements.
31. Promote Occupational Health and Safety for all workers in IGAD Member States.
32. Implement the IGAD social protection strategy.

On Promotion of Gender Equity and Equality:

33. Strengthen IGAD Member States processes of assessing the implications for women and men of any planned action, including legislation, policies and programmes on Labour, Employment and Labour Migration, in line with the IGAD Gender Policy Framework
34. Formulate and implement the IGAD Gender mainstreaming framework on Labour, Employment and Labour Migration.
35. Promote equality among Indigenous and Marginalized communities, and people with disabilities,

Regional coordination, partnership and financing

We hereby task the IGAD secretariat:

- a) To develop the Action Plan for the implementation of this Declaration;
 - b) To follow up on the implementation of the Action Plan of this Declaration;
 - c) To mobilise resources and partnerships for the implementation of this Declaration;
36. To call on the International Community, Private Sector and Development Partners to support financially and technically the implementation of this Declaration and its Action Plan;
 37. To support the dissemination of this IGAD Ministerial Declaration on Labour, Employment and Labour Migration to the public sector, private sector, social partners, national and international stakeholders.

Appreciate the People and Government of the Republic of Djibouti for hosting this First Ministerial Conference on Labour, Employment and Labour Migration

and;

Decide to remain actively seized of this matter.

Honorable Isman Ibrahim Robleh,
Minister of Labour, in charge of
Formalisation and Social Protection
Republic of Djibouti

DATE, SIGNATURE

Isman Ibrahim Robleh
21/10/21

Honorable Simon Chelugui,
Cabinet Secretary, Ministry of Labour
Republic of Kenya

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Honorable General James Hoth Mai,
Minister of Labour
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Honorable Okello Engola Charles Macodwogo,
Minister of State for Labour, Employment
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Honorable Muferiat Kamil,
Minister of Labour and Skills
Federal Democratic Republic of Ethiopia

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Honorable Abdiwahab Ugas, Husein Ugas Khalif
Minister of Labour and Social Affairs
Republic of Somalia

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Honorable Tayseer Alnuorani Mohamed Eltaybe,
Minister of Labour and Administration Reform
The Republic of the Sudan

DATE, SIGNATURE

2021/10/21

on Behalf of
[Signature]

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Done on 21st October 2021 in Djibouti City,

Republic of Djibouti.

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