



International  
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# FOSTERING DEVELOPMENT THROUGH COLLABORATION

**Knowledge sharing workshop for Labour-  
based Training Institutions in Africa,  
16-18 November, 2015  
Addis Ababa, Ethiopia**

Volume I



**Workshop Report:**  
**Building Employment Intensive Training Capacity through**  
**South-South Collaboration**



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***ILO Sponsored Knowledge Sharing Workshop***  
***16-18 Nov, 2015 Addis Ababa, Ethiopia***

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## **1. INTRODUCTION**

Many of the Countries in the African Region achieved decent and continuous economic growth in recent years and experienced marked improvement in the social wellbeing of their citizens backed by growing investment in infrastructure, mining, agriculture and tourism to name only a few. In spite of these however unemployment and poverty still remains a major challenge in most parts of Africa.

The situation is further complicated by the global economic crisis, which reduced foreign demand for agricultural, industrial and tourism products as well as remittances from nationals living abroad. Other risk factors include, recurrent drought, rising food prices and political/social instability resulting from economic imbalance and insecurity in parts of Africa. The deteriorated living conditions, poor infrastructure and lack of economic opportunities combine to produce a pervasive problem of hopelessness, economic and psychological insecurity resulting in growing migration.

Tackling of poverty, unemployment and social imbalances remains among the top priorities of many countries in the region and they are implementing multi-faceted policies and programmes aimed at addressing these challenges. One of these is Employment Intensive investment programmes, which was adopted by many countries as a means of addressing teething social problems of unemployment and poverty.

In order to fully realise the benefit of the Employment Intensive programme, a number of countries in Africa established training institutions that are mandated to provide focussed technical, managerial and business training for staff of public institutions, contactors and consultants involved in the delivery of infrastructure programme/projects. ILO's Employment Intensive-Investment Programme (EIIP) has been promoting the use of employment Intensive appropriate technologies since the 1970's and helped some countries in setting up these institutions with technical assistance from various development partners. EIIP has also continued to provide support through the development of curriculum & training materials, developing technical & management tools, undertaking collaborative research & development on various aspects of EI technology, formulation and implementation of programme/projects as well as providing ready-made modules for training. ILO through EIIP also actively promotes South-South collaboration through facilitating exchanges among existing network of training institutions with the aim of strengthening the capacity of public and private sector operators in participating institutions and countries.

As part of this on-going commitment, the ILO sponsored a regional meeting for Employment Intensive Training Institutions in Addis Ababa, Ethiopia to facilitate knowledge exchange on Training Capacity Building and how training institutions can promote the creation of more and better jobs in the infrastructure sector.

The meeting was co-organized by the ILO's Regional Office for Africa, Youth Employment and Employment Intensive Investment Programmes, and led by employment intensive investment experts. This report captures the proceedings of the said meeting as well as main conclusions and action plan thereof.

## **2. OBJECTIVES**

The main objectives of the workshop were:

- To provide a forum for exchanging of teaching/training experiences among the participating institutions and creating learning opportunity among them with regard to the operational setup (of respective institutions), LBT skills as well as research and development activities;
- To share experiences and insights on building/enhancing labour-based training capacity and self-financing in light of the growing demand for cost efficiency and sustainability of training institutions.
- To host dialogue on how these training institutions can respond to new challenges and opportunities such as (i) Innovations in employment-intensive road paving technology; (ii) Soil & Water Conservation in particular and climate change adaptation (Green Works) in general in the Infrastructure sector; (iii) Youth unemployment, especially among the skilled and more urban youth and (iv) Integration of employment intensive programmes with safety net and social protection programmes;

The above falls under the long term objective of the ILO, which is to foster south-south collaboration among the countries of Africa and promoting sustainable and inclusive development through mainstreaming right-based approaches in the planning, implementation and monitoring of infrastructure works. These are also in line with the policy direction intimated in the recent Ministerial Declaration signed at Cotonou, Benin at the 16th ILO Regional Seminar for Labour-based Practitioners held in October 2015, where among others it was agreed to: *'Adopt and implement capacity building plans to offer expert skills building and management of local labour for better participatory management of local infrastructure facilities, leading to better project ownership by the beneficiary communities, helping to support the decentralization process'*. It furthermore, helps to meet the Sustainable Development Goals, in particular SDG targets 4.4. , 8.2. 9.a , and 9.b . In addition, it contributes towards climate change mitigation through the use of appropriate technologies and addresses very much needed climate resilient approaches to the climate change adaptation agenda post-COP21.

### **3. PARTICIPANTS**

The meeting brought together government officials from relevant ministries, principals, trainers and training practitioners from 18 countries and EIIP Training Institutions in Africa as well as ILO officials from Country office in Pretoria and the headquarters. In total 35 officials participated most of whom are actively working on employment intensive programme and projects. List of participants is attached in **Annex 1**.

### **4. WORKSHOP PROCEEDINGS**

The meeting began by introducing workshop objectives and the programme for the three days. It was then officially opened by brief remarks by the Representative of Ethiopian Roads Authority, Mr. T. Soboka and ILO Mrs M. Tsukamoto, where the importance of fostering collaboration and knowledge sharing among sister countries was emphasized. The speakers also called for the commitment of the participating institutions to work together during and after the meeting in promoting more and better jobs in the region. The meeting was also encouraged to take forward the capacity building agenda agreed upon by regional Ministers during the 16<sup>th</sup> ILO Regional Seminar for Labour-based Practitioners held in Cotonou, Benin in October 2015.



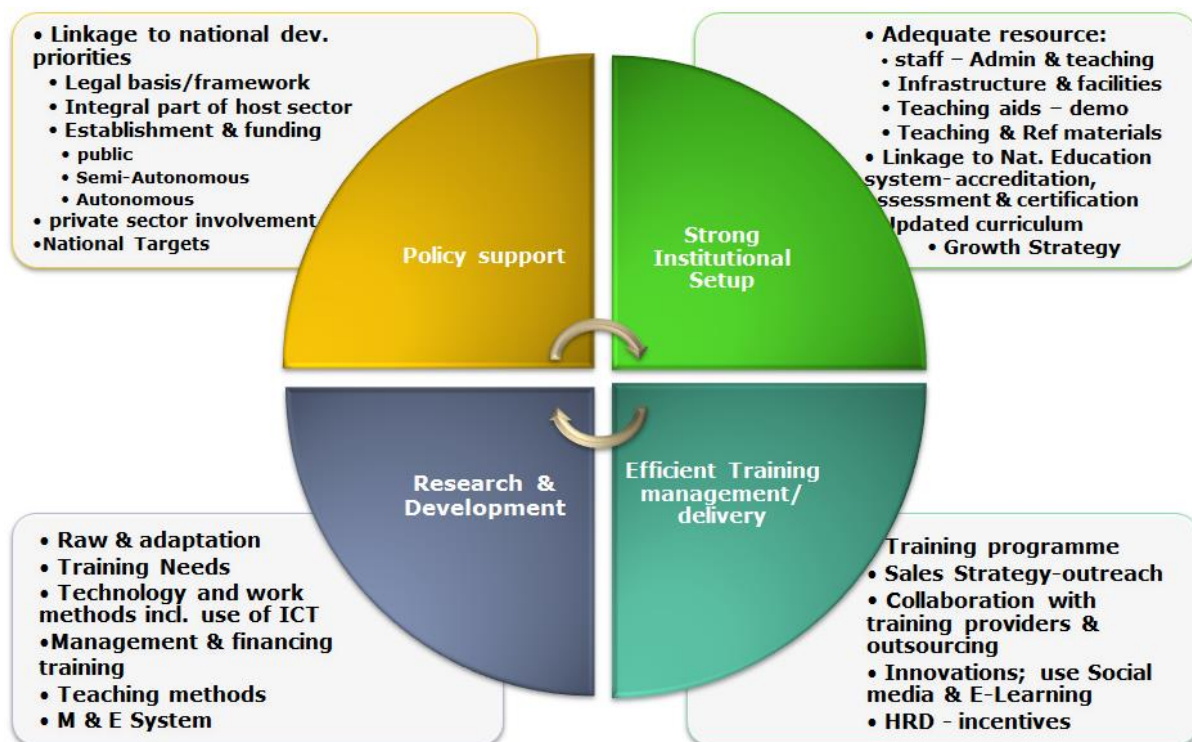
The meeting was conducted through series of presentations highlighting country experiences, group and plenary discussions and a training institutions forum which culminated in the development of an Action Plan for the coming two years, signing of a General Agreement of Cooperation (GAC) as well as declaration of the statement for the Addis meeting. The programme of the meeting is presented in **Annex 2** while the individual presentations are presented in **Volume II** of this report.

Country presentations were designed in such a way that each institution was able to discuss their capabilities, courses they offer and the challenges they face, in addition to addressing one or two thematic areas assigned to them. A brief summary of the presentations made is presented below:

### 4.1. Workshop Objective and Programme

Asfaw Kidanu, ILO’s senior Employment Intensive Investment Programme specialist, DWT/CO-Pretoria, gave a brief introduction on the principles of employment intensive approach, ILOs roles and interventions (globally and the region) as well as the rational and framework of collaboration among training institutions. He also highlighted the four focus areas for the training capacity development. The four areas include Policy support, institutional setup, Research and development as well as efficient Training management/delivery.

**Figure 1: Sustainable Training Capacity Focus Areas**



### 4.2. Status of Global EIIP and ILO’s Support

Mito Tsukamoto on behalf of Terje Tessem, gave a global overview of the Employment intensive investment programme, its role in addressing unemployment and poverty as well as ILO’s involvement EIIP programmes around world. She also outlined the support ILO is providing for such programmes in terms policy, capacity building and programme formulation and implementation.

Mito also shared international experiences and good practices from various parts of the world and highlighted the importance of EIIP in creating decent and green jobs. She also emphasized the need for collaboration and synergy among sector, institutions and countries in addressing social and environmental challenges.

### **4.3. General Agreement of Cooperation**

Samuel Kisira, Principal of Mount Elgon Labour-based Training Centre (MELTC), introduced the existing General Agreement of Cooperation (GAC) entered into between four training institutions in East and South Africa namely Appropriate Technology Training Institute (ATTI), Kisii Training Centre (KTC), MELTC and Centre de Formation HIMO (CFHIMO). The Principal has also outlined the areas of collaboration between the institutions, implementation modalities and challenges it faced. He then discussed the lessons learned over the last five years and recommended the expansion or broadening of the collaboration arrangement to include as many institutions in Africa as possible.

### **4.4. Training Capacity Building -KTC Experiences**

James Manyara, Resident Instructor (RI) of KTC, introduced his institution as the "Mother of all Training Institutions" when it comes to labour-based training. He also narrated the KTC's evolution in terms of capacity development and the strategic role it has played in the national employment intensive programme over the last four decades. He also highlighted the need for continuous research and development by training institutions. The RI emphasized the need to create strong linkages to national priorities and programmes to ensure relevance and sustainability. As part of ensuring continuous growth, he suggested that institutions should strive to create autonomous or semi- autonomous governance structures that allows them to operate with greater degree of freedom.

### **4.5. CF Himo Experience on Sustainable Financing**

The Director for Centre de Formation HIMO (CF HIMO), Rija Andriinarina profiled the CF HIMO Training Centre in Madagascar, its institutional set-up, courses and efforts at seeking to be a Sustainable Self-Financing Training Institution. Rija stressed that the concept of seeking sustainable self-financing is a long-term process which requires strong political and institutional support, adequate resource to kick-start the establishment process and sustained financing for its operation. He also shared his institutions experience in building the centre and the positive contribution made by Development partner (Danish Government) at the initial stages of its development. The Danish government provided matching fund for a period of three years in a declining scale until the centre was by and large able to finance its operations. Challenges that have been faced and the innovative ways of addressing them, including establishing necessary networks, were also emphasised.

### **4.6. Togo Experience on Urban – Building Infrastructure**

Dr. Samah Ouro-Djobo, the Director General of Centre Regional de Formation Pour Entretien Routier (CERFER), based in Togo made a presentation on the CERFER Training Institute. The CERFER Institute is a joint regional initiative of Benin, Burkina Faso, Cote d'Ivoire, Niger and Togo that focuses on the training of personnel on Roads construction and maintenance as well as Plant & Machinery operation and maintenance. The joint initiative provides for resource sharing, synergy and collaboration within the member countries. According to Dr. Samah, the Centre offers a wide variety of training courses mainly for capital intensive works including, highways and bridges design and construction, Road maintenance as well as plant operation and maintenance. CERFER has gone beyond Roads and is now training personnel for railway construction and maintenance and with

strong linkage to youth development programmes. This is a welcome development considering the growing railway expansion and modernization initiatives in many countries in the region.

#### **4.7. The Case of South Africa Establishing a Training Centre**

Albert Uriyo, an ILO Training Advisor for the Expanded Public Works Programme (EPWP) of South Africa, shared the experience of South Africa in establishing a Labour Intensive Training Centre (LITC). South Africa through the Department of Public Works is in the process of establishing a centre for employment intensive technology training and the Presentation provided an overview of the various preparatory activities and interventions being undertaken, in terms of changing existing policy, institutional and legal frameworks including resource mobilization that are necessary in establishment of the centre. The South African Training Landscape was portrayed, and the need to ensure training is linked to national accreditation and recognition through its National Qualification Framework (NQF). Efforts being made at partnering with existing institutions, including the need to pilot and eventually roll-out several training centres to cover South Africa were also outlined. Moreover, Albert underscored the Challenges being faced including the need to address the training to a broad spectrum of stakeholders and the interventions that being made at providing a sustainable LITC.

#### **4.8. Rwanda Initiatives for Labour Based Training Centre**

Aimable Rusingizandekwe, a Representative from the Ministry of Agriculture (MoA) of Rwanda presented MoA's on-going efforts to establish a new Labour Based Technology Training Centre with the support of the ILO. The presentation centred on the need for proper policy framework and institutional setup as well as efforts being made to establish the Training Centre based on the MoA's 3-year plan. The presentation also emphasized on the need to adopt a sustainable model which covers basic needs at the initial stages with a possibility of gradual expansion and diversification of training delivery based on subsequent needs.

#### **4.9. Training Capacity Development Processes**

The session was presented by Emmanuel Rubayiza, Senior Advisor ILO Geneva. Emmanuel looked in detail at the planning, designing, implementation and subsequent monitoring processes involved in the establishment of training institutions in general and sectoral training centres in particular. He stressed the need for allowing adequate lead time for the above processes to take place to ensure sustainability of the resulting institutions. He also emphasised the need for a close collaboration and pulling of resources among various sectors, higher learning institutions and private sector players to avoid misunderstanding. He also highlighted the need for strong political support, sustained financing and linkages with national educational systems for training institutions to remain relevant and operate efficiently. The difference in vocational training approaches within the French and Anglo-phone countries were also underlined.

#### **4.10. Local Resource-based Approaches**

The General Manager of the Technical Centre for Building Materials of Ceramics and Glass, Mounir Bahri, presented lessons learned from Tunisia relating to the production and use of construction materials using local resources. His Centre is producing bricks and various types of ceramics (clays, using gypsum & sand) for building construction by involving the local people particularly the youth. He also indicated that the Centre is producing glass products and solar cells using abundant Celica material in Tunisia. The solar cells are used to generate green energy (solar power) locally and exported thus generating income for the country. The Centre identified and mapped the soil types



that can potentially be used as inputs in construction industry and developed simplified methods for manufacturing construction materials based on which they established a number of manufacturing plants in various part of the country. They also trained small entrepreneurs and the youth on material production skills. Mounir stressed the need for continuous research and development in the characterization, design and use of local materials.

#### **4.11. Mainstreaming Environmental Conservation in LI Training**

Haumba Milton, an Instructor at MELTEC, shared his centre's experience in diversifying to covering topical social and environmental issues. Milton started by discussing the genesis of MELTEC and its development so far. He indicated that the Centre was established through the World Bank financed project, Uganda Transport Rehabilitation project (UTRP) with the technical assistance from the ILO. Later other development partners like Danish Government supported its operations. Milton then talked about how the Centre diversified its operations by including cross cutting issues as part of labour-based regular training programme. Currently MELTC is offering technical courses integrating gender issues, environmental protection, HIV and AIDS and community participation. Milton also informed the participants that the centre recently introduced training on Low Volume Sealed Roads construction and maintenance as well as Arch bridge construction. The centre is also carrying out continuous R & D on improved pavements and construction materials in collaboration with various development partners.

#### **4.12. Sustainability of LI Training Institutions**

This was presented by Ernest K. Obeng, Principal, Koforidua Training Centre (KTC). He touched on the efforts KTC is making to become an autonomous and self-financing and accredited institution. He emphasized the need for involvement in policy development processes as well as collaboration between public and private sector players, academia and donor community. According to Ernest, in order to be sustainable the centre needs to diversify from purely working on road construction into other sector such as infrastructure (building, water, etc.), agriculture and environment. He indicated that among the major challenges his centre is facing is retaining the teaching staff who are leaving the centre for greener pastures and the lack of sufficient pool of qualified and hands-on trainers to replace them. He concluded by saying that there is need to have adequate infrastructure, autonomy of operation, proper recognition/accreditation, dedicated funding and qualified trainers in order to ensure the sustainability of LI training centres.

#### **4.13. Boosting Human Resource capacity In the Road sub-sector**

Tsega Soboka, Director of Training, Ethiopian Roads Authority (ERA), talked about the mandate and history of ERA as well as the major development programmes it is undertaking. He introduced the Ethiopia's Growth and Transformation Plan and the role and contribution of ERA towards its achievement. He also briefly discussed about the Roads Sector Development Plan and ERAs achievement in rolling this plan. He then talked about the establishment of training centres under ERA, their current capacity and future growth plan. He also outlined the processes of developing training curriculum, training materials and accreditation. He emphasized the need to link technical training courses to national systems in terms of assessment, certification and quality assurance. Tsega highlighted the important role that the ERA training centres are playing in building the technical capacity within the road sub-sector by sponsoring Masters course in selected engineering fields targeting young graduate students. The only requirement for beneficiaries of this programme is to work in the road sub-sector (public or private) for five years. ERA offers variety of course both in

machine-based and labour intensive training including a recently introduced course on low volume sealed roads.

Tsega has briefly talked about one of the flagship labour intensive programme in the Country, i.e., Universal Rural Road Accessibility Programme (URRAP), which is being coordinated by ERA. In the first phase of the programme the country planned to link some 18,000 Kebeles (Wards) at a cost of slightly over Birr 40 billion (USD 2 billion), which was by and large achieved in 2015. ERA Training Centres provided all the necessary training for URRAP.

#### **4.14. Role of Training Institutions in Youth Development Programmes**

Chance Kaonga, Training Manager for the National Council for Construction (NCC) of Zambia, introduced the NCC's Construction School the courses it offers and its current capacity. Chance indicated that the school offers accredited training for the whole construction sector and it is registered by the Technical Education and Vocational Entrepreneurship Training Authority (TEVETA). He also discussed the on-going effort to revamp labour-intensive training in the country to support government initiative to boost employment. He also discussed the on-going government Affirmative Action Plan (AAP) that is aimed at addressing the teething youth unemployment. The AAP seeks to ring-fence part of public investment on infrastructure for youth. The youth are organized under TEVET institutions in various parts of the country and have access to Government contracts. Chance indicated that the lack of dedicated employment intensive policy in the country is impeding the progress and expansion of the technology and thus recommended the formulation of such policy to guide LBT application and boost youth employment in the job-rich sector.

#### **4.15. Alternative Urban Planning and Architecture**

This session was presented by Achille Ndongu Nguendia, Director of Research and Development, Ecole Africaine des Métiers de l'Architecture et de l'Urbanisme (EAMAU) based in Togo. Achille introduced the genesis of the school as a sub-regional initiative involving 14 countries, its operation and its current status. The school is providing training on the use of local resources, appropriate construction technology and management skills in urban planning and architecture with emphasis on African cultural practices and indigenous knowledge. Lastly he expressed his institution's interest to collaborate with the ILO and sister training institutions in Africa towards development and dissemination of knowledge in local resource-based technologies that could enhance employment creation in the region.

#### **4.16. Building Credible Research and Development Capacity**

Alemayehu Ayele, Director of ERA's Road Research Centre, spoke about the recently established Roads Research Centre in Ethiopia. With the growing demand for road infrastructure and the depletion of construction materials satisfying conventional road building specification, ERA decided to establish the Centre in 2010. The objective of the Centre is, among others, to support the road sector through the provision of effective and up-to-date knowledge solutions for safe, cost effective and efficient road network. It is also intended to be a centre of excellence for transport knowledge and information. Alemayehu elaborated the processes that were involved in the establishment of the centre including the identification or ascertaining the need, wide consultation with stakeholders, preparing detailed business plan, building collaboration with local higher learning institutions as well as external research organizations, etc. He also highlighted on the need to have a clear vision and mission as well as achievable plans that is aligned to the capacity/resource availability in order to establish a credible research centre that is fit for purpose. He also intimated that research is not only

about developing new products but includes customizing and adopting existing products to local conditions.

## 5. Group Work

The workshop included a group work that was organized under four thematic areas. These included: 1) Institutional framework for EI training schools, 2) Sustainable financing, 3) research and development, and 4) Training management. Few predetermined questions were also given to each group. The description of thematic areas and specific questions the groups were given are shown in **Annex 3**. The following are some of the issues raised under each thematic area:

- Institutional framework
  - Training institutions should strive to achieve semi-autonomous governance structure;
  - There is a need for inter-sectorial coordination;
  - Relevant stakeholders including sector ministries, departments, other agencies (parastatals, etc.), private sector and communities need to be involved at all stages of training capacity development;
  - Link training programmes to national systems to create policy coherence, ease of governance and financial diligence thereby ensure commitment and interest of various stakeholders;
  - It is crucial to continuously monitor and evaluate the collaboration as well as quality of training delivery
  - Create enabling environment through advocacy and lobbying decision makers in passing the necessary laws
  - Necessary to link to national education system through a national qualification framework or similar arrangements.
- Sustainable financing
  - Potential funding option for training institutions include: governmental grants, fee from students, Public Private Partnership (PPP), industry participation, Road Fund (allocation from the road levy) and percentage allocation from the construction projects (Kenya experience);
  - Potential partners in building sectorial training institutions are stakeholder/Board from the industry and Technical and Vocational Education Training (TVET);
  - In order build their capacities, institutions should carry out regular Market research, ensure Quality training, strive to meet current and anticipated industrial needs, have legislative Instrument (L.I) to back all training institutions; and
  - Some development partners are useful in creating and strengthening training institutions.
- Research and Development
  - In order to establish a credible research capacity training institutions should:

- Identify the problem;
  - Define fields of researches;
  - Identify research teams;
  - Create a network;
  - Seek financing;
  - Establish the research body with adequately qualified personnel;
  - Share research results (e.g., through seminars); and
  - Regularly monitor and Evaluate research activities.
- Training Management
    - Strong training management involves the Identification of the problem on which the training is to be prepared;
    - Decentralised governance is preferred;
    - Training should be relevant to the current needs of potential clients, and
    - There is need to diversify in the green jobs and the related climate change mitigation and adaptation measures.

The outcome of the group work was later fed into the action plan that was discussed and adopted by the meeting.

## 6. Training Institutions Forum

Following the Knowledge Sharing Sessions, the Workshop then convened as a Training Institutions Forum involving representatives of the various institutions. In their Forum, the participating institutions deliberated on the need to create an Africa-wide collaboration arrangement, its merit and demerit, potential areas of collaboration and how this can be realised. The Forum acknowledged, based upon the proceedings, that the institutions do face similar challenges and could collectively benefit from sharing of experiences, materials, trainers, research findings, etc. The Training Institutions Forum thus resolved to enhance knowledge sharing and collaboration among themselves. The participants also committed themselves towards enhancing collaboration among themselves under the various thematic areas that were identified and harness the competencies within the institutions. As a way forward, the meeting prepared and agreed upon an Action Plan guiding the collaborative activities in the coming two years. A modus operandi for the institutionalization and operation of the new collaboration, which built upon the experience and shortfalls of the previous collaboration arrangements, was deliberated and agreed upon. In light of this, a broader General Agreement of Cooperation (GAC) was signed between the 14 training institutions present. The meeting also set up of a Secretariat and appointed the focal Persons to serve for three years.

The Action Plan is attached as **Annex 4**, while the General Agreement of Cooperation is attached as **Annex 5**.

The meeting also agreed upon an Addis Ababa Declaration that outlined the commitment of the participating institutions in honouring the tenets of the GAC and the implementation of the agreed action plan. The declaration commended the ILO for its on-going support towards sustained Capacity Development for the Training Centres, thus contributing to job creation. It also sought for continued support from the ILO and other donors in taking the collaboration forward. The declaration is attached as **Annex 6**.

## **7. Site Visit**

Participants also had the opportunity to make a Site Visit to the Alemgena Machine Based Training Centre operated by the Ethiopian Roads Authority (ERA). The tour also involved a visit to completed practical works on a Low Volume Sealed Road using labour based methods, workshops, simulators and other facilities. The visit was enriching to participants in seeing the use of both modern and conventional technology in imparting practical skills.

## **8. Closure**

The closing session was officiated by Terje Tessem, ILO Director DEVINVEST and Tsega Soboka, director of Training, ERA. At the start of the session, a summary of the proceedings was presented by Asfaw Kidanu of the ILO, followed by a presentation and approval of the Action Plan and the reading of Addis Ababa Declaration. These were then followed by a symbolic signing of the General Agreement of Co-operation (GAC) and Note of Appreciation from the training institution's representative. Terje then made few closing remarks by first acknowledging the active participation and commitment of the training institutions. He emphasised the aspiration for ILO to espouse better jobs for all through, among others, promoting employment intensive investment in infrastructure and supporting building capacities of EI training centres. He also pledged ILO's continued support in facilitating the collaboration among the Africa LI training institutions as well as supporting national EI initiatives in the region.

The meeting was officially closed at 6:00pm Addis time.



## 9. ANNEX 1: List of Participants

10.

COUNTRY	LAST NAME	FIRST NAME	NAME OF ORGANIZATION	TITLE	E-mail
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<b>Burkina Faso</b>	Messan	Adamah			<a href="mailto:adamah.messan@2ie-edu.org">adamah.messan@2ie-edu.org</a>
<b>Cameroon</b>	K. Nguepkap	Emmanuel			<a href="mailto:kouontchoufamily@yahoo.fr">kouontchoufamily@yahoo.fr</a>
	Mbial	Abeng			<a href="mailto:armandabeng@yahoo.fr">armandabeng@yahoo.fr</a>
<b>South Africa</b>	Uriyo	Albert	Department Public Works	ILO Training Advisor	<a href="mailto:uriyo@ilo.org">uriyo@ilo.org</a>
	Mohlamoyane	Unice	ILO, CO-Pretoria	Admin Assistant	<a href="mailto:mohlamonyane@ilo.org">mohlamonyane@ilo.org</a>
	Kidanu	Asfaw	ILO DWT/CO-Pretoria	Senior EIIP Specialist	<a href="mailto:Kidanu@ilo.org">Kidanu@ilo.org</a>
<b>Switzerland</b>	Tessem	Terje	ILO	Director of DEVINVEST, ILO Geneva	<a href="mailto:tessem@ilo.org">tessem@ilo.org</a>
	Rubayiza,	Emmanuel	ILO	Senior Advisor ILO Geneva	<a href="mailto:rubayiza@ilo.org">rubayiza@ilo.org</a>
	Tsukamoto	Mito	ILO	Senior Advisor ILO Geneva	<a href="mailto:tsukamoto@ilo.org">tsukamoto@ilo.org</a>
	Yao Kouame	Claude	ILO DWT/CO-Dakar	Senior EIIP Specialist	<a href="mailto:yaokouame@ilo.org">yaokouame@ilo.org</a>
	Tomas Da Vera	Cruz	ILO DWT/CO-Yaounde	Senior EIIP Specialist	<a href="mailto:cruz@ilo.org">cruz@ilo.org</a>

## 11. ANNEX 2: Workshop programme

### Knowledge sharing workshop of Labour-based Training Institutions in Africa

Addis Ababa, 16-18 November, 2015

Time	Topic	Method/Details	Objective	Responsibility
<b>Day 1</b>				
8.30 – 9:00	<b>Registration</b>			Asfaw, Claude & Emmanuel
9.00 – 9:30	<b>Opening</b>	Introduction	Introduction and sharing expectations. Participants: about 30 pax	ILO/Host Country
9.30 – 10:00		Welcome Address.	Set the scene.	Government representative of host country (TBD)
		Opening Remark		ILO Regional /Country Office
10.00 – 10:10	<b>Workshop Objective and Programme</b>	Presentation of the objective of workshop and the programme	Coordination and proceedings.	ILO – Asfaw & Emmanuel
10:10 – 10:30	<b>Brief on Global EIIP</b>	Presentation on the status of Global EIIP and ILO's support	Information sharing on current trends and practices	Terje Tessem Director, DEVINVEST ILO Geneva
<b>10.30 – 11:00</b>	<b>Health Break</b>			
11.00 – 11:15	<b>Collaboration among training institutions</b>	Short presentation on General Agreement on Collaboration (GAC)	Feedback on collaborative efforts and achievements so far	Principal, MELTC

<b>Time</b>	<b>Topic</b>	<b>Method/Details</b>	<b>Objective</b>	<b>Responsibility</b>
11.15 – 11:45	<b>Training capacity Building</b>	Brief Capacity Statement of KTC followed by experiences and examples of best practices relating to the building of training capacity and gaps.	Institutional setup, financing, training offered and expansion plan, existing Capacity in terms of teaching facility, training curriculum, teaching materials, trainers as well as practical training sites. Specially focus on mainstreaming of LVSR in the labour-based training programme	Principal KIHBT
11.45 – 12:15	<b>Sustainable Financing for Training Institutions</b>	Brief Capacity Statement of CF- Himo (an LBT training centre in Antsirabe) followed by experiences and examples of best practices relating to the building of training capacity and gaps.	Profile the training institution with a special focus on self-financing	Principal CF-Himo
12:15 – 13:00	<b>General Discussion</b>			T. Tessem, ILO Geneva
<b>13.00 – 14:00</b>	<b><i>Lunch Break</i></b>			
14.00 -14:30	<b>Urban Infrastructure – Building sub-sector</b>	Brief Capacity Statement of TOGO CERFER followed by experiences and examples of best practices relating to the reform of training capacity and mainstreaming railway construction and maintenance works, supporting youth development in Togo and challenges thereof	Profile the training institution with a special focus on railway and youth development programme and the use local materials	Principal TOGO / CERFER
14:30 – 15:00	<b>Building sectoral technical training institutions</b>	Current initiatives to establish training institutions and preparatory processes  “ “	What does it take to establish sectoral technical training institutions and the challenges faced	Albert Uriyo ILO/EPWP, South Africa  Representative Min Agriculture, Rwanda
15:00 – 16:00	<b>Group Work</b>		To share what has worked and relevant experiences among the participating institutions relating to sectoral technical training delivery, with a focus on EIIP	All



<b>Time</b>	<b>Topic</b>	<b>Method/Details</b>	<b>Objective</b>	<b>Responsibility</b>
<b>16.00 – 16:30</b>	<b>Health Break</b>			
16.30 – 17:00	<b>Group Reporting Back</b>			Claude, ILO Dakar (Moderator)
19.00	<b>Cocktail</b>			
<b>Day 2</b>				
8:30 – 9:15	<b>What works in EIPW &amp; challenges</b>	Presentation on EIPW	New developments, innovations and challenges in PWP in Africa	Asfaw Kidanu, ILO Pretoria
9.15 – 9:45	<b>Mainstreaming of Cross-cutting social &amp; environmental issues in LB training</b>	Brief Capacity Statement of MELTC-Uganda followed by experiences and examples of best practices relating to the building of training capacity and gaps.	Institutional setup, financing, training offered and expansion plan, existing Capacity in terms of teaching facility, training curriculum, teaching materials, trainers as well as practical training sites. Specially focus on mainstreaming of cross-cutting Social and Environmental issues in the labour-based training programme	Eng. Principal MELTC
9:45 – 10:00	<b>Capacity Challenge and strategy for up-scaling training delivery</b>	Brief Capacity Statement of LB training Centre –Cameron followed by experiences and examples of best practices relating to the strategy for up scaling training capacity and challenges thereof	Current institutional setup, financing, training offered and existing Capacity in terms of teaching facility, training curriculum, teaching materials, trainers as well as practical training sites. Specially focus on current study for up scaling LB training delivery	Principal Training Centre & ILO / Emmanuel
10:00 – 10:30	<b>General Discussion</b>			T. Tessem, ILO Geneva
<b>10.30 – 11:00</b>	<b>Health Break</b>			
11.00 – 11:30	<b>Boosting capacity of road sub-sector</b>	Brief Capacity Statement of LB training Centre – Ethiopia followed by experiences	Current institutional setup, financing, training offered and existing Capacity in terms of	Director Training,

<b>Time</b>	<b>Topic</b>	<b>Method/Details</b>	<b>Objective</b>	<b>Responsibility</b>
	<b>by providing high level training to young engineers</b>	and examples of best practices relating to the strategy for up scaling training capacity and challenges thereof	teaching facility, training curriculum, teaching materials, trainers as well as practical training sites. Specially focus on sponsoring young engineers for higher education thereby building sector capacity	ERA, Ethiopia
11:30 – 12:00	<b>General Discussion &amp; Briefing on the site visit</b>			Director Training, ERA, Ethiopia ILO
<b>12.00-13:00</b>	<b>Lunch Break</b>			
13.00 – 17:00	<b>Site Visit</b>	- Addis – Adama Expressway - Cobblestone roads in Adama - Alemgena Training Centre (if time allows)	Experience Sharing	Director Training, ERA, Ethiopia ILO
<b>Day 3</b>				
8:30 – 9:00	<b>Report Back on the site visit</b>		Share lessons learnt	<i>Participants</i>
9:00 – 9:30	<b>Aligning LB Training to National Education System</b>	Accreditation, defining competencies, competency assessment & certification	National Experience- Ethiopia	<i>ERA</i>
9:30 – 10:00	<b>The role of Training institutions in youth development programme</b>	Brief Capacity Statement of LB training Centre – NCC Zambia followed by experiences and examples of best practices relating implementation of AAP and the role of TVET institutions	Enhancing the role and relevance of training institutions to national priorities	
10:00 – 10:30	<b>General Discussion</b>			T. da Vera Cruz, ILO Yaoundé

<b>Time</b>	<b>Topic</b>	<b>Method/Details</b>	<b>Objective</b>	<b>Responsibility</b>
10.30 – 11:00	<i>Health Break</i>			
11:00- 13:00	<b>Training Institutions Forum</b>	Consultation among the training institutions	Identification of common challenges, mitigation measures and areas of future collaboration	All the participating institutions
13:00 – 14:00	<i>Lunch Break</i>			
14:00 – 15:30	<b>Training Institutions Forum</b>	Consultation among the training institutions	Identification of common challenges, mitigation measures and areas of future collaboration	All the participating institutions
15:30 – 16:00				
16:00 – 16:30	<b>Report back by Training Institutions</b>	Presentation of workshop resolutions and plan of action	Coordination of future collaborations	
16:30 – 17:00	<b>Closing</b>	- Closing comments & Vote of thanks  - Closing Speech		BKF, GHN, LES, MOZ & TAN, EAMAU-Togo  ERA, Ethiopia T. Tessem, ILO

## 12. ANNEX 3: Group work

### GR. 1: INSTITUTIONAL FRAMEWORK FOR EIIP

*Institutionalize EII approaches through the establishment or strengthening of a national inter-sectoral coordination structure at high level that could be consistent with the development plans and operationalization of interventions at the sectoral level (Cotonou Declaration).*

- What are the appropriate institutional arrangements necessary to create sustainable labour-based training institution? E.g., public, semi-autonomous or autonomous? Merits/demerits of these?
- Is inter-sectoral coordination needed?
- Who are the stakeholders or key actors that are needed at the high level and at the operational level?
- What is needed for collaboration by these different national actors? What are the linkages required? And how can we create a legal enabling environment?
- How can better links sectoral training to national education system: accreditation, assessment and certification?

### GR. 2: SUSTAINABLE FINANCING

*Develop a sustainable funding mechanism through national investment budgets and complemented by the contribution of development partners (Cotonou Declaration).*

- What are potential funding options available for Training, e.g., national public or private sector funding? Commercialization or privatization of services?
- Who should be involved?
- What options are there for self-sustainability?
- Are there potential development partners interested and donor funding available?

### GR. 3: RESEARCH & DEVELOPMENT

*Collect and process data for the realization of employment impact studies assessing employment, environment and socio-economic indicators in order to support advocacy in favour of employment intensive investment approaches for policy makers. Document and disseminate good practices and innovative experiences in the application of labour-based methods, (Cotonou Declaration).*

- What is needed for establishing proper R&D?
- How can you regularly update national training needs and trends?
- How can institutions remain on top of new appropriate technologies?
- How can data be collected and disseminated on impacts, good practices and innovative experiences in the application of labour-based methods?
- How can you strengthen South-South sharing of experiences?

### GR. 4: TRAINING MANAGEMENT

*Implement decentralized and integrated labour-based infrastructure programmes and services focusing on (i) improvement of productive agriculture, providing food security, and access to markets; (ii) improvement of basic social services; (iii) adaptation to climate change; (iv) rural and urban development to encourage the creation of green and decent jobs and social and economic integration of disadvantaged groups (Cotonou Declaration).*

- What are the key growth areas for LB training institutions? Which way should we diversify?
- How do we market our services? In what media?
- How do we make our products appealing and remain relevant to the users?
- How do we respond to the growing need/demand/pressure from the government and civil society for mainstreaming social and environmental issues in development programmes? - (e.g. working conditions, PWP for social protection objectives, local resource-based approaches, community contracting, etc...)
- What is the impact of the now too common decentralized governance on training management and delivery? How do operate through it



### 13. ANNEX 4: Action Plan

Activities	Time Frame	Responsible person
<b>Conference Proceedings</b> Conference proceedings to be made available in both French and English to the participants	31 December, 2015	ILO, DWT South Africa
<b>Institutional Framework</b> Ghana, Ethiopia, Kenya and Zambia to share information related to institutional setup	31 January, 2016	Ghana, Ethiopia, Kenya and Zambia
<b>Financial Sustainability</b> Madagascar, Kenya, Ethiopia and Ghana to share information related to financial sustainability	31 January, 2016	Madagascar, Kenya, Ethiopia and Ghana
<b>Research and Development</b> Prepare format for documentation of on-going research and development interventions including identification of other institutions carrying out research.	31 March, 2016	Secretariat
Submission of documentation on research and development interventions	30 June, 2016	Focal Persons
Compilation of data base on research and development interventions	December, 2016	Secretariat
Dissemination of the information on the research	March, 2017	Secretariat
<b>Training Management</b> Prepare format for documentation of training courses and materials	February 2016	Secretariat
Submission of Information	March 2016	Focal Persons
Creating a Catalogue of Training Courses, Manuals, Guidelines	September 2016	Secretariat
Dissemination of Information	December 2016	Secretariat
Develop Framework for Exchange of Trainers and Conducting Trainers of Trainers	December 2016	Secretariat
<b>Co-ordination</b> Develop and Share Terms of Reference for Secretariat, Focal Person and Sub-Committees, Reporting Framework	March 2016	Steering Committee
Develop Mechanism for Monitoring & Evaluation of Collaboration and Providing Feedback to Participants	June 2016	Secretariat
Establish Sub-Committees to assist Secretariat in Collaboration Matters	As necessary	Secretariat
Establish Working Groups in Training Centres to Facilitate Collaboration	March 2016	Focal Persons

<b>Activities</b>	<b>Time Frame</b>	<b>Responsible person</b>
Establish Platform for Collaboration; Community of Practitioners [Online Platform]	March 2017	ILO

## **14. ANNEX 5: General Agreement of Cooperation**

### **AGREEMENT OF COOPERATION AMONG 13 LABOUR-BASED TRAINING INSTITUTIONS IN AFRICA MADE UNDER THE AUSPICES OF THE INTERNATIONAL LABOUR ORGANIZATION (ILO-GENEVA)**

[TOGO, GHANA, TUNISIA, MADAGASCAR, ZAMBIA, KENYA, TANZANIA, UGANDA, ETHIOPIA, LESOTHO, CAMEROUN, MALI and BURKINA FASO, RWANDA and SOUTH AFRICA AS INVITEES]

NOVEMBER 2015; ADDIS ABABA, FEDERAL DEMOCRATIC REPUBLIC OF ETHIOPIA

#### **General Background**

On 4<sup>th</sup> December 2009, the Appropriate Technology Training Institute (ATTI) located in Mbeya, Tanzania; the Mt. Elgon Labour-based Training Centre (MELTC) located in Mbale, Uganda; and Kisii Training Centre (KTC) located in Kisii, Kenya signed a General Agreement of Cooperation. The purpose of the Agreement was to foster labour based technology and its training within the domains of each party. This Agreement was for three years ending in December 2012.

Between 25<sup>th</sup> November and 1<sup>st</sup> December 2012 the three Centres conducted a study tour to CF HIMO Training Centre in Antsirabe, Madagascar. At the end of the study tour, the three Centres agreed to renew the General Agreement of Cooperation putting into consideration experiences of the past Agreement. Additionally CF HIMO of Madagascar expressed its interest to join the cooperation; which idea was welcomed. Accordingly CF HIMO was included in the renewed Agreement signed on 30<sup>th</sup> November 2012. This was to last for 5 years and was witnessed by the National Coordinator of ILO – Intensive Labour Project, Madagascar.

In promotion of the Cooperation there was a loose commitment by the International Labour Organisation (ILO) to facilitate at least an annual meeting of the Principals of the Training Centres. In September 2015 however, the ILO office in Geneva decided that it would be beneficial to expand the meeting to include a total of 13 training institutions in Africa and Rwanda and South Africa where such centres at the phase of establishment. These institutions were accordingly invited for a 3 days workshop that took place from 16<sup>th</sup> - 18<sup>th</sup> November 2015 in Addis Ababa, in the Federal Democratic Republic of Ethiopia. At the end of this workshop, the 13 Centres unanimously agreed to sign a joint General Agreement of Cooperation bearing in mind the Ministerial ‘Cotonou Declaration 2015’ and with terms as spelt out below:-

#### **The Ministerial ‘Cotonou Declaration of 2015’**

In October 2015, the 16<sup>th</sup> ILO Regional Seminar for Labour-based Practitioners was held in Cotonou, Benin. At the end of it, a Ministerial Declaration was signed. Among others it was agreed therein to : *‘Adopt and implement capacity building plans to*

*offer expert skills building and management of local labour for better participatory management of local infrastructure facilities, leading to better project ownership by the beneficiary communities, helping to support the decentralization process'. Accordingly, it was appreciated that this Agreement was well aligned to the policy direction intimated in the Declaration.*

## **Section 1: General Objective**

The main purpose of this Agreement is to foster application of labour-based / labour-intensive methods in carrying out works in all sectors where such methods are appropriate; and to promote proper training of the workforce to deliver acceptable quality of works in the 15 countries party to the Agreement.

## **Section 2: Fields of Cooperation**

The following key areas were identified as posing a challenge for many of the institutions represented and hence it was agreed to include them in the cooperation;

### **i) Institutional Framework**

It was recommended that operating under public semi-autonomous status was the most appropriate for the majority of institutions. Need for legal status and for accreditation very crucial. Inter-sectoral engagements as well as lobbying key stakeholders and legislators were necessary in order to have the required laws passed/conducive legal framework in place;

### **ii) Sustainable Financing**

Experience indicates that in most success stories individual Governments have been committed to funding the institutions. Also with legal status some institutions have been able to benefit from Road Funds due to being cost centres. However there are other avenues possible to generate more income but these among others require proper assessment of demand side for training products as well as ensuring high quality of the products/trainees. Some support from development partners still necessary;

### **iii) Research, Development and Innovation;**

Need to collect, create a database and process data to show impact of the labour intensive works in terms of employment, environmental and socio-economic terms to support advocacy of the method for favourable policy development. Also a need to continuously assess performance and carry out research with a view of deriving more cost effective methods/products to the benefit of the countries.

### **iv) Training Management**

With the concern to unemployment, provision of job opportunities in as many sectors as possible becomes an invaluable strategy. Accordingly targeting the creation of sustainable employment intensive work opportunities is the

ultimate goal through efficient and effective trainings methods relevant to the specific country.

### **Section 3: General Obligations**

From the above, obligations of the institutions under this General Agreement of Cooperation among others shall include:

- i) Share documents, materials and advice on how to acquire legal status;
- ii) Share documents and obtain/give guidance on attainment of accreditation;
- iii) Share experiences and subsequently engage key stakeholders in expansion/diversification of labour intensive training products;
- iv) Share experiences of how to derive and market training products to enhance financial sustainability;
- v) For cases where mechanized interventions are more appropriate, share experiences on training personnel to operate and maintain the equipment as well as modalities of managing the civil works;
- vi) Share training manuals, design guidelines and other documentations geared towards individual institutions improving their delivery of training;
- vii) Develop proposals and seek for assistance/collaboration in research ;
- viii) Create linkages with national and international research and higher learning institutions;
- ix) Conduct study tours where necessary to crystallize experience sharing; and
- x) Solicit for support of ILO in advocacy campaign if required.

### **Section 4: Financial Support/Funding**

Each party shall secure on its own funds and other resources necessary for carrying out the (key) objectives of this Agreement. Where resources from mother institutions might be inadequate parties shall strive to secure these from other sources.

For some joint key activities, the Steering Committee may approach ILO and other Development Partners for logistical and technical support for instance facilitating meetings of the Agreement.

### **Section 5: Intellectual Property**

The parties shall be responsible for the publication, commercial exploitation and protection of the intellectual production of the collaboration. This will be carried out in accordance with the conventions concerning intellectual and industrial property rights which presently exist in the respective countries.



## **Section 6: Steering Committee**

Five members from five different countries shall be selected by the parties to this agreement to constitute a committee that will be charged with ensuring smooth running of the rolling out of the Agreement. The elected committee for two (2) years, shall aim at meeting at least once annually. Specifically, the ILO and other Development Partners shall be requested to fund these meetings that should take place in a rotational manner in different countries.

For the present Agreement, the Steering Committee shall comprise of the following:

1. Eng. KISIRA Samuel-UGANDA (President)
2. Eng. MOLEFE LERATO-LESOTHO (Vice-President)
3. Dr SAMAH OURO-DJOBO-TOGO (Secretary)
4. Dr MOUNIR BAHRI-TUNISIA
5. Eng. RIJA ANDRIANIRINA-MADAGASCAR

### **Alternative members:**

1. Eng. Achille KAGABO - RWANDA
2. Arch. Chance Kaonga - ZAMBIA

## **Section 7: Focal Person at each Institution**

For purposes of carrying out relevant obligations, each Institution shall have a Focal Person for any enquiries, communications and follow up actions. The names of these are attached in Annex 1.

## **Section 8: Liability**

No party shall be liable for failure to perform their respective obligations under this Agreement when such failure is caused by fire, explosion, water, acts of nature, civil disorder, strikes or other disturbances, vandalism, war, riot, sabotage or like causes, nor shall any party be liable in any way for the value of real or personal property destroyed due to such causes.

## **Section 9: Duration**

This Agreement has been concluded upon for a period of four (4) years from the date of signature. At the end of this period, the Agreement may be renewed taking into consideration the achievements and experiences, and after communicating them to the responsible authorities. Upon renewal, new office bearers to the Steering Committee and Country focal persons shall be elected.

## Section 10: Withdrawal

Any party may withdraw from the Agreement, without need to give any reason, but this shall take effect 6 months after notification.

**Signed by all 13 Parties and on this day, the 18<sup>th</sup> of November, 2015 at Addis Ababa, Ethiopia:**

<b>Name</b>	<b>Institution/country</b>	<b>Signature</b>
1. Mr SAMAH Ouro	DJOBBO/CERFER-TOGO	
2. Mr	/CAMEROON	
3. Mr Ali KHALFALAH	/TUNISIA	
4. Martin DAKA	/ZAMBIA	
5. Zena HAILE Weldeyes	/ETHIOPIA	
6. Eng. MOLEFE LERATO	/LESOTHO	
7. Mr ANDRIANIRINA Rija	/MADAGASCAR	
8. Mr. MAHMOUD M.Chamle	/TANZANIA	
9. Mr. James MANYARA	/KENYA	
10. Mr Samuel KISIRA	/UGANDA	
11. Mr Obeng Ernest KWAME	/GHANA	
12. Adama MESSAN	/BURKINAFASO	
13. Touré DIAHARA	/MALI	

### **Witnessed by:**

1. ASFAW KIDANU/ILO
2. Aimable RUSINGIZANDEKWE /RWANDA
3. Albert URIYO/SOUTH AFRICA

## Annex 1: FOCAL PERSON FOR EACH INSTITUTION

<b>Country</b>	<b>Focal Person</b>	<b>E-mail Address</b>
1. Togo	Ouro-Djobo, Samah	<a href="mailto:odsamah@yahoo.fr">odsamah@yahoo.fr</a>
2. Cameroon	K. Nguepkap, Emmanuel	<a href="mailto:kouontchoufamily@yahoo.fr">kouontchoufamily@yahoo.fr</a>
3. Tunisia	Bahri, Mounir	<a href="mailto:mounir.bahri@planet.tn">mounir.bahri@planet.tn</a>
4. Zambia	Daka, Martin	<a href="mailto:mdaka@ncc.org.zm">mdaka@ncc.org.zm</a>
5. Rwanda	Aimable Rusingizandekwe	<a href="mailto:airus73@yahoo.fr">airus73@yahoo.fr</a>
6. Ethiopia	Soboka Gesissa, Tsega	<a href="mailto:tsesob@yahoo.com">tsesob@yahoo.com</a>
7. Lesotho	Molefe, Lerato	<a href="mailto:molefel@rd.org.ls">molefel@rd.org.ls</a>
8. Madagascar	Andrianirina, Rija	<a href="mailto:ridjand@yahoo.fr">ridjand@yahoo.fr</a>
9. Tanzania	M. Chamle, Mahmoud	<a href="mailto:nyamwilu@yahoo.com">nyamwilu@yahoo.com</a>
10. Kenya	Manyara, James	<a href="mailto:jomsmanyara@gmail.com">jomsmanyara@gmail.com</a>
11. South Africa	Uriyo, Albert	<a href="mailto:uriyo@ilo.org">uriyo@ilo.org</a>
12. Ghana	Kwame Obeng, Ernest	<a href="mailto:ernobeng2002@yahoo.com">ernobeng2002@yahoo.com</a>
13. Uganda	Kisira, Samuel	<a href="mailto:kisirasamos@yahoo.com">kisirasamos@yahoo.com</a>
14. Burkina Faso	Messan, Adamah	<a href="mailto:adamah.messan@2ie-edu.org">adamah.messan@2ie-edu.org</a>
15. South Africa	Kidanu, Asfaw	<a href="mailto:Kidanu@ilo.org">Kidanu@ilo.org</a>
16. Switzerland	Rubayiza, Emmanuel	<a href="mailto:rubayiza@ilo.org">rubayiza@ilo.org</a>

## **16th Regional Seminar of Labour-Based Practitioners**

### **Theme**

**"Facing the Challenges of Sustainable Development in the Context of Decentralization with Employment Intensive Investment Approaches"**

**26-30 October 2015, Cotonou, Benin**

### **Ministerial Declaration**

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We, the Ministers responsible for Public Works, Transport, Decentralization, Environment, Labour, Employment and Social Security:

1. Meeting in the Ministerial session on 27 and 29 October 2015 at the Palais des Congrès in Cotonou, as part of the 16th Regional Seminar of Labour-based Practitioners under His Excellency Dr. Boni Yayi, President of the Republic of Benin and under the chairmanship of Mr. Gustave Sonon, Minister of Public Works and Transport of Benin;
2. Recognizing that significant progress has been made since the last seminar in Yaoundé on the implementation of employment-intensive investment (EII) approaches especially in the realization of infrastructure investment programmes at the sectoral and decentralized levels;
3. Despite the significant economic growth in many African countries the pressure on natural resources and on the labour market, the insufficient infrastructure and socio-economic facilities, youth unemployment, weak coverage of social

protection and the flux of migration, all continue to be major concerns for African countries and call for urgent and concerted measures to help ensure social cohesion, food and income security;

4. Recognizing that the promotion of the Decent Work Agenda by improving working conditions, employability, strengthening social dialogue, public-private partnership are significant challenges in achieving infrastructure development and maintenance goals;

5. Noting the increasing awareness at the international level of the adverse effects of climate change, which have led countries to adopt modes of development that promote better preservation of the environment. These create job opportunities, particularly for youth and women;

6. Recognizing that 17 Sustainable Development Goals were adopted by the UN General Assembly in September 2015, concerning all dimensions of sustainable development, notably decent work, economic growth and increased investments in infrastructure;

7. Noting that decentralization is a dynamic process which requires the effective transfer of responsibilities and adequate human and financial resources to enhance the competencies of decentralized authorities in the implementation of infrastructure works;

8. Observing that decentralization and the sustainable development agenda offer conditions to generate more opportunities for decent employment, enhance local resources

and expertise as well as strengthening the skills of local businesses;

9. Recognizing that efforts are still needed for policy makers to confirm the validity of the employment intensive investment approaches and for them to generate stable and regular budgets for the implementation of investment programs that value local resources.

**We are committed to:**

10. Institutionalize EII approaches through the establishment or strengthening of a national inter-sectoral coordination structure at high level, that could be consistent with the development plans and operationalization of interventions at the sectoral level;

11. Develop a sustainable funding mechanism through national investment budgets and complemented by the contribution of development partners;

12. Adopt and implement capacity building plans of local institutions and actors to offer expert skills building and management of local labour for better participatory management of local infrastructure, facilitating project ownership by the beneficiary communities, and helping to support the decentralization process;

13. Take steps to adopt guidelines and codes of conduct of labour-based programmes in consultation with the social partners; particularly with regard to working conditions, including respect of the minimum wage, minimum working age, equal pay, safety and health at work, and respect for gender equity;

14. Take steps to increase the participation of women in EII programmes, including those relating to decision-making; participation in design, planning, implementation and monitoring of labour-based programmes; also to provide day care arrangements and adequate sanitation facilities;

15. Implement decentralized and integrated labour-based infrastructure programmes and services focusing on (i) improvement of productive agriculture, providing food security, and access to markets; (ii) improvement of basic social services; (iii) adaptation to climate change; (iv) rural and urban development to encourage the creation of green and decent jobs and social and economic integration of disadvantaged groups

16. Collect and process data for the realization of employment impact studies assessing employment, environment and socio-economic indicators in order to support advocacy in favor of employment intensive investment approaches for policy makers;

17. Adapt procurement procedures and codes to incorporate community contracting to promote SMEs' access to public procurement with multi-annual to contracts;

18. Document and disseminate good practices and innovative experiences in the application of labour-based methods and promote the endogenous expertise through South-South cooperation.

**Solicit that:**

19. The ILO supports decent job creation initiatives included in the Decent Work Country Programmes and the Framework of UN

Development Assistance Programme in view of achieving sustainable development objectives;

20. The ILO supports national debates on climate change adaptation by providing the evidence and examples of the contribution of labour-based approaches towards the realization of the SDGs and the implementation of the commitments from COP 21;

21. Countries, Regional Economic Communities, the African Union and Development Banks, such as the African Development Bank to support the financing of labour-based infrastructure investment projects retained within the framework of SDGs and resolutions pertaining to COP 21.

### **Appreciation**

22. The States whose efforts are consistent in the implementation and development of labour-based approaches and urge them to continue these efforts by documenting experiences further to ensure their dissemination in other countries;

23. The ILO for the multifaceted support provided to countries for the promotion and supporting application of labour-based approaches and to monitor commitments arising from this edition of the Regional Seminar of Labour-based Practitioners;

24. The Government of Benin for the successful organization of the 16th Regional Seminar for Labour-based Practitioners and urge all participants of the Seminar to bring the contents of this Ministerial Declaration and the Declaration of the Participants to



their respective Governments and work towards its implementation.

### **Vote of Thanks**

25. The Head of State, His Excellency, Dr. Boni Yayi, in addition to the government and people of Benin for the facilitation and the warm welcoming offered for the execution of this 16<sup>th</sup> Regional Seminar for Labour-based Practitioners.

Cotonou, October 29, 2015

## 15. ANNEX 6: Addis Ababa Declaration

1<sup>st</sup> Workshop of All Africa Labour Based Training Institutions  
*"Knowledge Sharing Workshop of Labour-Based Trainings Institutions  
in Africa"*

16<sup>th</sup>-18<sup>th</sup> November 2015, Addis Ababa, Federal Democratic Republic  
of Ethiopia

Declaration of Members

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We, members engaged in trainings of personnel in labour intensive works from 13 Institutions in Africa:

1. Meeting on 18<sup>th</sup> November 2015 at Aphrodite International Hotel in Addis Ababa, Federal Democratic Republic of Ethiopia, as part of the meeting of labour-based training institutions in Africa organized under the auspices of the International Labour Organization from 16<sup>th</sup> to 18<sup>th</sup> November 2015 under Senior ILO Expert, Pretoria-South Africa;
2. Bearing in mind the policy direction and contents of the Cotonou Declaration recently made in Benin during the 16<sup>th</sup> ILO Labour-based Practitioners Seminar;
3. Recognizing that the different training institutions have common challenges and can benefit from sharing of experiences, materials, trainers, etc.;
4. The members attending the Addis-Ababa meeting thanked ILO for having prepared such a remarkable knowledge sharing and resolved to cooperate in order to reap the attendant benefits.

5. For this purpose, a General Agreement of Cooperation was agreed upon and signed.

**We are committed to:**

Pursue the obligations as enshrined in the General Agreement of Cooperation.

**Solicit that:**

1. The ILO continues to support the collaboration of the training institutions, providing technical and logistical support as may be feasible and appropriate.

**Appreciation:**

The members are very appreciative and indebted to the International Labour Organization for facilitating this first All-Africa meeting of Labour based training institutions.

Addis Ababa, 18<sup>th</sup> November, 2015

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