



Conclusions of the 11th African Regional Meeting

The Decent Work Agenda in Africa 2007–15

1. Ministers and representatives of governments and leaders of employers' and workers' organizations participating in the 11th African Regional Meeting thank the Government of Ethiopia for hosting this event. Its hospitality and efficient organization have contributed greatly to its success.
2. The Regional Meeting was honoured by the presence of HE Prime Minister Meles Zenawi of the Federal Democratic Republic of Ethiopia, HE President Blaise Compaoré of Faso, HE President Jakaya Mrisho Kikwete of the United Republic of Tanzania, Mr Abdoulie Janneh, Executive Secretary of the UN Economic Commission for Africa and Ms Gertrude Mongella, President of the Pan African Parliament. In addition, Mr Kemal Derviş, Administrator of the UNDP, gave a keynote speech to the Meeting. Mr Jose Vierra da Silva, Minister of Labour and Solidarity of Portugal and Ms Nicole Ameline, Ambassador at Large in charge of Social and Parity Issues for France also participated in the Meeting. The high-level guests' addresses made an important and substantive contribution to the debates at the Regional Meeting.
3. The delegates commend the Director General's Reports to the Meeting, the Decent Work Agenda in Africa 2007–15 and ILO activities in Africa 2004–06. They also welcomed the Reports prepared for the Meeting on African employment trends and *Success Africa: Partnerships for Decent Work – Improving Peoples' Lives* (Vol. 2).
4. In adopting these conclusions, the Decent Work Agenda in Africa 2007–15, the Regional Meeting commits the ILO's national tripartite constituents and the Office to a series of ambitious targets for the development of integrated Decent Work Country Programmes (DWCPs) and to increased collaboration with partner agencies to accelerate progress towards the agreed international development goals, including the Millennium Development Goals (MDGs).
5. The Decent Work Agenda in Africa 2007–15 also constitutes a consolidation of the actions undertaken by the ILO and its constituents to follow up on the conclusions of the Ouagadougou Summit of 2004 which adopted a Declaration, Plan of Action and Follow-up Mechanism on Employment and Poverty Alleviation in Africa. The Ouagadougou Summit marked a major step forward in the development of continent-wide action on the agreed priority of placing employment creation for poverty alleviation as an explicit and central objective of economic and social policies at national, regional and continental levels.

Mainstreaming decent work into national, regional and international development strategies

6. African economies are growing at a high rate with many countries exceeding 5 per cent GDP growth per year, and few dropping below 2 per cent. This growth performance should still be improved. At the same time, the current growth rate is not yet generating sufficient decent work opportunities. The continent's recovery is too narrowly based on high prices for a number of Africa's commodity exports and is not reaching many working women and men. Extreme poverty levels remain high at 37 per cent of the population in 2006, down only 1 per cent from a decade ago and up in absolute terms by 55 million people. Registered unemployment is 10 per cent, 46 per cent of the working age population live in families which survive on less than US\$1 per day and more than 80 per cent of the labour force is in subsistence agriculture and the large informal economy. Africa will need to create 11 million jobs each year to 2015 simply to achieve unemployment rates that match the global average of about 6 per cent. This means that Africa needs to make growth more pro-jobs and pro-poor to achieve the goal of halving extreme poverty by 2015.
7. The Meeting stressed that the goal of generating decent work should feature prominently in national macroeconomic policies, as well as regional and international policy frameworks such as the New Partnership for Africa's Development (NEPAD), the Medium-Term Expenditure Frameworks and the World Bank's Poverty Reduction Strategies, and the IMF's Poverty Reduction and Growth Facility, and staff-monitored programs. These macro policy vehicles must enable growth in employment and an improvement in the quality of employment, not least through the setting of appropriate minimum wage levels. If growth is broad-based, through productive employment and decent work, it generates a cycle of demand for future growth, which is based on both healthy domestic purchasing power and external demand for exports. Achieving a balance in macroeconomic policies must be addressed by increased efforts to promote policy coherence.
8. A number of delegates expressed apprehension about the implications of trade negotiations for non-agricultural market access (NAMA) for Africa's fragile manufacturing industries, especially the textiles and clothing sectors adversely affected by the phasing out of the Multi-Fibre Arrangement quotas. Poor policy mix and sequencing of import liberalization measures in some countries have virtually wiped out sectors that provided sustainable employment, incomes and growth, without providing for alternative employment opportunities. Furthermore, continued high protective barriers around industrialized country agricultural markets, including high tariffs on processed products, blocks expansion of sectors in which Africa has a comparative advantage. A much more integrated approach to employment policies that prepare protected sectors for global competition and promote investment in the infrastructure needed to support new export sectors is vital. Successful export promotion and investment attraction strategies are not just a matter of how much a country exports but what it exports and how integrated its export sectors are with the local economy.
9. Africa is in urgent need of a major improvement in the physical infrastructure for development. Progressing towards universal access to basic needs like food, shelter, water, health, education and sanitation leads to a steady improvement in worker productivity and generates employment opportunities in the construction, energy and related industries. While reaffirming the commitment to quality public services, if more choices are considered they should not be dictated by international institutions but should reflect an objective assessment of the best means of ensuring universal access efficiently and equitably. Increasing the poverty-reducing impact of greater trade requires that remote agricultural regions have access to improved means of communications and are able to get their products to export markets through better roads, rail links, airports, ports and better telecommunication networks. The development of infrastructure lends itself to more employment-intensive techniques which create opportunities for local job creation that

serve as a form of social floor for low-income families. Ensuring strong linkages between infrastructure projects and local economies requires an equal investment in better social infrastructure facilities like support for rural micro, small and medium enterprises (MSMEs) and cooperatives. Africa must take full advantage of Aid for Trade initiatives to promote employment in such investments.

10. The role of the ILO in support of its constituents is vital to moving Africa on to a development path that massively increases the decent work opportunities for African women and men. The Regional Meeting endorses the mechanism of ILO DWCPs for the development and implementation of integrated national strategies for poverty reduction and sustainable development. It further welcomes the policy portfolio set out in the Decent Work Agenda in Africa 2007–15 as the compilation of the policy approaches and tools needed to build DWCPs. The DWCPs must be developed with the full involvement of the ILO's constituents. They are the ILO's specific contribution to the multilateral partnerships to implement agreed international development goals, including the MDGs, as well as to national growth and poverty reduction strategies and United Nations Development Assistance Frameworks (UNDAFs).
11. The Regional Meeting therefore calls on the ILO to work with its constituents to encourage all member States in Africa to have DWCPs by the end of 2009. It further calls on ILO constituents to contribute actively to the development, implementation, monitoring and evaluation of the programmes as well as the mobilization of the necessary resources. It requests the ILO to continue its close collaboration with partner agencies in the UN and multilateral systems to integrate the decent work approach into policies and programmes for the achievement of the MDGs making full use of the Toolkit for Mainstreaming Employment and Decent Work recently endorsed by the Secretary-General's Chief Executives Board. The Regional Meeting endorses the target of:

Three-quarters of member States mainstream assessment of the impact on the generation and maintenance of decent work opportunities into poverty-reducing development strategies and adopt national targets for the creation of sufficient decent jobs to absorb new labour market entrants and reduce by half the numbers of working poor.

Investing in enterprises and decent work opportunities in Africa

12. Investment and employment in Africa are constrained by the high cost of, and difficulty of, accessing, credit, problems in securing property rights and enforcing contracts, weak energy, transport and communications infrastructure, delays in the registration of businesses, a lack of transparency in the regulatory process and deficiencies in education and skills of the labour force. Many countries have made tremendous policy efforts to establish conditions for higher growth, in terms of a better-regulated financial environment, policy reforms to attract investment and development assistance, and improving the competitive environment to raise productivity and decent working conditions. Nevertheless, the bulk of African enterprises, many of which are operated by women, remain trapped in the informal economy, yielding owners and workers little more than survival-level incomes and inhibiting the exercise of their rights under labour laws and commercial laws on property rights and contracts. Africa needs a strategy for sustainable enterprise development and decent work. The strategy should include the creation of enabling environment, measures to improve the investment climate, macroeconomic stability, respect for workers' rights, and good governance. Particular attention should be given to policies that promote MSMEs and women's participation and entrepreneurship. The Meeting expressed support for the important role MSMEs can play in employment generation and in the upgrading of working conditions.

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13. Multinational corporations investing in Africa need to abide by the provisions of the Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy, and need to link to the local supply chains in order to provide decent work. Our target is that:

Three-quarters of African countries adopt integrated strategies for sustainable enterprise development and the generation of decent work opportunities, with a special focus on assisting women entrepreneurs. Such strategies should include targets for the registration of at least half of all enterprises currently operating informally.

Decent work for Africa's youth

14. Africa has the youngest population in the world and her young women and men represent the continent's best hope for getting on to a sustainable development path. However, the number of labour market entrants between the ages of 15 and 24 years far outpaces jobs for them, with youth unemployment at 20 per cent, a double of average unemployment. This young labour force loses out through lack of education, skills, job opportunities and experience. As a result, the region loses its tremendous potential. Such high youth unemployment also makes them vulnerable to being sucked into delinquency and conflicts and is socially destabilizing. Ensuring that young women and men get the right start in their working lives, and give them the possibility to gain experience, is a top priority for the region's DWCPs. Our target is:

The adoption by three-quarters of African countries of national policies and programmes to respond to the rapid and large rise in the numbers of young jobseekers and aimed at ensuring that sufficient decent work opportunities are available to bring a fall in the numbers of young unemployed workers and the working poor. Adopted policies and programmes should lead to a significant reduction in the current youth unemployment rate for Africa of nearly 20 per cent.

Closing the skills gap

15. The Meeting reiterates the importance of vocational education and training and skills development in generating employment, increasing productivity and competitiveness, and improving wages and incomes. Despite the huge scale of Africa's decent work deficits the continent is suffering from shortages of skilled workers that are holding back growth and development. This is particularly the case in new information and communication technologies where a major drive to bridge the digital divides within countries and between Africa and other continents is essential. In some cases foreign investors have felt obliged to bring in expatriate workers to implement projects. This shows the need to increase the supply of qualified African workers and include investment in training and development assistance projects. The Meeting therefore agrees on the following target:

Three-quarters of all African member States critically review and implement, with the involvement of the social partners, national policies and strategies for education and training for all to facilitate their (re)integration into the labour market, as well as establish mechanisms for their implementation at national, regional, local and sectoral and enterprise levels. Such strategies should include annual targets for the provision of free universal primary education, and (re)training opportunities for the working poor, especially young people and women, with the aim of ensuring that half of Africa's workforce has obtained new or improved skills by 2015.

Social inclusion through job creation for conflict prevention and reconstruction

16. The Meeting notes some considerable progress by Africa in containing and redressing the conflicts that have held back development but expresses grave concern that widespread poverty and social exclusion in many countries are sowing the seeds for potential future conflicts. The Meeting is convinced that growth and its equitable distribution through decent work at the local level help prevent conflicts. Social institutions, especially strong and representative employers' and workers' organizations, contribute to increased inclusion, more and better jobs and the processes of dialogue that are vital to conflict prevention. Furthermore, in societies recovering from conflict, equal emphasis needs to be placed on investing in the social as well as the physical infrastructure. Tripartism is a means of combining these two objectives. Our target is that:

All reconstruction and recovery programmes are discussed among the constituents and incorporate local economic development and employment-intensive investment approaches with a strong emphasis on building effective and accountable institutions for the world of work and for economic and social governance in general.

Investing in a basic social protection package for poverty reduction

17. Social protection for the vulnerable and needy is key in reducing poverty. However, only around 10 per cent of Africa's labour force, principally those in the formal economy, are covered by statutory social security schemes, mostly old-age pensions. Extending social protection is an investment that has a very high return in terms both of poverty reduction and in raising the productive potential of the economy. The Meeting noted that ILO research on a number of African countries shows that universalizing old-age pensions and child benefits for school children and orphans could reduce poverty by as much as 40 per cent while requiring a financial transfer representing only 3.5 per cent of GDP. The Meeting therefore agrees on the following target:

All African countries adopt coherent national social security strategies, including for the introduction or extension of a basic social security package that includes essential health care, maternity protection, child support for school-age children, disability protection and a minimum pension.

Tackling the HIV/AIDS crisis through workplace action

18. Nearly 6 per cent of the African population aged between 15 and 49 years is living with HIV/AIDS. Sixteen million workers and 2 million children live with it. The annual death toll has reached 2.4 million. The epidemic has reduced the labour force of the region by 0.5 per cent and growth by 0.7 per cent between 1992 and 2004. Antiretrovirals (ARVs) increase working life by an average of ten years, but their availability is still low and needs urgent increase. The ILO and its constituents in Africa have focused on promoting the use of the ILO code of practice on HIV/AIDS and the world of work. It is proving to be an important component in the drive for increased awareness of ways of preventing the spread of the epidemic, supporting those living with the virus, addressing stigma and discrimination and extending treatment. Furthermore, extending this vital work should feature prominently in DWCPs around the continent.
19. African governments, especially those invited to participate in the next G8 meeting, should propose strategies for the mobilization of more resources for HIV/AIDS programmes in Africa. In particular, resources are needed to accelerate the research for an HIV vaccine

and for ARVs in order to reach a larger number of HIV-infected persons currently not on treatment. Our target is that:

All countries in Africa have national HIV/AIDS strategies to ensure that the workplace contributes to the overall objective of achieving universal access to prevention, treatment, care and support.

Implementing labour standards at the workplace

- 20.** Although many African States have comprehensive laws concerning basic working conditions including occupational health and safety standards and minimum wages, systems to ensure their observance are weak. To raise productivity and improve living and working conditions it is important that the ILO's tripartite constituents focus on bringing up to date both the content and means of implementation of laws and collective agreements concerning basic minimum conditions. The strengthening of labour inspectorates is a matter of priority. Our target is that:

Three-quarters of all African member States develop programmes for the improvement of working conditions, with specific national targets for reducing non-compliance with laws concerning hours of work and minimum pay, the reduction of occupational accidents, diseases and days lost to illness and accidents per worker, and a progressive increase in the number of labour inspectors in relation to workers.

Tripartism as a key governance mechanism for inclusive poverty-reducing growth

- 21.** The Regional Meeting stresses that effective tripartism is a mechanism of governance that enables labour markets to function efficiently and equitably. The challenge and responsibility for the ILO and its constituents is to mobilize the potential of tripartism in Africa as a force to promote poverty reducing and socially inclusive development in the context of competitive global markets. Tripartism furthermore can make a major contribution to improving the effectiveness and accountability of government. Ratification and application of the Tripartite Consultation (International Labour Standards) Convention, 1976 (No. 144) is an important support to the development of tripartism.
- 22.** Free and independent trade unions and employers' organizations and strong institutions of social dialogue are bedrocks of democratic governance. They also have a major contribution to make to the success of Regional Economic Communities (RECs). The involvement of employers' and workers' organizations in the development, implementation, monitoring and evaluation of DWCPs and national development frameworks is vital for their success and ensures that they promote decent work. The ILO must step up its capacity-building work with employers' and workers' organizations in accordance with the 2002 ILC resolution on tripartism and social dialogue. Constituents should in particular benefit from more training programmes by the ILO International Training Centre. Similarly, for the Decent Work Agenda to become part of national development agendas, ministries of labour will also need to play an active role in national macroeconomic policies, as well as growth and poverty reduction strategies and other development frameworks. This requires the strengthening of labour administration institutions such as employment services, labour inspectorates and the agencies responsible for gathering labour market information. Our target is that:

All African States and RECs establish or further develop tripartite social dialogue institutions. New or existing mechanisms for tripartite social dialogue are fully utilized by governments in the preparation and implementation of DWCPs and national development strategies.

Freedom of association: Lifeblood of the ILO and a foundation for democracy

23. Effective tripartism rests on the foundation of freedom of association. With a total of 100 ratifications for the Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87) and the Right to Organise and Collective Bargaining Convention, 1949 (No. 98), African member States are only six short of universal continent-wide ratification. However this creditable record must be matched in practice where considerable barriers remain in its implementation. Delegates urge the ILO to systematically examine the constraints on freedom of association and collective bargaining and to develop with countries programmes that would bring practice into conformity with ILO Conventions. Our target is therefore that:

All countries in the region adopt legislation to guarantee the rights to freedom of association and collective bargaining through effective and speedy administrative and judicial appeals and procedures.

Effective implementation of fundamental principles and rights at work

24. Fundamental principles and rights at work provide the basic rules and framework for development, have a direct impact on contributions to, and participation in, political and economic processes and thus improved governance. As the ILO Declaration on Fundamental Principles and Rights at Work and its Follow-up states, “the guarantee of fundamental principles and rights at work is of particular significance in that it enables the persons concerned to claim freely and on the basis of equality of opportunity their fair share of the wealth which they have helped to generate, and to achieve fully their human potential”. The pace of ratifications in Africa of the Conventions on which the Declaration is based has been particularly impressive in recent years. However, the major challenge remains translating commitments into effective protection and guarantees, with real enforcement of the relevant provisions. Our target is:

Universal continent-wide ratification, better implementation of ratified Conventions and greater effective respect for fundamental principles and rights at work.

Getting Africa’s children into school and out of work

25. Nearly 50 million African children are economically active, a number that amounts to a quarter of Africa’s 5–14 year-olds and is still rising despite Africa’s commitment to the elimination of child labour as demonstrated by the high ratification rate of the child labour Conventions. Child labour prevents or disrupts children’s education, and denies them opportunities for acquiring knowledge and developing their potential in adult life to compete in the labour market. It perpetuates a vicious cycle in which poverty is transmitted from one generation to the next. It constitutes a serious impediment to the implementation of strategies for poverty reduction, employment creation and education and training programmes. The Regional Meeting expresses particular concern over children subjected to the worst forms of child exploitation, especially children forced into armed conflicts, as

well as those affected by HIV/AIDS. The Meeting pledges to continue to build the strong political support and concerted action by national and local governments, employers' and workers' organizations, civil society and the international community required for the elimination of child labour, starting with its worst forms. Our target is that:

All African States prepare by 2008 time-bound national action plans for the elimination of the worst forms of child labour by 2015. Such action plans should form an integral part of national development strategies in order to ensure close coordination between education programmes, measures to combat HIV/AIDS and its economic and social impacts, and the implementation of labour laws on the minimum age for employment. They should be supported by the ILO's DWCPs.

Rooting out the remnants of slavery

26. The Regional Meeting expressed alarm that, 200 years after the abolition of the trans-Atlantic slave trade, the ILO estimates that 660,000 people are still in forced labour in sub-Saharan Africa, some 130,000 as a result of trafficking. It often occurs in the context of the breakdown of States but some countries also have to overcome a legacy of slavery with continued reports of discrimination and forced labour against the descendants of slaves. The Meeting endorsed the ILO global action plan on forced labour which calls for a global alliance with the aim of eliminating all forms of forced labour by 2015. Our target therefore is that:

All African States adopt national action plans as a matter of urgency to eradicate all forms of forced labour by 2015 as part of DWCPs and their development plans.

Eliminating discrimination in employment: Unlocking Africa's potential

27. All discrimination in employment and occupation, whatever form it takes, restricts the freedom of human beings to develop their capabilities and to choose and pursue their professional and personal aspirations. It contributes to a sense of humiliation, frustration and powerlessness that profoundly affects society at large. The resulting waste of human talent and resources has a detrimental effect on productivity, competitiveness and the economy, as well as widening socio-economic inequalities and eroding social cohesion and solidarity and threatening political stability. The Regional Meeting highlights that elimination of discrimination at work underpins the concept of decent work for all women and men and is an indispensable part of African strategies for poverty reduction and sustainable economic development.
28. A special focus is needed on gender equality. The majority of African women work in rural areas in the agricultural subsistence economy, providing vital food security, and in urban areas in the informal economy. The formal economy employs less than 5 per cent of women. Social biases often pull girls out of school earlier, send them into the informal labour market an average of two years earlier than boys, paying them on average a third to a half less. Overcoming discrimination against women in the labour market, in society at large and those with family responsibilities, including through investing in education and training, would make an enormous contribution to poverty-reducing growth. Our target is that by 2015:

All African States have anti-discrimination legislation in place and have adopted policies to promote equality of opportunity and treatment in respect of employment and occupation. Such policies should target an increase by 10 per cent in the labour market participation rate of women and a 25 per cent reduction in wage differentials.

Escaping the informal economy trap

29. The Regional Meeting identified the continuing growth of the informal economy in Africa as a major barrier to poverty reduction. Women are particularly prominent in the informal economy, partly because gender discrimination prevents them from finding formal jobs. Young women and men also often end up in informal work because of the paucity of formal sector job opportunities. Too many women and men engaged in informal activities are faced with insecure incomes, often bordering on the poverty level. They work under extremely poor working conditions with very little capital and rudimentary technology or access to legal protection. Many workers face difficulties in establishing whether or not an employment relationship exists and thus their rights under employment law. The ILO Employment Relationship Recommendation, 2006 (No. 198) provides useful guidance for strategies to extend the application of labour protections in order to remove workers from the informal economy.
30. Micro and small business operators also face many difficulties moving into the formal economy and securing property and contract rights. For both workers and employers, cooperatives provide an important means of strengthening productive activities and the provision of essential services. Furthermore, informal economy workers tend to have little or no access to formal mechanisms, such as insurance, pensions and social assistance, for coping with risks. This is particularly important for workers affected by HIV/AIDS who have an even greater need for a regular and reliable source of income to maintain a healthy diet and pay for their health care. The main elements of an integrated approach to upgrading the informal economy are: enterprise upgrading; skills development; the extension of social protection; improved observance of labour laws including on safe work, and organizing workers and employers. Our target is that by 2015:

Three-quarters of all African States adopt strategies to formalize the informal economy and extend protection to informal economy workers. Such strategies should integrate, among other things, policies for the increased registration of informal businesses, skills development, improved and safer working conditions, the extension of social protection coverage and the encouragement of freely chosen associations of informal economy workers and employers.

A fair deal for Africa's migrant workers

31. Between 8 and 9 million Africans are living and working outside their countries of birth, most in Africa but many in Europe, the Gulf States and other continents. While low- or semi-skilled non-professional occupations predominate, there are also significant numbers of skilled workers and professionals among African migrants. The resulting skill drain is a major concern. A particular problem for many countries is the loss of skilled medical personnel from the health-care services of several African countries. However, labour migration also generates valuable remittances for families in the recipient countries. Increased mobility of working women and men across borders is set to become a permanent feature of the African and global economy. The treatment accorded to migrants often leads to discrimination and social exclusion. Avoiding this requires establishing explicit legislation, policy and administrative measures.

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- 32.** The implementation of the principles, guidelines and good practice models of the non-binding ILO Multilateral Framework on Labour Migration offers a comprehensive approach to establishing national, regional and international policies, structures, mechanisms and practices to effectively govern labour migration in Africa. The Meeting stresses that regional policy should focus on minimizing and compensating for the brain drain, through increased knowledge opportunities for migrants, enterprise development, streamlining remittance channels and investment opportunities, and the adoption and effective implementation of the ILO's core migration standards. This requires concerted promotional efforts by the ILO's tripartite constituents, including through strategic alliances with relevant civil society organizations. Our target is that:

Three-quarters of all African States have policies to ensure that migrant workers have regular, authorized status and are fully protected by the labour legislation of the host country and granted equal treatment and opportunities by 2015.

Improving information for better policies

- 33.** Adequate information to support labour market policies and programmes is essential, but in many countries is unavailable, unreliable or outdated. In most countries, what is required is an institutionalized and sustainable data collection and dissemination system. Moreover, available data sources suffer from lack of uniformity in concepts, coverage, scope and timing, since there is little coordination among the various government units that produce information, with often limited knowledge of what exists among other agencies or potential users. The overall objective of strengthening national capacity to produce and analyse reliable labour statistics and labour market information is to contribute to the goal of employment creation and poverty reduction monitoring in Africa. The Regional Meeting supports the work of the Forum on African Statistical Development and the ILO's African Labour Market Indicators Library Network (ALMIL). African experts should also play an active role in the 2008 International Conference of Labour Statisticians. The Meeting calls for an intensification of the effort to provide solid labour market information in all countries. The target is that:

By 2015 all member States are able to generate basic annual data on the size and composition of the workforce. At least half of all African member States have mechanisms in place by 2010 to produce labour market information and statistics for the monitoring of progress on the core dimensions of the Decent Work Agenda.

Implementing the Decent Work Agenda in Africa 2007–15

- 34.** The Decent Work Agenda in Africa 2007–15 sets ambitious objectives for all ILO constituents and the Office. Implementing the targets for DWCPs will require a major mobilization of tripartism on the continent. We believe that a systematic and step-by-step approach will yield the results we hope for and to which African working women and men aspire. As an ILO contribution to the Ouagadougou follow-up mechanism, which calls for a general evaluation of the Summit decisions in 2009 and 2014, the ILO together with its constituents will regularly prepare and review progress on the road to 2015 in order to identify and share best practices and remedy shortcomings.
- 35.** The Regional Meeting welcomes the African Decent Work Policy Portfolio set out in the Director-General's Decent Work Agenda in Africa 2007–15. It provides a comprehensive package of policy instruments and tools for discussion with the ILO's tripartite constituents in each country.

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- 36.** The Meeting further calls on the Office to develop its partnerships with other international agencies making full use of the Decent Work Toolkit. The Meeting urges all constituents and the Office to participate fully in the “One UN” pilot country initiative, and to review progress at regular intervals.
 - 37.** The Meeting welcomes the call by Africa’s social partners for a Second Social Partners Forum in 2008. The Meeting endorses the Forum as providing a good opportunity for African employers’ and workers’ organizations to contribute to the promotion of good governance as a means for effective and fair management of States and enterprises, as well as their own organizations. The Forum will also promote respect for the fundamental principles and rights at work.
 - 38.** The Meeting calls on the Office, working with the African Union (AU) Commission, the United Nations Economic Commission for Africa (UNECA), the African Development Bank (AfDB), RECs, the United Nations Development Programme (UNDP) and the ILO’s tripartite constituents to operationalize the decision of the 39th Conference of African Ministers of Finance, Planning and Economic Development (Ouagadougou, 2006) to establish a regional employment forum. The forum would provide a meeting place for all networks of unions, employers’ organizations, researchers and governments to share and develop best practice solutions to Africa’s employment challenges.
 - 39.** The Meeting requests the ILO, as its contribution to the networking process envisaged for the forum, to organize an annual African decent work symposium bringing together independent researchers, constituents, ILO field staff and partner agencies to review knowledge in selected aspects of the Decent Work Agenda with a view to ensuring that its policy portfolio stays up to date.
 - 40.** The Meeting calls on the ILO to develop a significant programme of support for the Decent Work Agenda in Africa 2007–15. Realizing the Agenda targets requires a strengthening of institutions from the local to the continental level in order to create conditions conducive to achieving the goal of full and productive employment and decent work for all. The ILO will therefore work with its African and international partners to develop a comprehensive approach with a special focus on improving governance of labour markets and strengthening the capacity of labour administrations and the social partners. The programme of support should also bolster the capacity of regional and continental structures such as the RECs, the AU, including the Pan African Parliament, as well as the ILO itself.
 - 41.** The Meeting calls on the Office to assist African member States in overcoming all obstacles to progress towards the achievement of the Decent Work Agenda, including those which could derive from bilateral or multilateral economic agreements.
 - 42.** The Meeting calls on the ILO to report on the implementation and achievement of these targets at the next African Regional Meeting.