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THE NATIONAL ASSEMBLY


THIRTEENTH PARLIAMENT – SECOND SESSION

DEPARTMENTAL COMMITTEE ON LABOUR

REPORT ON

THE 19TH REGIONAL SEMINAR FOR LABOUR-BASED PRACTITIONERS

15TH -19TH MAY 2023, KIGALI, RWANDA

 THE NATIONAL ASSEMBLY PAPERS T A B L E D	
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	DAY: <i>Thursday</i>
TABLED BY:	<i>Hon. Eric Muchangi, MP</i> <i>Chairperson</i>
CLERK-AT THE-TABLE:	<i>A-shibuko</i>

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LIST OF ACCRONYMS

- NGOs- Non-Governmental Organizations
- ILO-International Labour Organization
- EIIP- Employment Intensive Investment Programme
- MSMEs. - Micro, Small, and Medium Enterprises
- R&D- Research and Development
- PEP-Public Employment Programme
- GDP-Gross Domestic Product
- AUC-African Union Commission
- AU-African Union
- AFDB- African Development Bank
- IDP- Integrated Development Program

FOREWORD

The 19th edition of the Regional Seminar on "Promoting Skills and Productive (Decent) Jobs for Our Common Better Future", was organised by the Government of Rwanda in collaboration with the International Labour Organization (ILO), in Kigali, Rwanda from 15th to 19th May 2023. The seminar was officially opened by Hon. Rwanyindo Kayirangwa Fanfan, Cabinet Minister of Public Service and Labour, on 15th May 2023 at Intare Conference Arena.

The seminar hosted one thousand and eighty-six (1086) participants, eighteen (18) Ministers / Deputy Ministers and representatives from forty-nine (49) countries. Panel discussions, communications and presentations were made on the sub-themes as follows:

- i. Innovation in employment intensive technology, approach and work methods relating to the development of rural and urban infrastructure
- ii. Enabling policy, legislative and institutional frameworks for the promotion of inclusive public employment programmes and green works in job-rich sectors
- iii. Skills and competencies for transformative infrastructure and sustainable livelihood

The Ministers held a parallel ministerial meeting from 15th – 16th May 2023 and reflected on the commitments and the progress made since the 18th Regional Seminar held in Tunis, Tunisia, from 9th – 13th September 2019. The Ministers also noted with satisfaction the encouraging effort made in most participating countries and issued a Statement that reaffirmed their commitment to promoting skills development and the use of labour-based approaches that contribute to the 2019 Abidjan Declaration and the African Union Agenda 2063.

The delegates of the seminar visited several sites including the Kinigi integrated development program model village to appreciate the ongoing developments. The projects demonstrated that the use of technology based on local resources is increasingly being used across different sectors to improve resilience of young women and men.

The field visits also convinced the delegates that the labour-based approaches, skills development and training is a comprehensive and integrated instrument of inclusive and sustainable development that allows citizens to build the basic infrastructure they need and develop their territories by themselves.

The Delegation is thankful to the Offices of the Speaker and Clerk of the National Assembly for the logistical and technical support given to it during its preparation and actual participation in the seminar. The Delegation commends the Ministry of Labour and Social protection for its coordinative role that ensured the effective participation of the delegation at the Seminar.

HON. ERIC MUCHANGI KAREMBA, M.P.
CHAIRPERSON, THE DEPARTMENTAL COMMITTEE ON LABOUR

1.0 BACKGROUND

1. The Government of Rwanda, through the Ministry of Public Service and Labour (MIFOTRA) hosted the 19th Regional Seminar for Labour-based Practitioners following a vote by the participants of the 18th Regional Seminar in Tunisia in September 2019.
2. Eighteen regional seminars have been held in the past hosted by various African countries and drawing practitioners and other interested stakeholders from Africa, America, Asia and Europe. The main purpose of these seminars has been to share views, experiences and review developments in employment-intensive approaches. Seminar participants represent a range of institutions and interests, including policy makers, employers' and workers' associations and labour-based technology practitioners, NGOs, academic and research institutions and the private sector.
3. During the 19th ILO Regional Seminar, participants discussed and shared experiences on policies and strategies on how to create communities that are resilient to socio-economic, environmental and climate change hazards and ensuring a just transition through labour intensive approaches.
4. The 19th Regional Seminar focused on drawing the attention of national and regional governments, the private sector, and development partners towards policies, strategies and programmes that promote the creation of jobs, skills learning and business opportunities for African young women, men and other most at-risk population. The whole world is currently grappling with the aftermath of the COVID-19 pandemic and active conflicts that are affecting the livelihoods of millions of people around the world. The seminar provided a platform to reflect on these challenges and their impact on the economics and the people of the region, suggesting mitigation measures with a focus on employment and employability.

1.1 Objectives

5. The key objectives of the ILO Regional Seminar were as follows:
 - i. To promote the culture of sharing experience, knowledge and technology and mutual learning in the spirit of south-south cooperation as well as international solidarity.
 - ii. To promote pro-employment and skills development through infrastructure development, manufacturing, urban low-income settlements, agricultural infrastructure works, and environmental protection, including climate change adaptation works

1.2 Themes and subthemes

6. The 19th ILO Regional Seminar was held under the main theme of **“Promoting skills and productive (decent) jobs for our common better future”**.
7. Sub-Themes for research topics and case studies included:
 - i. Skills Development and Innovations in employment intensive technology, approach and work methods relating to the development of rural and urban infrastructure;
 - ii. Enabling policy, legislative and Institutional frameworks for the promotion of Inclusive public employment programmes and green works in job-rich sectors;
 - iii. Skills and competencies for transformative infrastructure and sustainable livelihood;
 - iv. Employment intensive works in the context of fragility (natural disasters, conflict and refugee situations).

8. The seminar's unfolding included a Ministerial meeting and a series of high-level policy speeches, research presentations, roundtable discussions as well as exhibitions to showcase knowledge and products. There were also field visits to selected development projects combined with tourist attractions.

1.3 Delegation Composition

9. The delegation to the 19th Regional Seminar for Labour-based Practitioners comprised of the following;
- i. Hon. Raphael Bitta Sauti Wanjala, M.P. – Leader of the Delegation
 - ii. Hon. Hon. George Aladwa Omwera, M.P
 - iii. Hon. Mangale Munga Chiforomodo, M.P.
 - iv. Hon. Hilary Kiplang'at Kosgei, M.P
 - v. Samuel Wanjiru- Delegation Secretary.



Delegation at Kinigi IDP Village -Musanze



Delegation at Intare Conference Arena.

2.0 SUMMARY OF PRESENTATIONS

2.1 Reimagining jobs creation and youth empowerment.

10. The seminar reiterated the pressing and unfortunate continuous challenges of youth unemployment in Africa and highlighted the significance of skills development and entrepreneurship as catalysts for empowerment and sustainable economic growth. With a rapidly growing youth population, the job market is struggling to keep up with the demand for employment opportunities. 83% of the 18 million young people who enter the labour market in sub-Saharan Africa every year remain jobless or underemployed in the informal sector. High levels of youth unemployment not only hinder economic progress but also pose risks to social stability and development.
11. On one hand, African countries need to ensure that they have the right and enabling environment for the private sector to create enough jobs. On the other hand, there's need to ensure Africa's youth is ready and able to take up these new jobs.
12. A highly skilled labour force is associated with higher earnings for people, higher income for countries, and stronger cohesion in societies, therefore there is a need to prioritise skills development. By equipping young people with relevant skills, the region can bridge the gap between education and employment. Vocational training programs and technical education can play a vital role in enhancing employability by providing practical skills and industry-specific knowledge.
13. Labour market needs are evolving due to technological advancement; some 230 million digital jobs are projected to be created in Africa by 2030. The continent should embrace innovations in employment intensive technology (EIT) to create a favourable environment for job creation. Employment-intensive technologies are innovative approaches that maximise labour utilization and productivity. By leveraging EIT, countries can generate employment opportunities across various sectors.
14. R&D drives technological advancements and creates new industries, leading to job creation and economic growth. Governments should invest in R&D initiatives, establish innovation hubs, and support research institutions to develop cutting-edge solutions tailored to the African context. Collaboration between academia, private sector, and government is crucial in driving innovation and translating research into tangible outcomes. Policy reforms are needed to promote innovative financing mechanisms, create an enabling environment, and remove barriers to investment in skills development.
15. Technology and digital innovation have also a transformative power of unlocking opportunities for MSMEs and entrepreneurs. Access to digital platforms, e-commerce, and online marketing can expand market reach and improve competitiveness. It is therefore vital to advocate for and incorporate in strategies, investments in digital infrastructure, internet connectivity, and the development of local tech ecosystems to create a tech-enabled environment for businesses to grow and thrive.

2.2 Global Employment Intensive Investment Programme initiatives and trends.

16. Around the world millions of people lack infrastructure (roads, bridges, water supply, etc.) to access basic services (water, health, education). Improving infrastructure and maintaining them can improve living standards and have a direct impact in the quality of people's lives. Productive community

infrastructures can also contribute to reducing (rural and urban) poverty and have the potential for offering better economic and social benefits.

17. Employment-intensive investments, led by the ILO's Employment-Intensive Investment Programme (EIIP), link infrastructure development with employment creation, poverty reduction and local economic and social development. In using local labour and resources they create much needed employment and income, reduce costs, save foreign currency, and support local industry while increasing the capacity of local institutions.
18. The combination of local participation in planning with the utilization of locally available skills, appropriate technology, materials and work methods has proven to be an effective and economically viable approach to infrastructure works and jobs creation in many countries.
19. The programme supports countries in the design, implementation and evaluation of policies and programmes aiming to address unemployment and underemployment through public investment, typically in infrastructure development and environmental works.
20. The seminar highlighted the case of **Bridges for prosperity initiative**, that partners with local governments to connect communities via pedestrian trail bridges, in addition to providing technical assistance and resource mobilization.
21. Some of the emerging trends in employment intensive investment programme initiatives include;
 - i. Green works- this includes employment intensive developments, restoration and maintenance of public infrastructure, community assets, natural areas and landscapes to contribute to environmental goals such as adaptation to climate change and natural disasters, environmental rehabilitation, ecosystem restoration and nature conservation. Common examples of green works are soil and water conservation, afforestation and reforestation, irrigation, and flood protection and eco-construction and low-cost housing.
 - ii. Gender equality and social inclusion (GESI) -The participation of women, vulnerable individuals and groups (e.g., PWDs, tribal peoples, refugees, IDPs, etc.) in all stages of infrastructure works - from the identification of needs to design, implementation, monitoring and impact assessment is important. It improves their access to resources (education, skills, markets and jobs), enhances their visibility, promotes social capital and interaction, and increases confidence.
 - iii. Crisis response-The EIIP is supporting countries with crisis response through the employment-intensive reconstruction and rehabilitation of infrastructure and community assets, also contributing to social cohesion. Common examples are emergency employment schemes in response to conflict and natural disasters creating immediate jobs through infrastructure and environmental work.

2.3 Infrastructure development and Structural Transformation of Africa.

22. Investment in infrastructure provides a good opportunity to boost employment in both the short and medium term as the different multiplier analysis have shown that it creates employment both in the construction sector as well as related sectors in both the short and medium term.

23. With regards to creating employment in the short-term, the seminar highlighted the case of the implementation of the National Feeder Roads Strategy in Rwanda which provides an important opportunity to create employment for both underemployed and unemployed rural workers.
24. These workers usually have few options for wage employment outside the agriculture sector where both wages and productivity tend to be very low. Shifting these workers to the construction sector, even if only on a temporary basis, would increase their productivity.
25. Such employment will also provide these workers with an opportunity to develop a specific set of skills in the construction sector. This can be further maximised through establishing a specific skills training framework.

2.4 Driving job creation and climate action through Policy and institutional reform.

26. The session was informed that the environment in which MSMEs or start-ups operate can also stifle their growth. From the enabling environment and markets to the supportive resources for productivity, including qualified human resources, all are necessary to increase the value and catalytic job creation role of growing businesses in Africa.
27. Governments need to prioritise and implement policies that encourage investment, innovation, and entrepreneurship. These policies should;
 - i. promote a business-friendly environment
 - ii. reduce bureaucratic hurdles, and
 - iii. facilitate access to finance and markets.
28. By creating favourable conditions for businesses to flourish, governments can stimulate economic growth and generate employment opportunities.
29. While Africa continues to experience a vibrant wave of entrepreneurship, sustaining businesses is a challenge because of poor entrepreneurship skills and culture, leading to low labour productivity and competitiveness of enterprises – further hindering SME growth and job creation potential. A lack of financial literacy, low managerial skills, and limited knowledge on marketing and human resources inhibit many entrepreneurs not only from growing their businesses to the next stage but also to keeping their enterprises alive.
30. Considering the mismatch between skills being offered, unsurprisingly, this also translates into constraining entrepreneurs from having the right business know-how but also soft skills. The challenge is therefore to ensure that entrepreneurs are supported in acquiring the hard and soft skills for entrepreneurship and that the quality of business and advisory services is adequate.
31. As enterprise support organizations (incubators, accelerators, hubs, etc.) continuously sprout up, ensuring a minimum standard of quality will be essential to maximise the growth potential of start-ups and MSMEs, therefore avoiding boosting entrepreneurship that is short lived and set for failure from the start. Mature entrepreneurial ecosystems, incubators, and accelerators can therefore facilitate the growth of start-ups and promote youth-led innovation and entrepreneurship, while creating jobs.

32. Further, there is a need to advocate for the development of innovative financing models, such as microfinance, venture capital, and angel investments, to bridge the funding gap, while encouraging collaboration between financial institutions, government agencies, and international organizations to provide tailored financial products and services for youth-led start-ups and MSMEs.
33. Available data show that public procurement represents on average 13 per cent to 20 per cent of GDP across countries (World Bank, 2020). While this sizable public spending through public procurement can bring potential influence, for instance, on private sector development in the construction sector in employment intensive infrastructure works, not all public procurement systems are designed and implemented towards MSMEs growth and transition to formality. There is need to formulate policies geared towards making public procurement more strategic to drive MSMEs growth for formal job creation and facilitate transition to formality and for inclusive development.

2.5 Skills and competencies for transformative infrastructure and sustainable livelihoods.

34. The seminar provided an opportunity for the participants to discuss and share best practices, experiences, policies, programmes and strategies on how to promote employability skills through public and private pro-employment and labour-intensive investment projects.
35. The occasion reiterated that it is critical to recognise that skills and employability constitute a bridge from poverty to Socio-economic development.
36. Skills mismatch continues to be the main barrier to job creation and labour productivity, hence posing a serious threat to the countries' economies. Researches on the labour market revealed that 3 out of 4 employers report difficulties in finding talents they need and consequently low labour market productivity. Skills mismatch upsurges unemployment as it affects negatively the competitiveness of emerging private sector and attractiveness of investors leading to loss of opportunities on the pathway to productive transformation and job creation.
37. The seminar highlighted the case of Rwanda, which has put in place National Skills Development and Employment Promotion Strategy to drive the national employment policy implementation through creating clear linkage between labour market demand and supply.
38. The event noted that current status quo remains in most institutions of higher learning across many countries, where students are taught on conventional methods of implementing infrastructure. As a result, the technical graduates fail to implement infrastructure programmes to optimise PEP. There is a high level of unskilled and semi-skilled workforce, which are not transformed in the context of changing the world of works, because the technical decision-making officials are not capacitated on aligning infrastructure projects to optimise PEP skills development.
39. Benefits of capacitated and competent technical decision makers, including funders, will transform infrastructure to be sustainable through PEP:
- i. Project management cycle will include training needs and skills development as mandatory.
 - ii. Majority of projects will be implemented using the skills required, transferred to the local consultant and contractors.
 - iii. Contractors will transfer skills to the local communities who are semi/ unskilled into formal economy.

- iv. There will be a pool of skilled and competent officials, service providers and local supervisors in labour intensive construction.
 - v. More projects identified and aligned to labour intensive approach due to existing skills and competencies developed.
 - vi. The skilled officials will support the semi-skilled workforce to acquire skills in transforming into formal economy.
 - vii. Integrated infrastructure development plan by various spheres of government and private sector will enhance unskilled workforce to transition into semi-skilled.
40. Skilled and competent officials trained in labour construction methods, will be able to promote employment through infrastructure programmes. They will identify projects that can optimise labour intensity and ensure that provision is made during planning and design to enforce creation and optimization of employment and skills development.
41. The session was also informed on the need for **Recognition of Prior Learning (RPL)**. The process entails identifying, assessing and certifying knowledge, skills and attitudes regardless of how, when or where learning occurred. It enables persons to acquire formal qualifications that matches their knowledge and skills and thereby, contributing to improving their employability, mobility, lifelong learning, social inclusion and self-esteem.
42. The process emphasizes the following three key aspects
- i. Processes related to identifying non-formal and informal learning (including self- evaluation), collection and presentation of evidence of learning/experience, assessment and validation of the evidence, and issuance of a recognised qualification if claims are valid
 - ii. The independence of the learning method.
 - iii. That only the learning which conforms to standards of qualification is to be certified by an authorised body

2.6 Strengthening TVET& Productive Sector Linkages in Africa

43. Vocational training programs and technical education can play a vital role in enhancing employability by providing practical skills and industry-specific knowledge.
44. The occasion highlighted the importance of developing joint knowledge products to foster policy and programme coherence. One of the many good examples is the Joint ILO/AfDB report on “Building Pathways to Sustainable Growth: Strengthening Technical and Vocational Education and Training (TVET) and Productive Sector Linkages in Africa”. The report was launched during the seminar as a demonstration of the commitment of the AfDB and ILO to jointly better equip youth and adult workers with the skills needed in a fast-changing world of work.
45. The AfDB indicated that the financing gap in education and skills development is estimated at **\$40 billion** annually, especially in Technical and Vocational Education and Training (TVET) and Higher Education, Science, and Technology (HEST).

46. As the demand to bring innovative solutions and increase access to industry-relevant skills for a more productive and innovative workforce continue to grow, there is need to innovate on mechanisms to address the financing gap. The financing gap in TVET limits the ability to provide quality training programs, upgrade infrastructure, and ensure access for all. Some of the mechanisms proposed include;
- i. The establishment of skills development funds dedicated to TVETs. These funds can be financed through contributions from government, private sector, and other stakeholders, providing sustainable financing for TVET.
 - ii. Technology and digital platforms -the offer innovative solutions to reduce the cost of TVET delivery and bridge the financing gap. Online learning platforms, virtual apprenticeships, and digital content can make TVET more accessible, flexible, and affordable.
 - iii. Public-Private Partnerships (PPPs) present an innovative approach to address the financing gap for TVET by bringing together government, private sector, and civil society – allowing to pool resources, expertise, and networks to support TVET initiatives.

2.7 Social -justice in promoting social solidarity

47. The Delegation was informed that implementing the Abidjan Declaration, the Agenda 2030 and the African Union Agenda 2063 will be in line with the ideals of the Global Coalition on Social Justice championed by the ILO. Social justice is critical in addressing inequalities that characterise many of the African countries.
48. ILO research¹ shows that Informal economy still represents a large part of the African economy, with 8 out of 10 workers in Africa working in the informal economy. The ILO therefore recognises the challenges faced by workers and enterprises in the informal economy, the decent work deficits that persist, and the importance of skills development in supporting innovations, productivity, and transitions to formality.
49. The Global Accelerator for Jobs and Social Protection for a Just Transition is a real opportunity. The Global Accelerator seeks to help countries create 400 million decent jobs, including in the green, digital and care economies, and to extend social protection coverage to the 4 billion people currently excluded. In collaboration with the AUC, the ILO and member States are implementing the Africa Regional Social Protection Strategy 2021-2025 that aims to support African countries to accelerate social protection coverage and reach 40% coverage by 2025. Already, the number of countries that provided the data for the Global Social Protection Report, launched in 2019 increased from 17 to 37 for the same report launched in 2022. It is expected that for the 2024 report, all 54 countries will provide the statistics.
50. Embracing and promoting the Global Coalition for Social Justice will ensure that we leave no one behind, we address inequalities and promote social solidarity, also ensuring that public investments are also geared towards job creation.

1 See ILO (2018) Women and men in the informal economy: a statistical picture, Geneva

3.0 MINISTERIAL DECLARATION

3.1 Observations

The Session made the following observations;

51. Inadequate productive employment opportunities particularly for young women and men, remains a major labour market challenge in Africa.
52. The seminar noted the important role of the 2019 Abidjan Declaration on advancing social justice and its plan of action which were adopted at the 14th ILO Africa Regional Meeting, which is premised on a human-centred approach and committed to “promoting inclusive and sustainable economic development and growth, full and productive freely chosen employment and decent work for all”.
53. The role of TVET, including digital TVET, in skills development and lifelong learning for improving the quality of education and training and addressing the skills mismatch; and that technology and digital platforms offer innovative solutions to reduce the cost of TVET delivery and bridge the financing gap.
54. Public-private partnerships (PPPs) present an innovative approach to addressing the financing gap for TVET by pooling resources, expertise, and networks of government, the private sector, and civil society.
55. The rapid, unprecedented and unpredictable changes happening in the world of work due to the increasing use of ever advancing digital technologies, is creating both new opportunities for and threats to job creation.
56. African countries are faced with the unprecedented challenges including the aftermath of the global health pandemic, volatility of global food prices, increasing food and water insecurity, increasing risk of natural disasters, the effects of climate change and protracted conflicts and violence.
57. Infrastructural development is key for successful inclusion, integration, economic and social development and it is essential to ensure the benefits from construction activities benefit young men and women, and persons with disabilities.
58. That Session noted the need for creating enough decent jobs, using a mix of appropriate technologies (employment intensive works) to optimise job creation in different productive sectors to support a localised human-centred approach.
59. Productive employment and decent work are key to achieving inclusive and sustainable socio-economic growth; that the safety, security and fair working conditions are crucial for increased productivity and personal development of workers; further noting that despite the significant increase in the use of Employment Intensive investment approach in many countries in the region, there are still concerns about the sustainability of jobs created.
60. Lifelong learning as well as training using local resource-based approaches are essential criteria for improving employability and productivity of workers in the changing world of work and reaffirming the need for linking development projects with capacity development such as reskilling, upskilling, and apprenticeships; and supporting and creating centres of excellence for labour-based training anchored to the national education, TVET and research systems.

61. The achievements of participating countries in the implementation of the commitments made during the previous regional seminars for the labour-based practitioners, have not been uniform and that countries have different governance structures for the implementation of employment-intensive works.
62. EIIP is an important entry point for employment and labour market related interventions such as social protection, occupational safety and health, skills development and job creation in other sectors.

3.2 Declaration

The Session resolved to;

63. Institutionalise and strengthen the EIIP approach through an appropriate strategy and high level national inter-sectoral coordination structures and implement integrated multi- sectoral employment programmes, consistent with national development and sectoral priorities.
64. Strengthen the capacity of national, local actors and institutions for the design and implementation of infrastructure and intensive employment programmes.
65. Promote policy coherence and improving collaboration between the different implementation and governance structures to ensure the effective implementation strategies of adopted policies.
66. Build capacity in the analysis of labour markets and conducting employment impacts assessment of key policies and investments to ensure that they are able to achieve their employment potential and to support and strengthen the development of quality employment indicators.
67. Develop and adopt inclusive and transparent public procurement policies and procedures, at both central and decentralised levels, to ensure full involvement of SMEs, community- based organizations, encourage the use of local resource-based approaches, while at the same time ensuring the quality, durability and cost effectiveness of infrastructure works.
68. Integrate skilling and reskilling and recognition of prior learning into EIIP and development projects, including training, internship and apprenticeship requirements in the procurement process thus also committing contractors and other private sectors actors to increasing their contribution to skills development.
69. Increase opportunities for youth to access training through on the one hand on-the-job training, providing valuable practical experience, such as for example the chantier ecole approach used in many countries, and on the other and through online learning platforms, virtual apprenticeships, and digital content which together can make TVET more accessible, flexible, and affordable and complement training provided through institutions and traditional training systems resulting in more effective skilling and reskilling of the African workforce.
70. Expand employment intensive green works, in areas such as soil and water conservation, land restoration, reforestation, irrigation to increase agricultural and livestock productivity, halt

environmental degradation and increase resilience to the effects of climate change, and reduce environmental pressures which are an increasingly important source of conflict on the continent.

71. Share experiences and learning amongst each other and collectively improve the collection, compilation and dissemination of information and knowledge on global good practices on Employment Intensive approaches and innovative technologies.
72. Develop and strengthen exit strategies to transitions from informal to formal jobs and to better empower EIIP beneficiaries to enter into long-term employment, embark on life-long learning and establish sustainable career paths for a better common future.
73. Solicit that governments, development partners and international and regional development banks be further encouraged to finance jobs, skills and infrastructure development activities that contribute to the achievement of the Abidjan Declaration and the AU Agenda 2063.
74. Call upon the ILO to;
 - ii. expand on its capacities and abilities to provide EIIP technical support to countries requesting such, support in the context of implementing the Declaration.
 - iii. take an active role in facilitating South-South cooperation at the regional and continental level through exchanges, sharing of experiences on good practices in amongst others the areas of inclusive public procurement, inclusive infrastructure development, skills development, gender empowerment, exit strategies for young people involved in EIIP projects, green works and nature-based solutions, and small contractor development.
 - iv. advocate with the World Bank, the IMF, the African Development Bank, other international and regional financial institutions, and other development partners, for integrating stronger employment outcomes and social dimensions into their financing and lending portfolios.
 - v. monitor the implementation of the commitments in the Declaration and report on progress of their implementation at the 20th Regional Seminar for Labour-based practitioners.Recognize

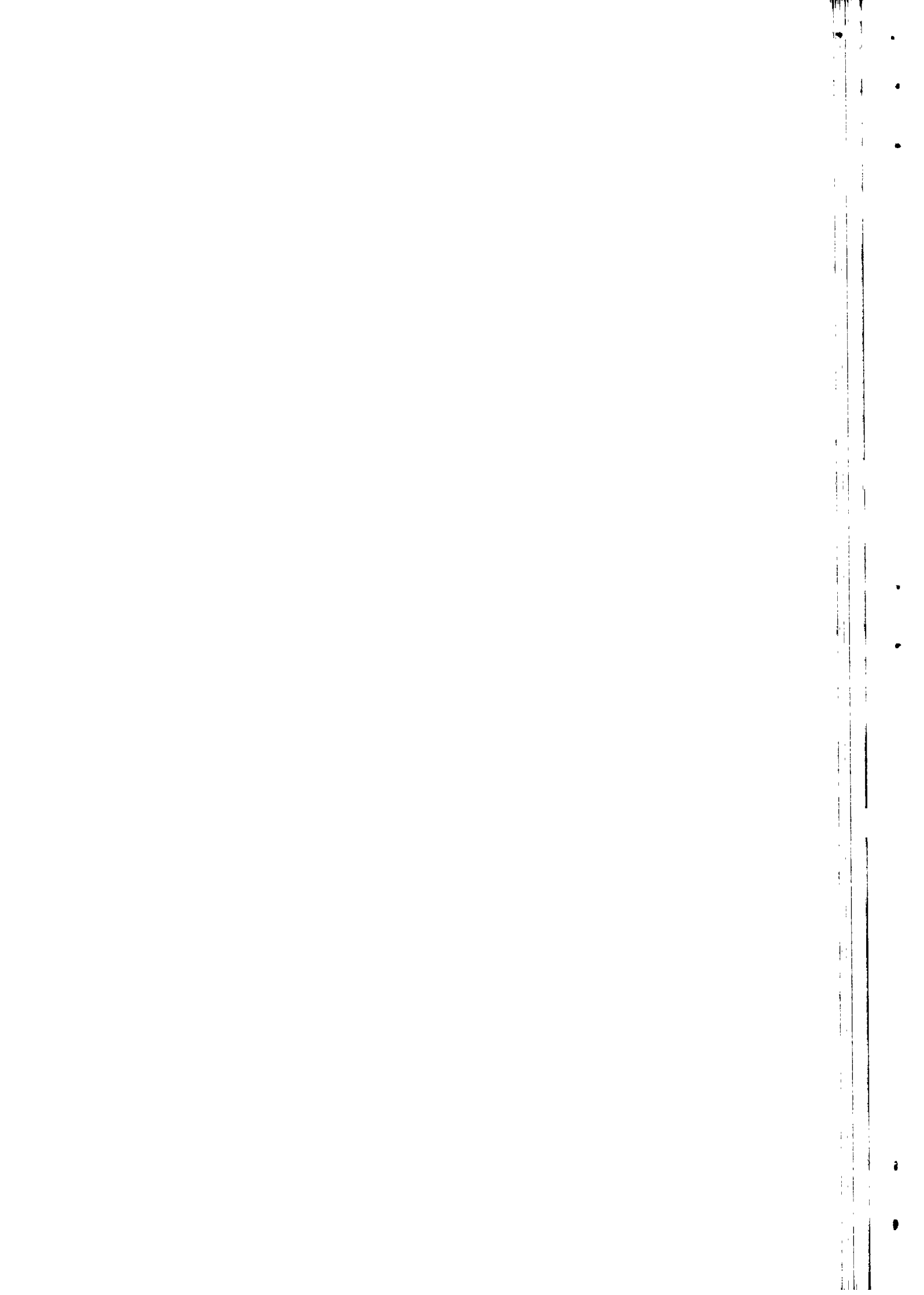
Recommendations.

75. The delegation noted that access to decent and productive employment is provided for in the Kenyan Constitution under Article 55(c) and 56 (c). The Government of Kenya should endeavour to ensure that education and training in the country supplies the skills required by the labour market. Development of skills will contribute to structural transformation and economic growth by enhancing employability and labour productivity, thereby helping the county to become more competitive.
76. The Government of Kenya should also take cognizance of the role of public-private partnerships in enhancing skills development. This will help to address the mismatch of skills supply and demand and contribute towards the quality and relevance of the training curriculum.

SIGNED..... DATE.....

HON. ERIC MUCHANGI KAREMBA, M.P.

CHAIRPERSON, THE DEPARTMENTAL COMMITTEE ON LABOUR



Annexure 1

Adoption List



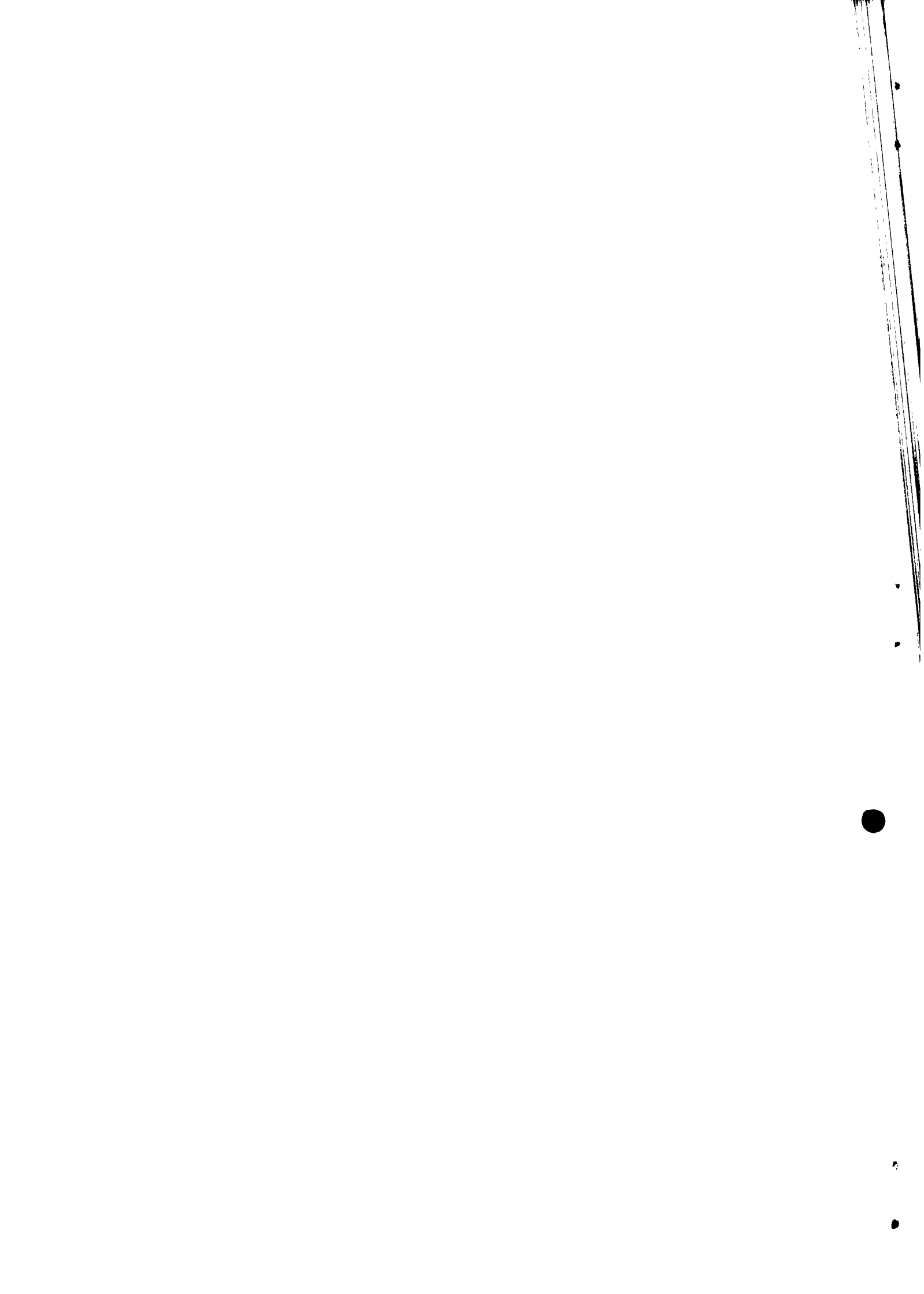
REPUBLIC OF KENYA
THE NATIONAL ASSEMBLY
THIRTEENTH PARLIAMENT-SECOND SESSION -2023
DEPARTMENTAL COMMITTEE ON LABOUR

REPORT ADOPTION LIST

We, the members of the Departmental Committee on Labour, have pursuant to Standing Orders 199, adopted this report on the 19th Regional Seminar for Labour-Based Practitioners and affix our signatures to affirm our approval and confirm its accuracy, validity and authenticity.

Date: 6/7/23

	NAMES	SIGNATURE
1.	Hon. Karemba Eric Muchangi Njiru, MP-Chair person	
2.	Hon. Muli Fabian Kyule, MP- Vice Chairperson	
3.	Hon. K'Oyoo James Onyango, M.P.	
4.	Hon. Kagesi Kivai Ernest Ogesi, M.P.	
5.	Hon. Kiti Richard Ken Chonga, M.P.	
6.	Hon. Lomwa Joseph Samal, M.P.	
7.	Hon. Omwera George Aladwa, M. P.	
8.	Hon. Wambilianga Catherine Nanjala, MP	
9.	Hon. Abdullahi Amina Dika, M.P.	
10.	Hon. Aburi Donya Dorice, M.P.	
11.	Hon. Barasa Patrick Simiyu , M.P.	
12.	Hon. Chiforomodo Mangale Munga, M.P.	
13.	Hon. Kihungi Peter Irungu, M. P.	
14.	Hon. Sankaire Leah Sopiato, M.P.	
15.	Hon. Siyoi Lillian Chebet, M.P.	



Annexure 2

Minutes

MINUTES OF THE 43RD SITTING OF THE DEPARTMENTAL COMMITTEE ON LABOUR HELD ON THURSDAY 6TH JULY 2023 IN THE COMMITTEE ROOM, 5TH FLOOR, CONTINENTAL HOUSE, PARLIAMENT PRECINCTS AT 12:00 PM

PRESENT

1. The Hon. Muli Fabian Kyule, M.P. - Vice Chairperson (Chairing)
2. The Hon. K'Oyoo James Onyango, M.P.
3. The Hon. Kiti Richard Ken Chonga, M.P.
4. The Hon. Barasa Patrick Simiyu, M.P.
5. The Hon. Chiforomodo Mangale Munga, M.P

APOLOGIES

1. The Hon. Karemba Eric Muchangi Njiru, M.P. - Chairperson
2. The Hon. Kagesi Kivai Ernest Ogesi, M.P
3. The Hon. Lomwa Joseph Samal, M.P.
4. The Hon. Omwera George Aladwa, M.P
5. The Hon. Wambilianga Catherine Nanjala, M.P.
6. The Hon. Abdullahi Amina Dika, M.P.
7. The Hon. Aburi Donya Dorice, M.P.
8. The Hon. Kihungi Peter Irungu, M.P.
9. The Hon. Sankaire Leah Sopiato, M.P.
10. The Hon. Siyoi Lillian Chebet, M.P.

COMMITTEE SECRETARIAT

1. Ms. Rose Wanjohi - Senior Clerk Assistant
2. Mr. Samuel Wanjiru - Clerk Assistant III
3. Mr. Nimrod Ochieng - Audio Officer III
4. Ms. Felistus Muiya - Protocol Officer
5. Ms. Zainabu Wario. - Sergeant At Arms

AGENDA

1. Preliminaries;
2. Confirmation of Minutes.
3. Matters Arising;
4. Pending Business
 - i. County Governments (Amendment) Legislative Proposal, 2023
 - ii. The Public Service Commission (Amendment) Bill ,2023
5. **Consideration of the draft Committee Work Plan for the period July to December 2023.**
6. **Consideration of Committee pending business.**
7. Any Other Business
8. Adjournment

MIN. NO.323 NA/LABOUR/2023: PRELIMINARIES

The Vice-Chairperson called the meeting to order at half past twelve o'clock. This was followed by a prayer by The Hon. Chiforomodo Mangale Munga, M.P.

MIN.NO.324 NA/LABOUR/2023: CONFIRMATION OF MINUTES OF THE PREVIOUS SITTING.

This agenda was deferred

MIN.NO.325 NA/LABOUR/2023: MATTERS ARISING

No matter arose.

MIN.NO.326 NA/LABOUR/2023: PENDING BUSINESS BEFORE THE COMMITTEE

The following business has been committed to the committee

- i. Legislative Proposal of the County Governments (Amendment) Bill, 2023 by Hon. Umulkher Harun Mohamed which seeks to amend the County Government Act, No. 17 of 2012 to provide that the composition of every County Public Service Board shall include a youth.
- ii. The Public Service Commission (Amendment) Bill, 2023 which seeks to amend the Public Service Commission Act, 2017 to prescribe the mandatory retirement age of sixty years in the Act. The Bill also intends to address the issue of an officer acting in a position for more than six months.

MIN. NO. 327 NA/LABOUR/2023: CONSIDERATION OF THE DRAFT COMMITTEE WORK PLAN FOR THE PERIOD JULY TO OCTOBER 2023.

Ms. Rose Wanjohi, Senior Clerk Assistant, guided members through the Committee work-plan for the period July to December 2023.

Some of the highlighted activities include;

- i. Meeting with the State Department on Labour and Skills Development (Directorate of Occupational Safety & Health Services (DOSHS) and petitioner John Murithi, Advocate, on behalf of workers at KEDA (Kenya) Ceramic Company Limited, Kajiado County on allegation of deplorable working conditions and unfair treatment of Kenyan employees.
- ii. Meeting with the State Department of Labour and Skills Development, National Employment Authority and Kenya Association of Private Employment Agencies (KAPPEA) on challenges faced by agencies in the recruitment industry.
- iii. Consideration of Bills such as the Public Service Commission (Amendment) Bill, 2023 which has been committed to the Committee for stakeholder engagement and reporting.
- iv. Site Visit to Huduma Centres in regions with the State Department for Public Service to evaluate efficiency and effectiveness of the centres in the region.
- v. Consideration of Legislative Proposals.
- vi. Meeting with State Department of Labour and Skills Development on operationalisation and implementation status of Acts under the State Department.
- vii. Site visit to Kenya School of Government to obtain better understanding of site conditions and status of implementation of programs.
- viii. Consideration of the quarterly performance of MDAs for the period of January- March 2023.

The committee noted the need for adequate prior planning for activities both local and foreign.

MIN. NO. 328 NA/LABOUR/2023: CONSIDERATION THE 19TH ILO REGIONAL SEMINAR FOR LABOUR –BASED PRACTITIONER

The Committee was briefed on the 19th edition of the Regional Seminar on "Promoting Skills and Productive (Decent) Jobs for Our Common Better Future". The seminar was organised by the Government of Rwanda in collaboration with the International Labour Organization (ILO), in Kigali, Rwanda from 15th to 19th May 2023.

Panel discussions, communications and presentations were made on the sub-themes as follows:

- i. Reimagining jobs creation and youth empowerment.
- ii. Global Employment Intensive Investment Programme initiatives and trends.
- iii. Infrastructure development and Structural Transformation of Africa.
- iv. Driving job creation and climate action through Policy and institutional reform.
- v. Skills and competencies for transformative infrastructure and sustainable livelihoods.
- vi. Strengthening TVET& Productive Sector Linkages in Africa.
- vii. Social -justice in promoting social solidarity.

The Ministers held a parallel ministerial meeting from 15th – 16th May 2023 and reflected on the commitments and the progress made since the 18th Regional Seminar held in Tunis, Tunisia, from 9th – 13th September 2019. The Ministers also noted with satisfaction the encouraging effort made in most participating countries and issued a Statement that reaffirmed their commitment to promoting skills development and the use of labour-based approaches that contribute to the 2019 Abidjan Declaration and the African Union Agenda 2063.

The delegates of the seminar visited several sites including the Kinigi integrated development program model village to appreciate the ongoing developments. The projects demonstrated that the use of technology based on local resources is increasingly being used across different sectors to improve resilience of young women and men.

The field visits also convinced the delegates that the labour-based approaches, skills development and training is a comprehensive and integrated instrument of inclusive and sustainable development that allows citizens to build the basic infrastructure they need and develop their territories by themselves.

Committee Recommendation

1. The Committee noted that access to decent and productive employment is provided for in the Kenyan Constitution under Article 55(c) and 56 (c). The Government of Kenya should endeavour to ensure that education and training in the country supplies the skills required by the labour market. Development of skills will contribute to structural transformation and economic growth by enhancing employability and labour productivity, thereby helping the county to become more competitive.
2. The Government of Kenya should also take cognizance of the role of public-private partnerships in enhancing skills development. This will help to address the mismatch of skills supply and demand and contribute towards the quality and relevance of the training curriculum.

The Report on the 19th ILO Regional Seminar for labour-based practitioners in Kigali was adopted having been proposed by The Hon. Chiforomodo Mangale Munga, M.P and seconded by The Hon. Barasa Patrick Simiyu, M.P.

MIN. NO. 329 NA/LABOUR/2023: ANY OTHER BUSINESS

The Committee was briefed on the invitation of Hon. Aburi Donya Dorice, M.P, Hon. Sankaire Leah Sopiato, M.P and Hon. Siyoi Lillian Chebet, M.P to Hollis City, USA, as guest speakers during the Grand Granite Diaspora Sacco Annual General Meeting.

The Committee approved the charging of the Committee on Labour Budget in the first quarter of the Financial Year 2023/24.

MIN. NO. 330 NA/LABOUR/2023: ADJOURNMENT/ DATE OF NEXT MEETING

There being no other business, the meeting was adjourned at twenty one minutes past one o'clock. The next meeting will be held on notice.

SIGNED.......... DATE 25/07/2023.....
(CHAIRPERSON)

Annexure 3

Event Programme

BRIEF ON THE 19TH REGIONAL SEMINAR FOR LABOUR-BASED
PRACTITIONERS
15-19 MAY 2023, KIGALI, RWANDA

I. Background and Rationale

The Government of Rwanda will host the 19th Regional Seminar for Labour-based Practitioners following a vote by the participants of the 18th Regional Seminar in Tunisia in September 2019.

The 19th Regional Seminar will take place in Kigali, from the 15th to 19th May 2023 under the theme, “**Promoting skills and productive (decent) jobs for our common better future**”.

Eighteen Regional Seminars have been held in the past hosted by various African Countries and drawing practitioners and other interested stakeholders from Africa, America, Asia and Europe. The main purpose of these seminars has always been to share views, experiences and review developments in employment-intensive approaches. Seminar participants represent a range of institutions and interests, including policy makers, employers’ and workers’ associations and labour-based technology practitioners, NGOs, academic and research institutions and the private sector.

During the 19th ILO Regional Seminar, participants will discuss and share experiences on policies and strategies on how to create communities that are resilient to socio-economic, environmental and climate change hazards and ensuring a just transition through labour intensive approaches.

The 19th Regional Seminar will focus on drawing the attention of national and regional governments, the private sector, and development partners towards policies, strategies and programmes that promote the creation of jobs, skills learning and business opportunities for African young women, men and other most at-risk population. The whole world is currently grappling with the aftermath of the COVID-19 pandemic and active conflicts that are affecting the livelihoods of millions of people around the world. The Regional Seminar provides a platform to reflect on these challenges and their impact on the economics and the people of the region, suggesting mitigation measures with a focus on employment and employability

This seminar is expected to attract over 500 participants, both local and international. Participants pay a registration fee as well as their own travel and accommodation costs.

II. Objectives

The key objectives of the ILO Regional Seminar are as follows:

- To promote the culture of **sharing experience, knowledge and technology and mutual learning in** the spirit of south-south cooperation as well as international solidarity.
- **To promote pro-employment and skills development** through infrastructure development, manufacturing, urban low-income settlements, agricultural infrastructure works, and environmental protection, including climate change adaptation works

III. Themes and subthemes

The 19th ILO Regional Seminar will be held under the main theme of “**Promoting skills and productive (decent) jobs for our common better future**”.

Sub-Themes for research topics and case studies include:

- i. Skills Development and Innovations in employment intensive technology, approach and work methods relating to the development of rural and urban infrastructure;
- ii. Enabling policy, legislative and Institutional frameworks for the promotion of Inclusive public employment programmes and green works in job-rich sectors;
- iii. Skills and competencies for transformative infrastructure and sustainable livelihood;
- iv. Employment intensive works in the context of fragility (natural disasters, conflict and refugee situations).

IV. Tentative seminar program

The Seminar’s unfolding will include an opening ceremony, a Ministerial meeting and a series of high-level policy speeches, Research presentations, roundtable discussions as well as Exhibitions to showcase knowledge and products. There will also be field visits to selected development projects combined with tourist attractions. The following is the tentative program:

Time	Activity	Responsibility
Saturday 13 th – Sunday 14 th May 2023		
10:00 am-17:00 pm	<ul style="list-style-type: none"> • Arrival/Registration • Setting-up exhibition stands 	Welcome Team
Monday, 15 th May, 2023		
Session 1: Opening Ceremony		
07:00 am -08:30 am	Transfer of Participants from Hotels to Seminar Venue: “ <i>Rwanda Conference Centre, Kigali</i> ”	National Organising Committee (NOC)
07:30 am – 09:00 am	Registration for late arrivals, networking and refreshments	NOC
09:00 am– 09:30 am	Participants seated and Cultural performance	MC: Ms. Makeda Mahadeo/MR Regis Isheja
09:30 am	Arrival of the Chief Guest	MC
09:30 am – 09:40 am	Welcome Address by host of 19 th Regional Seminar	Honourable RWANYINDO KAYIRANGWA Fanfan Minster of Public Service and Labour
09:40 am – 09:50 am	Address by the host of 18 th Regional Seminar	Head of the Tunisian Government delegation
09:50 am – 10:30 am	Spotlighting: Reimagining jobs creation and youth empowerment	<ul style="list-style-type: none"> • Mrs. Mito Tsukamoto, Branch Chief DEVINVEST/ILO • African Development Bank Group • CEO Private Company/Continental

Annexure 3

Event Programme

Time	Activity	Responsibility
		• Enabel/World
10:30 am – 10:50 am	Opening remarks by ILO	Director General of ILO
10:50 am – 11:00 am	Artistic performance	
11:00 am – 11:30 am	Keynote Address by Guest of Honour	Guest of Honour
11:30 am – 11:50 am	Group Photo & Health Break	
Session 2: Tunis to Kigali		
11:50 am – 11:55 am	Introduction of session	Moderator 1: Mr. Faustin Mwambari
11:55 am – 12:25 pm	Scene setting: Global Employment Intensive Investment Programme initiatives and trends	Mr. Chris Donnges Senior Economist, ILO EMPINVEST
12:25 pm – 13:00 pm	Plenary discussions	
13:00 pm – 14:00 pm	Lunch Break	
Session 3: Sub-theme 1 “Innovations in employment intensive technology, approach and work methods relating to the development of rural and urban infrastructure”		
14:00 pm – 14:05 pm	Introduction of sub-theme 1	Moderator 2: Ms. Carmen-Joy Abrahams, DDG of Ministry of Public works and Infrastructure, South Africa
14:05 pm – 15:15 pm	Scene setting: Infrastructure development and Structural Transformation of Africa	African Development Bank Group
15:15 pm – 16:30 pm	Panel discussion	<ul style="list-style-type: none"> • Eng. Patricie Uwase, Minister of state in charge of Infrastructure • International Finance Corporation (IFC), World Bank Group • Invited Hon Minister • Author of paper 1 & 2
16:30 pm – 16:40 pm	Closing Remarks	H.E. Mrs. Chaltu Sani, Ministry of Urban and Infrastructure, Ethiopia
16:40 pm – 16:45 pm	Wrap-up of Day 1	MC
16:45 pm – 17:30 pm	Health break	
18:00 pm	Private Sector round table	PCO
Tuesday, 16th May, 2023		
Session 4: “Enabling policy, legislative and Institutional frameworks for the promotion of Inclusive public employment programmes and green works in job-rich sectors”		
08:30 am – 08:35 am	Introduction the Sub-theme 2	Moderator 3: IUCN
08:35 am – 09:00 am	Scene Setting: Driving job creation and climate action through Policy and institutional reform	Hon. Dr Jeanne d’Arc Mujawamariya, Minister of Environment, of the Republic of Rwanda Or

Time	Activity	Responsibility
		Hon. TW Nxesi, Minister of Employment and Labour, South Africa Or Invited Hon. Minister
09:15 am – 09:35 am	Paper 3: Innovation in Policy and institutional frameworks	
09:35 am – 09:55 am	Paper 4: Public Employment programme	
	Paper 5: Green Jobs	
10:00 am– 11:00 am	Think tank 1: Policy & institutional framework, PEP and Green Jobs	Panelist
11:00 am– 11:30 am	Health Break	
11:30 am– 11:35 am	Introduction	Moderator 4: Maikel Lieuw-Kie-Song
11:35 am – 12:30 pm	Ted Talk: <ul style="list-style-type: none"> • Case studies on climate action and green jobs • Gender and Social Inclusion • Youth Empowerment 	<ul style="list-style-type: none"> • Rwanda: Ms. Teddy Mugabo, Chief Executive Officer of the Rwanda Green Fund. • N.Astou BA NDIAYE, Secrétaire Permanente AFRICATIP • UN Women • Ms. Chido Mpemba, AU Youth Envoy
12:30 pm – 13:00 pm	Networking and touring exhibition area	All
13:00 pm– 14:00 pm	Lunch Break	
Session 5: Ministerial Statement		
14:00 pm – 14:05 pm	Participants Seated	
14:05 pm – 14:15 pm	Introduction of the session	Moderator 5: Ms. Cynthia Samuel-Olonjuwon, Regional Director, Africa • RO-Africa
14:15 pm – 14:30 pm	Ministerial Presentation – Kigali Statement	Hon. Minister of MIFOTRA
14:30 pm – 15:00 pm	Plenary Discussions on Kigali Statement	
15:00 pm– 16:30 pm	Health Break	
15:00 pm – 15:20 pm	Paper 6: Inclusive procurement policy and Regulation	Moderator 6: Mr. Claude Yao Kouame, EIIP Specialist • DEVINVEST
15:20 pm – 15:40 pm	Plenary Discussions on Paper 6	
15:40 pm– 15:50 pm	Summary of Day's Proceedings	MC
15:50 pm– 16:00 pm	Brief on Field Visit for the Next Day & closing	NOC
19:00 pm	Gala Dinner	

Time	Activity	Responsibility
Wednesday, 17 th May, 2023		
Session 6: Field Visit		
07:30 am	Departure for Field Trip	NOC
08:30 am – 13:00 pm	Visits on various project sites	
13:00 pm – 14:30 pm	Lunch	
14:30 pm – 17:00 pm	Visits on various project sites	NOC
17:00 pm	Departure for Kigali	
Thursday, 18 th May, 2023		
Session 7: Sub-theme 3 “Skills and competencies for transformative infrastructure and sustainable livelihoods”		
08:30 am – 08:35 am	Introduction the Sub-theme 3	Moderator 7: Mr. Patrick Daru, Head of Operations, SKILLS
08:35 am – 09:15 am	Report back on field-trip	Team Lead of each group
09:15 am – 09:35 am	Scene Setting: Lifelong learning to ensure future of works	Hon. Irere Claudette, Minister of State ICT & TVET
09:35 am – 10:35 am	Panel discussion	<ul style="list-style-type: none"> • Master Card • ENABEL • Egypt • Zimbabwe • Trade Union Representative
10:35 am – 10:45 am	Special intervention	Hon. Minister /Ghana Invited Hon. Minister
10:45 am – 11:15 am	Health Break	
11:15 am – 12:15 pm	Paper presentations in breakout sessions Paper 7.8 & 9: Transformative skills	
12:15 pm – 13:00 pm	Group Discussions on Papers 7,8 & 9 and wrap-up	
13:00 pm – 14:00 pm	Lunch Break	
Session 8: Sub-theme 4 “Employment intensive works in the context of fragility (i.e., natural disasters, conflict and refugee situations, economic decline, etc.)”		
14:00 pm – 14:05 pm	Introduction the Sub-theme 4	Moderator 8: Mrs. Mito Tsukamoto, Branch Chief DEVINVEST/ILO
14:05 pm – 14:25 pm	Scene Setting: Crises management and development nexus	Hon. Minister of Local Government and disaster management, Mozambique or Madagascar
14:25 pm – 15:05 pm	Paper 10 & 11	
15:05 pm – 15:15 pm	Plenary Discussions on Papers 10 & 11	
15:15 pm – 15:45 pm	Health break	
15:45 pm – 16:45 pm	Country experience sharing on:	<ul style="list-style-type: none"> • Rwanda

Time	Activity	Responsibility
	<ul style="list-style-type: none"> • Infrastructure & youth employment • Convergence of PW and Social protection: case of TASAF • Fighting environmental degradation in Sahle • Use of ICT in project/contract planning and monitoring 	<ul style="list-style-type: none"> • Tanzania • W. Africa • Tunisia
16:45 pm– 17:00 pm	Summary of Day's Proceedings	MC
18:00 pm	Networking Cocktail	
Friday, 19 th May, 2023		
Session 9: Closing Ceremony		
09:00 am – 09:05 am	Participants Seated	
09:05 am– 09:20 am	Profiling Sponsors	MC: Ms. Mugabekazi Grace
09:20 am– 10:00 am	Presentations and Vote for 20 th Regional Seminar Host Country	
10:00 am– 10:30 am	Seminar findings, Conclusions and Way Forward	
10:30 am– 11:00 am	Health Break	
11:00 am – 12:15 pm	Discussion on Seminar resolutions	
12:15 pm– 12:25 pm	Vote of thanks	Seminar participants
12:25 pm – 12:35 pm	Closing Remarks by the ILO	Ms. Cynthia Samuel-Olonjuwon, Regional Director, Africa/ RO-Africa Mr. W. Chibebe, DIR ILO-Dar
12:35 pm– 12:45 pm	Closing Remarks by the Minister for Labour and Social Affairs	Hon. Minister
12:45 pm – 13:00 pm	Closing by MIFOTRA	Hon. Minister
13:00 pm	Lunch and Departure	