



**MINISTERIAL COMMUNIQUE**  
**OF THE IGAD MINISTERS OF LABOUR AT THE 2<sup>nd</sup> IGAD MINISTERIAL CONFERENCE**  
**ON LABOUR, EMPLOYMENT AND LABOUR MIGRATION**

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***Preamble***

**We**, the Ministers of Labour of the Member States of the Inter-Governmental Authority on Development (IGAD), namely: Republic of Djibouti, Federal Democratic Republic of Ethiopia, Republic of Kenya, Federal Republic of Somalia, Republic of South Sudan, Republic of Sudan and Republic of Uganda, held the 2<sup>nd</sup> IGAD Ministerial Conference on Labour, Employment and Labour Migration;

***On this day of the 2<sup>nd</sup> March 2023 in Addis Ababa, Federal Democratic Republic of Ethiopia;***

The Ministerial Conference being presided over by His Excellency Honourable Kamil Aldin Mohammed Ahmed, High Representative of the Ministry of Labour and Administrative Reform, Republic of Sudan/IGAD Chair ,

In the presence of His Excellency Dr Workneh Gebeyehu, the Executive Secretary of IGAD, Her Excellency Ms. Cynthia Samuel-Olonjuwon, ILO Regional Director for Africa and Assistant Director General; Her Excellency Amb. Minata Samate Cessouma, AU Commissioner for Health, Humanitarian Affairs and Social Development, Her Excellency Ambassador Sylvie Tabesse, EU Ambassador to the Republic of Djibouti and IGAD;

With representatives of Development Partners namely EU, GIZ,ILO; and representatives of Horn of Africa Confederation of Trade Unions (HACTU) and Representatives of Confederation of the IGAD Employers (CIE);

**The 2<sup>nd</sup> IGAD Ministerial Conference on Labour, Employment and Labour Migration** was held to take stock of the progress made since the signing of the Djibouti Declaration on Labour, Employment and Labour Migration in October 2021 and provide policy guidance on key priority areas of the Declaration.

***Recalling:***

- The provisions of Article 7(b) of the Agreement Establishing IGAD (1996) which enjoins IGAD Member States to harmonize their legal frameworks, policies and programmes on Free movement of Persons in the IGAD Region including the free movement of labour (Articles 9 & 10);
- The commitment of IGAD Member States to the broader prosperity and regional integration agenda of Africa within the frameworks of the African Union including Africa

Continental Free Trade Area (AfCFTA) and the AU Protocol on Free Movement of Persons, Right of Residence and Right of Establishment in Africa;

- The IGAD Djibouti Declaration on Labour, Employment and Labour Migration;
- And the IGAD Regional Qualification Framework validated by Experts of IGAD Member States;
- The commitment of IGAD member States to sign, ratify, domesticate and implement the IGAD protocol on Free Movement of Persons;
- The commitment of IGAD Member States to advance Decent Work and Social Justice through the application of International Labour Standards and resolutions including Centenary Declaration on the Future of Work (2019) and Abidjan Declaration advancing Social Justice (2019);

**Taking note of** the challenges of vulnerability, poverty, underdevelopment and instability in IGAD Region, which arises from adverse effects of COVID-19 pandemic, climate change and natural disasters, low productivity and unemployment, particularly of the youth which constitutes approximately 60% of IGAD population, informality of economies, limitations and vacuums in legal and policy frameworks on labour governance, low compliance to the ILO International Labour Standards especially on migrant labour governance, limited capacities of labour market institutions, limitations with data and standards for effective planning for employment, enterprise development and overall development planning, nascent social dialogue, gender inequity and inequalities and low social protection coverage;

**Reaffirming** our political commitment to promote peace, prosperity and regional integration;

**Taking note of** the IGAD Member States who have already signed the IGAD Protocol on Free Movement of Persons namely Republic of Sudan, Republic of South Sudan and the Federal Democratic Republic of Ethiopia;

**Further recognising** and appreciating the progress made by IGAD Member States and Social Partners in the implementation of the Djibouti Declaration which includes the development of the Plan of Action , the Program for Implementation of Djibouti Declaration,

**Recognising** the importance of free trade in economic development, employment creation and regional integration and **appreciating** the commitment of IGAD Members to the AU Continental Free Trade Area (AfCFTA) which has the potential to build strong African economies;

**Congratulating** Horn of Africa Confederation of Trade Unions (HACTU) and Confederation of IGAD Employers (CIE) for the development of their first 5-Year Strategic Plans and underlining the relevance of social dialogue and tripartism in line with the Djibouti Declaration and ILO International Labour Standards for improved labour, employment and labour migration governance, prosperity and regional integration;

In the spirit of social dialogue, CIE and HACTU **are highly encouraged to** consult with IGAD Secretariat in coordination with Member States so that the most representative of Employers' and Workers' Organizations is invited to IGAD conferences in conformity with ILO Conventions C87, C98 and C144.

**We, therefore,**

- 1. On the Development of Program for the Implementation of Djibouti Declaration (PIDD)**
  - Commend the work of IGAD Secretariat, the Experts of Member States, Social Partners and ILO for the extensive consultation, drafting and finalization of the Program for Implementation of Djibouti Declaration (PIDD) and therefore;
  - Endorse the IGAD Programme for the Implementation of the Djibouti Declaration as an IGAD regional flagship program on labour, employment and labour migration for its Members States and;
  - Further endorse the establishment of the IGAD Labour Governance Unit within the Health and Social Development Division of the IGAD Secretariat and;
  - Call upon development partners, donors, bilateral and multi-lateral organizations and other stakeholders to provide additional finance for the implementation of the program;
  
- 2. On Development of IGAD Regional Employment Policy Framework**
  - Formally launch the development of the IGAD Regional Employment Policy Framework in close consultation with IGAD Member States, Social Partners and other stakeholders;
  - Call upon IGAD Secretariat and the ILO to provide technical assistance to IGAD Member States to undertake macro-economic analysis to determine most productive sectors with high employment potential.
  
- 3. On the Roadmap Towards the Development of IGAD Regional Labour Market Information System (IR-LMIS):**
  - Endorse the roadmap for development of IGAD Regional Labour Market Information System (IR-LMIS);
  - Decide to establish IGAD Regional Labour Market Observatory to monitor labour market and migration trends and inform policy and action at national and regional levels;
  
- 4. On Development of IGAD Regional Social Protection Strategy:**
  - Call upon the IGAD Secretariat with technical assistance of ILO to review and finalize the IGAD Regional Social Protection Strategy in consultation with Social Security Institutions of Member States, Social Partners and other relevant stakeholders;
  - Support regional dialogue and technical consultations on the Extension of Social Protection for All, paying particular attention to workers in the informal and rural economy and to the needs of migrant workers and their families, women, youth and persons with disabilities;
  - Support bilateral and multilateral cooperation across Member States and the conclusion of bilateral social security agreements to ensure the portability of social security benefits;
  - Call upon the IGAD Secretariat with technical assistance from ILO to develop a targeted program against the adverse socio-economic impacts of COVID-19 on migrant workers taking account of the specific vulnerability of female migrants and post COVID-19 recovery and rehabilitation needs;

## **5. On Improving Labour Migration and Mobility Governance**

- Commit to participate in the forthcoming multilateral AU led dialogue with the Gulf Cooperation Council (GCC) on the issue of labour migrants protection and rights
- Agree to develop common regional positions for negotiation of Bilateral Labour Agreements with countries of destinations drawing on the recommendations of the IGAD Regional Guidelines on Rights Based Bilateral Labour Agreements;
- Urge the IGAD Secretariat, ILO and other partners to continue to build the capacities of labour attaches of IGAD Member states deployed to the Middle East and other destination countries;
- Commit to undertake a review of current recruitment policies and practices in the IGAD region and develop regional guidelines in line with continental and global initiatives including ILO Guidelines on Fair Recruitment and relevant International Labour Standards;

## **6. On Social Dialogue and Tripartism**

- Commit to uphold Member States obligations to all ILO Fundamental Conventions on labour governance; And recommend for IGAD Member States to ratify and apply ILO Conventions on social dialogue particularly Convention Nos. 87, 98 and 144.
- Commit to mainstream gender, labour migration, just transition and disability in all policies and strategies aimed at attaining the provisions in the ILO Conventions;
- Call upon development partners to support the implementation of the 5-Year Strategic Plans of HACTU and CIE;

**We**, call upon the Member States that have not yet signed the Protocol on Free Movement of Persons to do so for its ratification, domestication and implementation.

**We**, further commit to redouble our efforts towards improved Labour, Employment and Labour Migration governance and appreciate all the efforts of IGAD Secretariat, ILO, European Union and other Stakeholders and;

**Agree** to hold the next 3<sup>rd</sup> IGAD Ministerial Conference on Labour, Employment and Labour Migration in March 2024 and request the Government of the Republic of Kenya to host this planned Conference; and

**Thank** the People and Government of the Federal Democratic Republic of Ethiopia for hosting this 2<sup>nd</sup> IGAD Ministerial Conference on Labour, Employment and Labour Migration.

**We, hereby, append our signatures** to the above decisions for the implementation of the Djibouti Declaration on Labour, Employment and Labour Migration for IGAD Region as below;



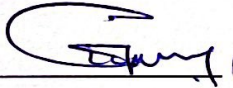
Honorable Omar Abdi Said,  
Minister of Labour, in charge of  
Formalisation and Social Protection  
Republic of Djibouti



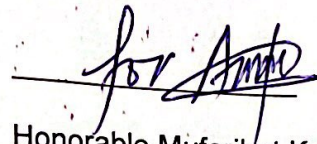
Honorable Florence Bore,  
Cabinet Secretary, Ministry of Labour  
and Social Protection  
Republic of Kenya



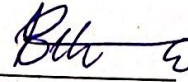
Honorable General James Hoth Mai,  
Minister of Labour  
Republic of South Sudan



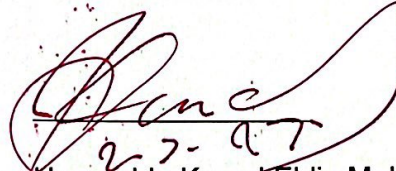
Honorable Okello - Engola Charles Macodwogo,  
Minister of State for Labour, Employment  
and Industrial Relations  
Republic of Uganda



Honorable Muferihat Kamil,  
Minister of Labour and Skills  
Federal Democratic Republic of Ethiopia



Honorable Bihi Iman Egeh  
Minister of Labour and Social Affairs  
Federal Republic of Somalia



Honorable Kamal Eldin Mohamed Ahamed,  
Representative of the Minister of Labour a  
Administration Reform  
The Republic of the Sudan

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Done on 2<sup>nd</sup> March 2023 in Addis Ababa, Ethiopia,

Federal Democratic Republic of Ethiopia