



AMSEP

WAPES

AMSPE

**WAPES workshop
Africa region**

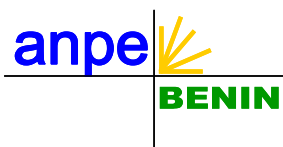
**Funding PES in Africa:
Challenges and prospects**

**Ouidah, BENIN
September 18 - 20 2006**

General report (draft)



Republic of Bénin



National Employment Agency, Benin



African Association of Public
Employment Services (AASEP)

WORLD ASSOCIATION OF PUBLIC EMPLOYMENT SERVICES (WAPES)
ASSOCIATION MONDIALE DES SERVICES D'EMPLOI PUBLICS (AMSEP)
ASOCIACIÓN MUNDIAL DE LOS SERVICIOS PÚBLICOS DE EMPLEO (AMSPE)



Target public and Objectives

Target public: Taking the chosen theme into consideration, the Workshop mainly addressed itself to the Directors General of Employment, the Directors of Regional Employment Agencies and PES Heads on the subject of developing international projects and technical and financial partnerships, both public and private.

General objectives: The objective of the Workshop is to analyse the current situation regarding the funding of Public Employment Services and to encourage the interchange of best practices between them. This annual meeting of the WAPES Africa Region will attempt to provide a complete overview of the initiatives taken by African PESs in order to respond to the financial challenges which they must face in their efforts not only to guarantee quality services to jobseekers and business, but also to develop new services when confronted by an ever more complex and demanding job market.

Discussion groups – specific objectives: Throughout the Workshop, priority will be given to talks, discussion and experience interchanges, either via panels (plenary sessions) or in discussion groups (small committees). Each working session will be introduced by practical cases (successful experiences or otherwise) and steered by a moderator to tackle a range of aspects relating to the problem scenarios of the subjects chosen.

Defining contexts and working groups

Context definition

Context presentations will establish the bases of discussions to be held in the working groups. Through them it will be possible to define the status of the situation as regards funding tools and methods used by the PESs in Africa: public funding and the limitations to it, partnerships with private bodies and the financial advantages arising from them, and technical assistance and bilateral and multilateral cooperative agreements which have been set up to meet defined needs for which public and private funding is either non-existent or insufficient.

The Working Groups will be introduced by one or two examples of relevant practices illustrating certain innovative aspects, methods or tools, developed by PESs in Africa. These short presentations (15 mins) will be followed by a round table and talk, interchanges and discussion coordinated by a facilitator. A secretary will be appointed at the beginning of the session and entrusted with the task of drafting the conclusions to be reached in concert with the moderator for the purpose of submitting them and debating them in plenary session on Tuesday 19/09/2006.

Programme

Programme	Saturday September 16 2006
------------------	-----------------------------------

Saturday 16	Welcoming arrivals and settling them in Cotonou /Ouidah
-------------	---

Programme	Sunday September 17 2006
------------------	---------------------------------

09 : 00	Transfer to Ouidah by the tourist route (coast road, fishing village, Gate of No Return, etc)
10 : 00	Settling in Ouidah
11 : 00	Registration of participants
12 : 30	Ad hoc lunch
15 : 30	Visit to the City of Ouidah
18 : 00	Drinks offered by Mr. Pierre BADET, Mayor of the City of Ouidah

Programme	Monday September 18 2006
------------------	---------------------------------

08 : 00	Participants leave for Cotonou
09 : 00	<ul style="list-style-type: none"> ▪ Visit to a Benin PES: Visit to a local counter of the Benin NEA and the General Management
11 : 00	<ul style="list-style-type: none"> ▪ Summary of the visit ▪ Audience with the Chairman of WAPES, Mr. Christian CHARPY, with the MDEF
12 : 30	Lunch
14 : 00	Leave for Ouidah
15 : 30	Participants brought to the Conference Centre
16 : 00	<p>Workshop Opening – Official Ceremony</p> <p>Welcome speech Mr. Roch Nepo, Director General of Benin NEA</p> <p>Reception speech Mr. Camille Mouté à Bidas, Vice-Chairman of WAPES, Africa Region Mr. Christian Charpy, WAPES Chairman</p> <p>Official opening speech Mrs. Sakinatou ALFA OROU SIDI, Delegate Minister Responsible for Microfinance and the Promotion of Small and Medium Enterprise (responsible for employment) Mr Pascal Irené KOUKPAKI, Minister for Development, the Economy and Finance</p>
17 : 30	Pre-dinner drinks offered by Benin NEA at the Regional Institute for Public Health

PLENARY SESSION 1

Chair:	Mr. Camille Mouté à Bidias, Vice Chairman of WAPES (Africa Region)
08 : 30	Welcome participants
09 : 00	<p>Situation regarding the PES funding</p> <p>Presentation of the analysis of the funding of the PESs in Africa. What is happening with regard to <u>PES private and public funding</u>: What are the sources and in what proportions? Activities? Logistics? Operations?</p> <p><i>Speaker: Mr. Charlemagne LOKOSSOU, Consultant, Specialist in Human resources, Employment and Project Management (of Cabinet Africa Performances)- Benin</i></p>
09 : 20	<p>International funding:</p> <p>How are African PESs funded apart from traditional sources (private and public)?</p> <ul style="list-style-type: none"> - From financial partnerships with funding bodies? - From bilateral or multilateral technical cooperation schemes with other countries or international organisations? <p>What opportunities exist? How should they be used?</p> <p><i>Speaker: M. Marcel KOUADIO BENIE, Agrégé Professor of Economic Sciences at de Sciences, COCODY University, Abidjan</i></p>
09 : 40	Questions/Answers
10 : 15	Coffee/tea break
10 : 30	Questions / answers (cont.)
12 : 15	<p>Introduction of working groups, division into groups.</p> <p><i>Mrs. Carine Doutreloux, Africa Regional Counsellor, WAPES Executive Secretariat, Brussels</i></p>
12 : 30	Lunch on the spot at the Regional Institute for Public Health

WORKING GROUPS

14 : 00	<p><u>Working Group A: Public and private funding:</u> How can the public authorities and the private sector be encouraged to finance the PESs? How can resources be categorised according to the needs of the PESs?</p> <ul style="list-style-type: none"> ▣ <u>Public funding:</u> Presentation of the Burkina Faso NEA by its DG, Mr. Benoît Kaboré ▣ <u>Moderator:</u> Mr. Driss MRABET, National Agency for Employment and Freelance Work, Tunisia ▣ <u>Secretary:</u> Mrs. Félicienne Oloukoï, South Regional Antenna Head, NEA - Benin
	<p><u>Working Group B: International cooperation:</u> Based on a range of experiences, identifying as constituents 1 and 2 how international cooperation can complement public and private funding for PES in Africa.</p> <ul style="list-style-type: none"> ▣ <u>Moderator:</u> Mrs. Muriel SEMPOUX, Department of International Relations, FOREM, Belgium ▣ <u>Secretary:</u> Mrs. Hafoussiatou Sougue-Traoré, Support Fund for Occupational Training and Apprenticeships, Burkina Faso <p>Constituent 1: How do PESs fund their activities/needs through international cooperation?</p> <p>Technical cooperation (WAPES)? Bilateral and multilateral agreements? other sources? What opportunities are there to grasp?</p> <ul style="list-style-type: none"> ▣ <u>Presentation</u> of the experience of the ACFPE African Centre by its DG Mr. Jean-Pierre Douzima
15 : 30	Coffee break
16 : 00	<p>Summary of the work of the Working Groups</p> <p><u>Working Group A / Private funding:</u> Presentation of the example of the Congolese ONEMO by Mr. Michel Mouanga, Director of Occupational Training Centre</p> <p><u>Working Group B / Constituent 2: Seeking partners and funding bodies</u></p> <p>How to pro-actively seek one or more funding bodies and how to develop a project to respond to a call for an offer. Where do you look for partners? How do you train in-house personnel in the development and management of bilateral or multilateral projects?</p> <ul style="list-style-type: none"> ▣ <u>Presentation</u> of the experience of the Cameroon NEF by Mr. Benjamin Kisso, agency director, National Employment Fund
18 : 00	Close of the session / drafting the summary reports of the work done by the working group secretaries
19 : 30	Dinner offered by WAPES

09 : 00	Review of the Working Groups' work (validation of the reports within each working group)
10 : 30	Coffee break

PLENARY SESSION 2

Chair:	Camille Mouté à Bidias, Vice Chairman of WAPES (Africa region)
11 : 00	Collation of the Working Groups' conclusions followed by questions/ answers in plenary session
13 : 00	Lunch
15 : 00	Validation of the general report of the workshop
16 : 00	Workshop closing ceremony <ul style="list-style-type: none"> ▪ Reading of the general report as adopted ▪ Speech by the WAPES Vice-Chairman ▪ Closing speech by Mrs. Sakinatou ALFA OROU SIDI, Delegate Minister Responsible for Microfinance and the Promotion of Small and Medium Enterprise and responsible for Employment
18 : 30	Drinks
19 : 30	Official closing dinner given by the Benin Minister for Employment Presentation of the summary of the final report.

**GENERAL REPORT ON THE WAPES – AFRICA REGION – WORKSHOP ON
FINANCING PES IN AFRICA: CHALLENGES AND PROSPECTS.**

Between 18 and 20 September 2006 the Regional Institute for Public Health hosted the workshop on ***"Funding Public Employment Services in Africa: Challenges and Prospects"***.

Initiated by the World Association of Public Employment Services (WAPES) with the technical and financial support of the African Association of Public Employment Services (AAPES) and the Benin National Employment Agency (NEA, Benin), the workshop welcomed representatives from some fifteen countries both in Africa and elsewhere.

The basic idea underlying the initiative arises from the need to analyse the current funding system of the Public Employment, to share experiences in this area and to stimulate the interchange of best practices between them, in order to help them respond to the financial challenges they must face in their efforts to guarantee not only quality services for jobseekers and employers, but also to develop new services to tackle an increasingly complex employment market.

Apart from the technical staff from Benin NEA, the workshop was honoured by the presence of Mr. Christian CHARPY, Chairman of WAPES and Director General of France NEA, Mr. Camille MOUTE à BIDIAS, Vice-Chairman of WAPES and Chairman of AAPES, the Mayor of Ouidah, the representative of the Tunisia PES, member of the "Arab and Middle Eastern Countries Region", the representative from the Walloon PES, FOREM, the Executive Secretary of WAPES, all the Directors General of Sub-Saharan African Public Employment Services, representatives from Burkina-Faso, Mali, Kenya, Chad, the Congo, Ivory Coast, Cameroon, Congo Brazzaville, the Central African Republic, international institutions and resource staff (see the attached list of participants).

The work of the Workshop was in four stages:

- The official opening ceremony
- The plenary meeting on the second day
- The work of the workshop followed by the plenary meeting on the third day
- The closing ceremony.

Solemn opening ceremony (September 18 2006)

The work was opened respectively by:

- A word of welcome from the Director General of the Benin NEA, Mr. Roch Sosthène NEPO;
- Speeches of welcome from the WAPES Vice-Chairman and the President of AAPES, Mr. Camille MOUTE A BIDIAS and the WAPES Chairman, Mr. Christian CHARPY, Director general of the France NEA;
- The official opening speech by the Delegate Minister Responsible for Microfinance and the Promotion of Small and Medium Enterprise (responsible for employment), Mrs. Sakinatou ALFA OROU SIDI.

In his message, Mr. Roch Sosthène NEPO first welcomed all the participants, then thanked the Government for having authorised and vigorously supported the organisation of the current seminar. He then restated the context of general economic gloom in which African countries found themselves, faced as they are with the pain of unemployment and under-employment, where the nagging questions of employment in general and of the funding of the Public Employment Services in particular are making their presence felt as one of the most common preoccupations shared by all, regardless of the range of choices made by societies.

He stated how important it was for PESs to exchange their experiences of adapting to difficulties and setting up strategic partnerships for the purpose of gaining greater solidarity and better quality services, and he hoped that the work of the workshop would throw up suggestions and recommendations which would be relevant and immediately applicable.

Mr. Camille MOUTE à BIDIAS then took the floor, also thanked the President of the Republic of Benin for having agreed to have his country host the event, then welcomed the representatives from the WAPES and AAPES countries, the foreign delegations, the WAPES Secretariat, all the participants, and particularly Mr. Christian CHARPY, Director General of the France NEA, who agreed to take part in the workshop despite his very packed schedule. He also thanked him for having chosen Benin for his first official appearance as the new Chairman of WAPES. He then particularly stressed the problem scenario of employment in Africa, and the rising intention of our governments to make it the subject of a specifically updated policy and strategy. His opinion was that for a long time it had been thought that all that was needed was high rate of growth to absorb the problem of unemployment. But economic growth, while essential, is not enough by itself to effectively combat the lack of jobs.

The governments of Africa have clearly understood this message and have begun to implement policies, strategies and actions to combat unemployment and under-employment in the continent. This quest on the part of our governments reached a high point with the Ouagadougou Summit (2004), which was devoted to employment. However, the falling unemployment rate (9.7%), recorded throughout most of the Sub-Saharan African countries as well as in the Middle Eastern and Arab region (13.2%), actually hides a huge level of under-employment and shameful pay rates for indecent work.

In the light of the dysfunction observed in the labour market, the role of the PESs has become crucial in lowering unemployment rates in our continent, because of the fact that they are one of the levers whereby governments can implement suitably designed employment policies. With regard to the funding problems experienced by the PES in Africa, the Workshop will give them a chance to glean information from each other about funding practices, about successful examples, and to seek as a whole the best ways and means to improve their funding situation and effectively carry out their mission.

Mr. Christian CHARPY, having expressed his deep gratitude to all the participants for their contributions to the workshop, summed up the conditions under which he took over the Chairmanship of WAPES and its background.

In his opinion there were three (3) main objectives for WAPES:

- To establish itself within an active network to stimulate the sharing of experience and good practice;
- To act as a facilitator to stimulate technical assistance;
- To promote and defend the role of the Public Employment Services in respect of our governments, international institutions and funding agencies.

In the light of the funding problems suffered by the PESs, the demands placed on them as regards public service means that it is difficult for them to finance the services provided for their beneficiaries, mainly jobseekers and businesses.

By way of clarification of this line of thinking, he made three (3) basic comments:

1. the organisation of WAPES should be optimised so that the essential resources were to be found in the field and not in the central structures;
2. the actual effectiveness of the PESs should be measured from time to time, since if they could not show that they were really effective they could not attract stable funding;
3. account should be taken of the fact that different types of funding existed (subsidies, dedicated taxation, international funding).

It thus becomes the duty of WAPES and of the governments to keep an eye on the development of the resources essential to their operations.

And he hoped the results of the deliberations would provide some concrete recommendations which could be summed up in a Ouidah declaration.

When Mrs. SAKINATOU ABDOU. ALFA OROU Sidi, came to speak, officially opening the workshop, she drew the notice of the participants to the importance of the thorny yet crucial matter of employment in our countries which must be given pride of place. She also stressed the need to invest deep and thorough thought in the problem of funding the Public Employment Services in Africa, placing particular emphasis on international solidarity to meet this challenge. In conclusion she called on the participants to develop a new vision and to seek pertinent and realistic approaches in order that the business of solving this problem could be entered upon in a permanent and definitive fashion, in order to avoid social tension and unforeseeable consequences.

Setting up the praesidium (September 19 2006)

In order to carry out the work of the workshop, a praesidium was set up with the following members:

Chairman: Mr. Camille MOUTE à BIDIAS (Vice-Chairman of the Africa region)
Secretary: Mr. Christophe MIGAN (Director of the Employment and Training Observatory Department, Benin NEA)

Presentation of communications:

With the praesidium in place, the participants then listened with interest to two (2) communications followed by statements made by those about to take part in the conference intended to introduce the work of the workshops. A summary of the communications and statements by subject area is as follows:

Communication No.1: PES financial statement (by Charlemagne LOKOSSOU from Cabinet Afric Performance-Benin, Consultant, Specialist in organisation, human resources and employment, development engineering)

In his report, the speaker respectively:

- briefly summarised the various institutional frameworks of the Public Employment Services in Africa;
- then succinctly summed up the various mechanisms for funding the PESs, the types of funding, the activities funded, the management methods and the challenges faced regarding the funding of the PESs;
- in conclusion he made a few proposals regarding pathways to explore to finance PES and the prospects in the matter of private and public international finance and management systems associated with it.

The bottom line is that the level of resources mobilised is not sufficient at the present time for PESs to be reasonably sure of being able to perform their functions, which explains the search for innovative solutions, hinging on payment for services, contracting out activities in accordance with a budget – programme approach, and the joint management of resources provided by business partners and international cooperation schemes. It would also be essential for the range of experiences of each PES present at the workshop to be reported so that they could proceed to reciprocally fund each other.

Statements:

During the course of these statements, various participants informed the meeting of their experience in the world of PES funding.

With regard to the first communication, the nub of the observations was summed up in the following points:

- the experiences of the Central African Republic regarding the funding of their PESs; the role played by the Boards of Directors of the NEAs and the mobilisation of financial resources intended to finance PESs;
- the need to couple employment and training in the framework of mobilising financial resources;
- the synergy which must exist between the NEAs and all the structures responsible for training;
- the need to find active partnerships to fund the NEAs;
- the satisfaction by the NEAs of the expectations of the development partners, the State, the unions and civil society;
- the way in which an unemployment insurance system can help PESs improve their funding levels;
- the types of activity which PESs can initiate to improve their funding levels.

Communication No. 2: International funding for PESs in Africa (by Professor Marcel KOUADIO BENIE, Agrégé Professor of Economic Sciences, Cocody University)

In his report, the speaker focused on four (4) essential points:

- the framework of international funding for African PESs;
- priority target beneficiary groups;
- PES action areas ;

- Terms and conditions of international funding for PESs.

He pointed out that international funding is provided upon certain conditions. Because of the elements which change current policies, particularly DRSPs (Poverty Reduction Strategy Papers), the WCO, the NEPAD, eligible projects are above all those which concern the challenges of the new millennium (under-employment, unemployment and the fight against poverty). These will mainly be projects advantageous to young men and women or which support their social inclusion, and including those aimed at the social inclusion of persons infected with HIV/AIDS.

Among the activities interesting to providers of international funding, are:

- Labour-intensive public utility activities;
- The establishment of small and very small enterprises;
- The upgrading of professional training;
- Entrepreneurial initiative development for young graduates;
- The sectors (rural and informal);
- The establishment of a reliable information system in the labour market;
- Qualifications and occupations;
- The promotion of microfinance;
- Upgrading occupational training facilities;

In the matter of the terms and conditions governing finance, such finance will definitely have to be based on funds either created within the PESs, or outside the PESs, but intended to finance their activities, their programmes and the projects they run.

At the conclusion of his presentation, the main recommendations made by the speaker dealt with:

- The coordination and synergy of the actions of fund raisers;
- The setting up of an African fund for employment and the fight against poverty;
- The setting up of a fund for employment and training by the regional funding bodies (BAD, BOAD, BSR, UEMOA, CEMAC, etc.).

Generally speaking, if the PESs wish to obtain the support of fund raisers they must internalise the process of seeking finance in order to meet the challenges which face them.

Discussion:

Among the key points forming the subject of discussion following this second communication are:

- The problems of making relevant assessments in regard to intermediation;
- The synergies which must be created with fund raisers;
- The mechanisms which must be set up to avoid the duplication of projects;
- The PESs' own finance abilities;
- The need to develop a powerful enough argument to sway the decisions of the authorities;
- The search for funding other than cash;
- The PESs funding terms and conditions;
- The method used to set up international finance.

The workshop

Following the communications and the subsequent discussions, two working groups were set up.

The first group, entrusted with the theme "Public and private funding" was asked to focus its discussion on two all-consuming points:

- How to encourage the public authorities and the private sector to fund the PESs;
- How to spread out financial resources according to the needs of the PESs.

In this respect the presentation of the Burkina-Faso and Congo experiences served as a springboard for discussion.

The second group dealt with the theme of international cooperation. This group took as its starting point the experience of the Central African Republic ACFPE and the Cameroon NEF with a view to identifying the way in which international cooperation can complement public and private funding in Africa.

Collation of the workshop results (September 20 2006)

In order to collate the efforts of the workshop a plenary meeting was organised at which the results of the work of the various groups was presented. The reports drafted by the different groups are included as an attachment.

Workshop A : "Public and private funding"

The participants in this working group followed with interest the presentation of the financial situation of the various PESs via a round table, particularly those in Tunisia, which is an example of success. Each participant made a statement relating to the difficulties experience by the PESs in their respective countries.

Further difficulties can be added to those listed:

- The inadequacy of human, material and financial resources;
- The fact that some states have divested themselves of the responsibility for funding the PESs;
- The length of time taken by the process of collecting and disbursing dedicated taxes
- The problems of justifying funding applications;
- The low level of capital funds;
- Lack of partners in the private sector;
- The status of some PESs;
- The inability of the PESs to formulate funding applications.

As solutions to these difficulties, the participants felt that it would be advantageous for each PES to:

- Diversify its sources of funding (fund raisers, products, development of parallel programmes);
- Work out its programmes to match the funding provided by its agency (short term);
- Work out a strategic development plan over 3 to 5 years (medium and long term), with a view to ensuring visibility for the identity of the agency so as to grasp possible funding opportunities;
- Streamline disbursement procedures on the basis of specifications;
- Establish the necessary provision required to guarantee the independence of the structure;
- Develop partnerships with NGOs and other institutions.

Workshop B : "Funding PESs in the framework of international cooperation schemes"

The second working group based its work on the experiences of two countries (Cameroon and the Central African Republic) to examine the way in which international cooperation can complement public and private funding for PESs in Africa.

With a view to better identifying the essence of the theme to be debated, the work of this working group followed two communications:

- The first on "the experiences of the Central African Republic in the matter of international cooperation" given by Mr. Jean-Pierre DOUZIMA;

- The second on "the experience of Cameroon in the matter of international cooperation", given by Mr. Benjamin KISSO.

These communications evoked a wealth of deeply-felt contributions in which the participants threw light on the problems experienced by the PESs in developing international cooperation actions.

Among the main difficulties they mentioned:

- the absence of a clear, precise and concise identification of needs;
- the lack of qualified personnel to design the projects;
- the lack of control over the disbursement procedures of the fund raisers;
- the weakness of the PESs in running cooperative schemes.

To remedy this they suggested, *inter alia*:

- a clear and precise identification of the PESs' strengths and weaknesses;
- setting up project teams;
- identifying partners;
- negotiation;
- the nature of the cooperative schemes to be developed.

Following the presentation of the workshops' results, the following recommendations were made:

Suggestions and Recommendations **(Plenary meeting on September 20 2006)**

The suggestions and recommendations made by the working groups were as follows:

- The initiation of a study into the condition of the PESs, the results of which should clarify the situation at the level of each country;
- The launch of an Appeal to the Heads of State to take account of the conclusions of the the Ouidah 2006 workshop.
- The PESs should organise themselves in such a way as to be able to get better information and provide themselves with the technical means for formulating their funding needs and designing an appeal.
- The setting up of an African Employment Fund within the African Union;
- The strengthening of the PESs' abilities to identify, negotiate and steer international cooperation scheme actions;
- Raising the awareness of the governments to contribute their support for the PESs in seeking international, multilateral and bilateral funding;
- Energising the WAPES sponsorship programme by supplying the PESs with file of applicants and service supply and demand and possibly a file on international cooperation scheme opportunities.

In order to make sure that the Ouidah workshop would make an indelible mark, the participants hoped to support the step of setting up a Benin NEA desk in Ouidah. To achieve this both WAPES and AAPES will provide their total support.

In order to back all the workshop's conclusions and discussions, the participants recommended that their governments be made aware of the thorny problem of Public Employment Service Funding be means of the Ouidah Appeal (see attachment 1).

Closing the Workshop (September 21 2006)

The closing procedures were punctuated respectively by:

- the reading of the workshop report ;
- the presentation of the Ouidah Appeal by by Mr. Zehia, Secretary General of AAPES;
- an expression of thanks by the Mayor of Ouidah ;
- the speech given by Camille MOUTE à BIDIAS, Vice-Chairman of WAPES and Chairman of AAPES;
- the closing speech by the Delegate Minister Responsible for Microfinance and the Promotion of Small and Medium Enterprise (responsible for employment) Mrs. SAKINATOU ABDOU. ALFA OROU Sidi.

Fundamentally, one of the strongest recommendations made by this Workshop relates to the leading role which must be played by the governments of the WAPES member states in solving the problem of the funding of the Public Employment Services such that they can implement their policy on the ground, and in this way to make their actions aimed at reducing unemployment and hence poverty visible and concrete.

However, the governments of each member state must not stand alone in being the only ones able to solve this problem, even though their role may be most important. The fund raisers and all other institutions, concerned to render life less precarious in Africa (with the resulting immigration problems), must also give their support to the African PESs.

Nor can the private sector feel indifferent, since unemployment drives some young people to take a step in the direction of crime. Business cannot develop in an insecure environment. It is in the interests of the private sector as a whole to become involved in the solution of the problem of the funding of the Public Employment Services.

In addition the PESs should strive to organise themselves better and work more professionally in order to provide quality and therefore more effective services in the performance of their duties. The step of modernising their services will make it possible for them to gain greater trust from governments, funding bodies, the private sector and jobseekers.

In order to close this workshop, the representatives of the various local, national and international authorities listed above expressed their thanks to all the participants for the quality of the work done and to all the development partners, sponsors and all those who, near or far, helped this workshop to proceed under the best possible conditions.

Attachment 1 : Working Group A - Report

Attachment 2 : Working Group B - Report

FUNDING THE PES IN THE FRAMEWORK OF INTERNATIONAL COOPERATION SCHEMES

The work of working group B of the WAPES workshop (Africa Region) relating to the funding of PESs in Africa took place in 2006 on September 20 in BAP room No. 142 of the Ouidah IRSP (Regional Public Health Institute). Challenges and prospects with the underlying theme: international cooperation.

Working group B was chaired by moderator Mrs Muriel SEMPUX from the FOREM department of International Relations, Belgium; records being kept by Mrs. Hafoussiatou SOUGUE/TRAORE, Director of the Burkina Faso Occupational Training Support Fund.

The work concentrated on:

- preliminary reports
- the experience of the Central African Republic in the field of international cooperation, related by Mr. Jean Pierre DOUZIMA
- the experience of Cameroon in the field of international cooperation related by Mr Benjamin KISSO

Mr. DOUZIMA's report, after describing the cooperative project developed by his structure, insisted on the need to contact embassies, the ILO and the other members of WAPES.

On the basis of the Cameroon experience, after describing the cooperative projects developed by the NEF, Mr. KISSO stressed the importance of having clear objectives for the cooperative scheme translated into a precise requirement identified in the form of a project. He then presented the methodology to be followed.

He emphasised the correct choice of the partner, one who should meet certain precise criteria while highlighting the pathways to be followed as most likely to lead to partners.

These reports were followed by a round table on the experiences of other participant countries which made it possible to highlight the difficulties experienced by PESs in developing international cooperative action schemes. They arise from:

- **failure to clearly identify needs,**
- **a lack of qualified personnel to design projects,**
- **failure to understand the fund raisers' disbursement procedures,**
- **a weakness in approaching cooperative projects.**

To remedy this difficulties, the participants proposed the following solutions:

- **clear identification of the PES's strengths and weaknesses**

This is because it is essential to be able to clearly express a need for funding which can be subjected to evaluation via a diagnosis of the strengths and weakness of the PESs activities.

- **The setting up of a project team**

The duty of this team is to convert the need expressed into a project using a project file which should describe the project and the justification for the project, the overall objective of the project, the specific objectives, the target group, the partners, the conditions of access to the project, the mechanisms involved in implementing the project, the provisional budget, which should include a national counterpart, the implementation timetable and the project steering group.

- **The identity of the partners**

At this stage it is essential to be able to identify one or more partners likely to be able to support the project. It should be possible to draw up a list of potential partners. This identification should take account of the area of action of the funding bodies and the nature of the cooperation which it is hoped will be developed, depending on whether it is multilateral or bilateral.

- **negotiation**

Negotiation begins after the potential funding bodies have been identified. It should conclude with a cooperation agreement. It may be made with WAPES members or national or international institutions.

After these steps a number of points have been analysed:

1 - Nature of the cooperative scheme

Cooperation may be of two types, multilateral or bilateral.

When a partnership is created between countries, this is seen as bilateral cooperation, and when a country develops relationships with an institution covering several countries, this is seen as multilateral cooperation.

Experience shows that the majority of PESs in Africa make use of both types of international funding (bilateral and multilateral) to meet their funding needs. However, most PESs are mainly concerned with bilateral arrangements. It is clear that opportunities exist at both levels of cooperation, although the accent is on the bilateral.

2 - Methodological procedure

Four basic steps have been identified

- identifying a need on a basis of diagnosing what is currently present,
- developing a project with clear and quantifiable objectives,
- seeking a partner in a bilateral or multilateral relationship according to what is appropriate ,
- signing the cooperation agreement.

The procedure in seeking international funding is to prospect the embassies, the European Union and multilateral institutions, in a word, everyone concerned with development.

Within the stage of seeking finance, efforts should be made to:

- Carefully study the choice of context for formulating the request relating to it;
- develop a network of partners: Building up a network of partners means the PES has a better chance;
- Set up an effective communication service

At the conclusion of these discussions the participants made the following recommendations:

- 1) the creation of an African Employment Fund within the African Union;
- 2) the upgrading of the PES's skills in identifying, negotiating and steering international cooperation projects;
- 3) that the governments should support the PESs in seeking international funding (multilateral or bilateral);
- 4) that WAPES should re-energise its sponsorship programme by providing the PESs with a file of service seekers and suppliers and possible a file of international cooperation opportunities

As an addition the list of members of the commission and the list of funding bodies is given below.

Attachment 3 : THE OUIDAH APPEAL

We, the Directors General of the African Public Employment Services (PES), members of the World Association of Public Employment Services (WAPES) meeting at the Regional Workshop between September 18 and 20 2006 in Ouidah (Benin):

- Whereas the right to decent work for all is inalienable;
- Whereas the African Heads of State, meeting at the extraordinary Summit in 2004 in Ouagadougou, have reaffirmed their decision to struggle against the endemic unemployment from which our continent suffers
- Whereas the World Summit on Social Development has recognised full employment as one of the eight (8) fundamental objectives in the fight against poverty (ODM);
- Whereas the setting to work of available human resources is essential/a measurement of economic growth, of development, and hence of the eradication of poverty,
- Whereas each of our African governments has set down employment as a priority in the framework of the Poverty Reduction Strategy Document (DSRP);
- Whereas the PESs, which manage mass employment, have a central role to play in the implementation of employment policies created by the Governments,
- Conscious of the mismatch between the mission entrusted to the PES and the resources at their disposal,
 - **Call upon our Governments to provide the PESs with sufficient resources to effectively fulfil their missions,**
 - **Propose the creation of an African Employment Fund within the African Union.**
- As a consequence, we, the managers of the PESs, commit ourselves to make every effort to utilise to the utmost these resources to increase our performance and effectiveness in the performance of these missions.

Ouidah, September 20. 2006

THE WORKSHOP