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***THEME: “Promoting Employment for Social Cohesion and
Inclusive Growth”***

**SOCIAL PROTECTION PLAN FOR THE INFORMAL ECONOMY AND
RURAL WORKERS 2011-2015
(SPIREWORK)**

Quotes from AU Policy Documents:

☞ Ouagadougou Plan of Action on Employment Promotion and Poverty Alleviation (September 2004):

Key Priority Area 4:

“Establishing, improving and strengthening the social protection schemes and extending them to workers and their families currently excluded, as well as occupational safety, health and hygiene.”

Key Priority Area 10:

“Extend increased coverage of social protection to the informal sector of the economy”

☞ Social Policy Framework for Africa (Windhoek, October 2008):

Under Employment and Labour Strategies:

“Give the informal sector the necessary support by removing administrative, legal, fiscal and other obstacles to its growth, and facilitate its employment creation functions with access to training, credit...appropriate legislation, productive inputs, social protection, and improved technology”

“Develop and extension of social security and social protection to cover rural and informal workers as well as their families”

1. INTRODUCTION AND BACKGROUND

1. Considerations of risk and vulnerability are key to understanding the dynamics leading to perpetuating poverty in Africa. Vulnerability and insecurities affect everyone but more severely the working poor who face large risks from shocks to their income-earning capacity due to natural and man-made disasters, crime and violence, unemployment, old age, exclusion and discrimination, gender inequality. etc. Millions of African informal and rural workers, men, women and youth, are low-income earning workers for large part of their lives, but are too poor to insure themselves and their families against work related risks. They are most hit by short and longer term shocks aggravated by economic and financial crises. Being poor workers who receive very low salaries, they are not able to achieve the desirable standards of social development as defined by the labour t related MDGs.
2. Poverty is more than inadequate consumption or inadequate education and health — to a major extent, it also centers around fear for the future. In this regard, the working poor need to feel empowered to overcome their fear of insecurity. In addition, Governments, in collaboration with other key stakeholders, need to be able to respond to risks through a series of market and non-market mechanisms that do not adversely affect long-term development.

3. The recent global economic and financial crisis has confirmed that social protection systems mitigate the impact of economic and social crises among vulnerable populations, enhance workers' capacity to seize economic opportunities and stabilise aggregate demand, in addition to their primary and systemic role to ensure income security and access to health services.
4. The AU Constitutive Act, the Ouagadougou 2004 Plan of Action on Employment Promotion and Poverty Alleviation, as well as the Social Policy Framework highlight empowerment and protection of the vulnerable and marginalized groups. The mentioned instruments emphasize consideration of the specific social protection needs of the working poor in the informal economy and the rural sector, when social protection policies are devised. Hence, the purpose of the Social Protection Plan for the Informal Economy and Rural Workers (SPIREWORK) is to advance the effective implementation of the vision and commitments made by the AU Heads of States and Governments.

2. RATIONALE FOR THE INTRODUCTION OF THE THE SOCIAL PROTECTION PLAN FOR THE INFORMAL ECONOMY AND RURAL WORKERS (SPIREWORK)

Low and inadequate social security coverage for Workers in Africa, both in the formal and informal economies

5. Work in the informal economy (I.E.) in Africa, is, by definition, work with no social protection. The lack of social protection is a key defining characteristic of the I.E, as well a critical aspect of social exclusion. Less than 10% of workers in Sub-Saharan Africa and Asia have access to social security, while in other developing countries between 10% to 50% of workers are able to access social security. ¹ This evidences the low coverage of formal sector insurance, as the formal sector insurance in sub-Saharan Africa covers only a fraction of the population, usually only civil servants and a few formal sector employees (between less than 1% in Ethiopia, 10% in Senegal, and 11% in Kenya).
6. The working conditions of most African informal economy workers are particularly hazardous, and yet it is these very vulnerable workers that are least able to access any form of social protection under current social security schemes. Many of them are not able or willing to contribute a significant percentage of their incomes to finance formal sector social insurance benefits that do not meet their priority needs. Therefore, informal sector workers themselves need to (and have) set up health and other social insurance schemes that better meet their needs and contributory capacity. Working conditions in the informal economy are precarious, unsafe, and very poor both in terms of remuneration and occupational health and safety – including sexual harassment and violence against women. Informal workers, in particular rural workers, suffer also from market distortions where farmers are price takers and hardly experience the position of price negotiators. They are constrained by the absence of security and protection of their assets, including their skills. Furthermore, the vulnerability of employment of informal workers means that they are disempowered, though in different ways. In developing countries and in the

perspective of the SPIREWORK, the most common categories of informal workers include the following working groups: *self-employed, micro-entrepreneurs, home-based workers, unpaid workers, wage workers and apprentices*.

7. There is growing recognition internationally of the beneficial impact of social security with regard to both the strengthening of social cohesion within increasingly polarized societies, and also the economic returns of increased social security investment in workers in terms of productivity and skills development of both current workers and future generations of workers. Therefore, governments need to be able to respond to risks through a series of market and non-market mechanisms that do not adversely affect long-term development.
8. For countries with large informal economies, one of the highest priorities is social protection for the workers in that sector. Basic safety measures and human relations management can quickly produce tangible results in terms of productivity and profits- and help them to move to the formal economy.¹ In fact, the macro economy environment and the institutional; and legal framework governing private sector constitute important sources of insecurity and vulnerability for the informal workers. According to a World Bank study finding, the informal economy is under a lot of strain as a consequence of wrong macro-economic policies and absence of specific policies or programs to assist the informal economy.
9. In view of the above, social protection for African Informal workers, including the rural workers which represent together 70-80% of the workers, must be viewed as issues of human rights, human security, productivity, equity and social solidarity.

Social Protection of the Informal Economy workers is an essential concern for the AU Heads of States

10. The Key Priority Area 4 of the ***Ouagadougou Plan of Action on Employment Promotion and Poverty Alleviation*** (EXT/ASSEMBLY/AU/4 (III)), calls for “*improving and strengthening the existing social protection schemes and extending it to workers and their families currently excluded, as well as occupational safety, health and hygiene*”. It targets the workers in agriculture and in the heterogeneous informal economy. The goal is to offer a minimum package adapted to each segment of the I.E; the minimum package should include coverage of health care, old age, maternity protection and, according to the branch of activity concerned, occupational hazards (Dakar Workshop on Improving the Informal Economy, October 2008). Albeit the Ouagadougou PoA is focusing on:
 - providing affordable health care including through *community-based health insurance* schemes and strengthening viability of existing schemes;
 - providing *occupational safety and health* coverage to vulnerable workers especially in agriculture and the informal economy;
 - encouraging and supporting the development of *micro-insurance and innovative decentralized social security* schemes to provide social protection through *community or group support*.

¹ Decent Work and the Informal economy, Rapport VI, 90th Session, 2002, Labour and International Conference, ILO

11. The AU Leaders expressed concern about Child Labour, stating in the ***African Charter the Well Being and Rights of the Child***, that “every child shall be protected from all forms of economic exploitation and from performing any work that is likely to be hazardous or to interfere with the child's physical, mental, spiritual, moral, or social development”. States Parties are called on to take all appropriate legislative and administrative measures to ensure the its full implementation that covers both the formal and informal sectors of employment and having regard to the relevant provisions of the International Labour Organization's instruments relating to children. In addition, the AU Protocol on the Rights of Women also address many of the mentioned issues.
12. Health as a *human right, a developmental concern* requiring a multi sectoral response and *equity in health care* are among the principles underpinning **the Africa Health Strategy: 2007-2015, further to the Maputo Plan**. This entails promoting health care for informal and rural workers as equity concern to reduce the gap against the protected workers in the formal modern public and private sector. The inequity is related to the non inclusiveness of the work related social security policies in Africa which isolate and exclude the rural an informal workers. Developing health care services for the informal and rural workers will build on other fundamental principles of the Africa Health Strategy such as *solidarity as a means of facilitating access for the poor, new initiatives endeavoring to set standards* that go beyond those set previously and health as a productive sector.
13. The SPIREWORK is based and contributes to the goal and objectives of the Africa Health Strategy by strengthening the health system in order to reduce the ill-health and accelerate progress towards attainment of the Millennium Development Goals in Africa, by 20105. The informal and rural workers constitute the bulk of the available but poorest and marginalized labour force engaged in the socio economic development activities without or with little and inappropriate social health security services.

HIV-AIDS, TB and Malaria and CARMAA at the informal workplace

14. The AU has made serious efforts to address the challenges of HIV/AIDS, TB-Malaria, and Maternal and Child Health. Among others, the AU Campaign on Accelerated Reduction of Maternal Mortality-**CARMMA** was adopted at the 4th Session of the Conference of AU Ministers of Health, Addis Ababa, 4-8 May 2009, and the AU Document on HIV/AIDS, TB and Malaria at the Workplace, at the 7th Session of the Labour and Social Affairs Commission, Addis Ababa, 28 September-02 October 2009. These policies, strategies and programmes had been developed and all the stakeholders were urged to facilitate their implementation. The mentioned outputs deserve a sustained outreach to the informal and rural workers, which contains a large female labour force and children at work, through appropriate strategies and approaches.
15. The ***Social Policy Framework for Africa*** (Windhoek, October 2008) emphasizes the strategies of the Ouagadougou 2004 Plan of Action. It calls for, “*accelerating the implementation of the Key Priority Area number 4 of the Ouagadougou Plan of Action on*

Employment Promotion and Poverty Alleviation". Its pledge is to "give the informal sector the necessary support by removing administrative, legal, fiscal and other obstacles to its growth, and facilitate its employment creation function with access to training, credit, advisory services, appropriate legislation, productive inputs, social protection, and improved technology". More specifically, the SPF for Africa underscores the need to "develop an extension of social security and social protection to cover the informal workers as well as their families".

16. The SPIREWORK builds on the functions of the SPF: *Reproduction* conditioned by training and health of the future labour force; *Production* for job creation that reduces poverty; *Redistribution* that ensures equitable opportunities and outcomes; reducing social problems and raising quality of life for all; and *Protection* through access to basic social services, including welfare services, and a basic income for all, including social insurance.

The UN Social Protection Floor Initiative and the ILO Social Protection Norms

17. The UN SPF Initiative is based on two principal components geared at achieving "respective human rights: (i) essential services, consisting of ensuring the availability, continuity, and access to public services such as water and sanitation, health, education and family focused social work support"; and (ii) social transfers consisting of a "basic set of essential social transfers, in cash and in kind, paid to the poor and vulnerable to enhance food security and nutrition, provide a minimum income security and access to essential services, including education and health care".
18. The current reality in Africa, however, is that the Continent is faced with numerous constraints in effectively reaching the ILO Social Security standards through implementation of the **Income Security Recommendation, 1944 (No. 67)**, the **Medical Care Recommendation, 1944 (No. 69)**, and the **Social Security (Minimum Standards) Convention, 1952 (No. 102)** which identifies nine areas of social insurance. The reasons of low level of social protection in the informal economy and rural sector are various: weak knowledge of, data and statistics on the specific coverage needs of these categories of workers, their lower individual contributory capacity, legal constraints (seize of the employer, occupational reference group often excluding self-employed, casual and domestic workers), and institutional, administrative and procedural obstacles. To overcome these gaps, the Continent needs to go by the approach of Social Protection for informal and rural workers which cover not only social security but also non-statutory schemes: various non-contributory schemes, mutual benefit societies, grass-roots and community based schemes.

The Africa-EU Partnership commits to social protection for the informal workers

19. In the area of employment, the Partnership focuses on strategies and initiatives targeting job creation and sustainable and inclusive growth, acknowledging the role of relevant stakeholders, including social partners and the private sector. Special emphasis is put on the *creation of more, more productive and better jobs* in Africa and the link to *social*

protection as well as to the *informal and social economy*. The second Africa-EU Action Plan (2011 – 2013) contains a number of concrete actions. Some of these were already initiated or launched under the Action Plan (2008-2010) and are reaching their implementation stage under the next Action Plan. Some employment initiatives of the Action Plan are derived from the June 2010 AUC-EC Workshop on Employment, Social Protection and Decent Work in Dakar. The *Decent Work Initiative* will allow AUC and EC to jointly launch a project with the objective of extending social protection coverage in particular in the informal economy. The Initiative on Regional and Sub-regional fora on employment, labour, social protection and labour migration also aims at improving productivity, working conditions and social protection coverage in the informal economy, including migrant workers.

20. The Dakar AUC-EC workshop furthermore recognized the promotion of social economy organizations and enterprises as a key strategy to improve productivity and working conditions, enhance voice and representation, and extend social protection in the informal economy and in rural areas. It raised the challenge and necessity of affordability, fiscal space and long term sustainability of country-defined social protection systems in Africa.

Promising innovative schemes for better protection of the Informal and Rural Workers in Africa

21. The informal and rural workers give priority to more immediate needs such as food, housing, education and health for themselves and their families. Some African countries introduced universal social security schemes, such as Ghana and Namibia with their respective National Health Insurance Scheme (NHIS) and National Insurance Scheme (NIS). Other countries put in place Community Based Insurance Schemes, such as Guinea Bissau and Tanzania with their respective Abota Village Insurance Scheme (ABIS), and Community Health Fund (CHF)², Mutual Society for Health Care in the Informal Sector (UMASIDA). West Africa promoted Mutual Health Insurance Schemes which could represent a promising approach to community based health insurance for the informal and rural workers and producers. In Senegal, the micro finance institution PAMECAS has launched a successfully integrated micro health insurance provision into its micro loans services, with the potential of reaching 300,000 members and their families.
22. Some international successful social protection schemes can inspire Africa: progressively extending compulsory social security to the informal economy (Republic of Korea), National Pension Scheme (Japan), Social Security for home based workers (Portugal and South Africa), Grameen Kalyan of the Grameen Bank (Bangladesh), the Indian Rural Employment Guarantee Act (1976) with its programme (2005) providing at least 100 days of wage employment to every rural household, the various successful Welfare Funds for informal sector workers in the State of Kerala in India and the ILO STEP (Strategies and

² Improving the Informal Economy, African Union Commission, 2007-2008

techniques against social exclusion and poverty program)³. Other effective mechanisms consist on levying premia on contractors to support access of construction workers to injury, disability and death benefits; and collecting premia through taxes on the final output to for social protection schemes reaching specific occupational groups in the informal economy (India).

SPIREWORK and the MDGs

23. Through Social Protection measures aiming at increasing the level of the informal economy workers, SPIREWORK will link employment policies and poverty alleviation, and in addition the informal economy actors and units will become more productive which will result in improvement of the targets and indicators related to **MDG1**. Considering that the informal economy is a gendered terrain with high levels of participation of the youth, SPIREWORK will contribute to the achievement of **MDG 3** as one of its implementation enablers requires promoting gender equality and women empowerment. Under the **MDGs 4** and **5**, Child mortality and maternal health status could be affected by risks associated with the working conditions of children and women in the informal economy. Therefore, social security statistics in the informal economy should incorporate data collection and analysis regarding women and children in the informal economy, in order to design of policy measures aimed at achieving the targets under the above MDGs.
24. In the same vein, the AU approach on HIV, TB and Malaria in the workplace (7th Session of the Labour and Social Affairs Commission, Addis Ababa, 28 September-02 October 2009) provides opportunity to promote the **MDG 6** in the informal economy workplace. Hence, improving the working conditions and income of the informal workers, by and large constituted of low-or unskilled young workers, will reduce the migration push factors for this population group. The impact on the target 16 of the MDG 8 will be positive.

3. STRATEGY TOWARDS SOCIAL SECURITY FOR THE INFORMAL ECONOMY AND RURAL WORKERS

25. The strategy will encompass three components: (A) Core guiding principles; (B) a Minimal Social Protection Package and (C) the Enablers for achieving the Minimum Package.

A: The Core Guiding Principles

26. The principles below are the truths that will inspire the actions and policy intervention measures of all the stakeholders and decision makers in the implementation of the SPIREWORK programme:
- ✓ Building blocks of the AU SPIREWORK are inspired by the AU Social Policy Framework bases on freedom, equity, security and human dignity;

³ Decent Work and the Informal Economy, Report VI, ILC, 90th Session, 2002

- ✓ Upgrading the IE is part of Human Development and of human security meaning freedom from fear, minimal income security, being in control of one's development, and voice representation;
- ✓ The IE is considered as a catalytic vehicle which can serve as accelerator of the attainment of most of the MDGs. Considering that a large number of workers are in the IE extending/enlarging their access to basic needs and economic needs will lead to the broadest and most sustainable diffusion of growth into the population. Most of them are self-employed bearing the household shocks and risks. So being self-employed means being at the centre of social network with huge responsibilities vis-à-vis any events affecting the dependents;
- ✓ The upgrading of IE is considered as a critical lever of "attaining a middle income status country" and expanding the necessary *Wealthy Middle Class* for the AU Member States. As such it is a powerful vehicle for a generalized, accelerated and sustainable expansion of basic social protection services to the African people. In this sense, it is the main instrument for a poverty alleviation approach, strengthening social cohesion by achieving near-universal social protection;
- ✓ The dynamic diversity of the informal economy allows to develop a cluster approach in the implementation of the SPIREWORK by the AU member States ;
- ✓ Address and eliminate the particular vulnerability and insecurities of youth and women in the Informal Economy;
- ✓ The traditional "Leap Frog" project approaches should be replaced by normal approaches to the development through mainstreaming the I.E needs and expectations in national policies with focus on education, Health and Security at the workplace, productivity and Health priority areas.

B: The Minimum Social Protection Package

27. In order to progressively achieve the Minimum Social Protection Package, Member States are urged to:

- a. Define and implement a Minimum Protection Substantive Package for informal and rural workers and members of their families, encompassing measures on access to market and land for stable workplace, health, maternity, death, retirement; this will be done through realizing a comprehensive study to support the preparation of a "Minimum Package of Social Protection for Rural and Informal workers, and their Families";
- b. Reassess their social protection policies and programmes for better targeting and aligning with SPIREWORK; and reallocate existing resources to those schemes of protection which are most effective in terms of poverty alleviation and the reduction of vulnerabilities and insecurity;
- c. In association with all the stakeholders, using the Value Chain Analysis method, determine 5 informal economy clusters for quick impact interventions and launch

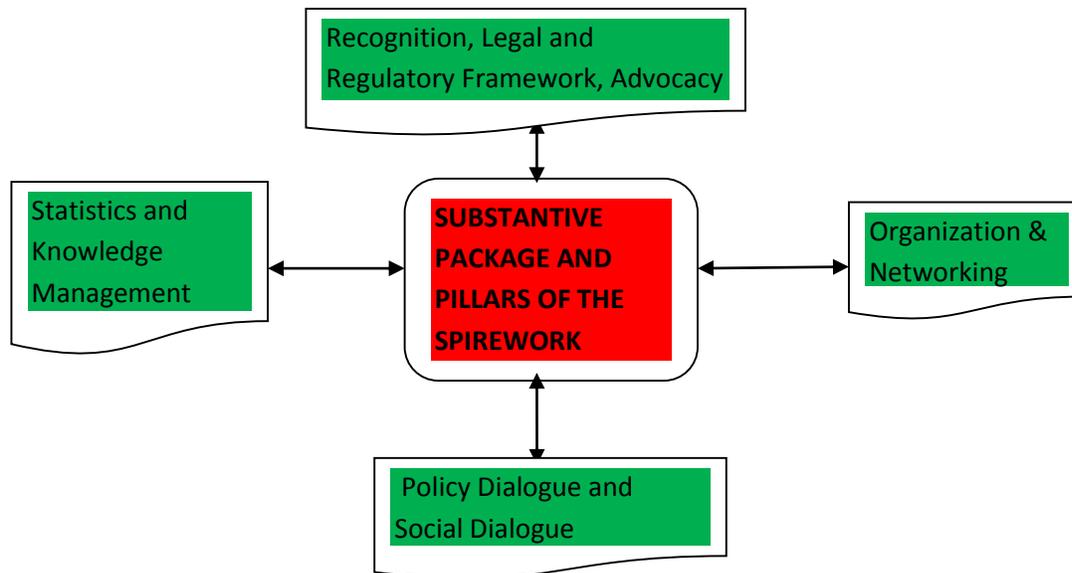
special social protection projects with significant breakthroughs that can serve as engines for the expansion of social protection measures for the informal and rural workers and members of their families;

- d. Review their laws and regulations, policies, strategies and programmes as they relate to access of the informal and rural workers to social protection measures, and undertake reform measures for more inclusive social protection systems; this entails evaluation of their budget with regard to the social protection needs coverage for the informal and rural workers and members of their families;
- e. Undertake special initiatives on promoting the implementation of CARMMA, HIV-AIDS, TB and Malaria policies in the informal and rural workplaces; also develop appropriate mechanisms, strategies, targets and indicators for the implementation of CARMMA, HIV/AIDs, TB and Malaria programmes in the informal economy;
- f. Assess national, regional and international (global/WTO) trade policies in their relationship with the I.E. marketing activities;
- g. Combat Child labour, forced labour, eradication and human trafficking interaction to break the intergeneration reproduction of poverty;
- h. SPIREWORK holds the role of integrator of opportunities for social inclusion of the informal and rural workers at national level through identification and coordination and harmonization of the various social protection schemes appropriate for these population groups;

C. Enablers for achieving a Minimum Social Protection Package

28. The Plan is based on the following concrete building blocks that enable achieving extension of the SP coverage to informal and rural workers:

- Organization of informal and rural workers for their effective empowerment and participation in the policy formalisation processes with a strong and effective voice, Networking of Informal and Rural Workers' Organizations; this includes Cooperatives for the following
- Advocacy and Recognition
- Alignment of legal and regulatory frameworks
- Policy Dialogue and Recognition
- Statistics and data base management on SP of the informal and rural workers
- Knowledge management and experience sharing, Registration.



29. Social protection of informal and rural workers is a multi-dimensional challenge in that its achievement would necessarily require simultaneous addressing the challenges of the deficits in organization and representation, assets capital protection, registration, knowledge management and statistics, legal and political constraints, space for work, etc.

30. Enablers should be put in place for a comprehensive social protection for the informal and rural workers and members of their families, through measures towards recognition, legal and regulatory framework, advocacy, statistics and knowledge management, organization and networking for empowerment and effective participation of the informal workers, policy dialogue and social dialogue;

Member States:

31. Member States, as enablers for the institution of a Minimum Social Protection Package for Workers in the Informal and Rural Economies, are required to:

- a. (i) Conduct a national gap analysis on how many people need to be covered through social protection, which categories of informal sector workers exist, which targets which should be pursued regarding social protection for these workers, and what the social protection needs of the informal economy and rural workers are ;
 - (ii) identify key stakeholders, including multiple ministries, local government, IE employers & workers associations ;
 - (iii) Conduct national dialogues that will agree on activities and M&E systems in association with national statistical organisations.
- b) Registration of IE enterprises & workers must be carried out to be associated with positive benefits as well as broadening the tax base and contributions to insurance that may be subsidised by government, in order to lower costs to Member States of national SP instruments. The emphasis will be away from earlier attempts to formalise and control the IE, towards facilitating its increased productivity through

SP, Occupational Health & Safety knowledge, skills acquisition, access to finance and a predictable regulatory environment that undermines rent-seeking behaviours.

- c) Encourage and support organizing of the informal economy and rural workers, and their participation in the policy dialogue at national and local levels, making it possible to bring the issue of institutional and policy reforms into the development agenda;
- d) Facilitate and support constitution of network among social protection schemes to enable them to achieve various objectives, including strong negotiation power with regard to the government as well as public and private health providers, sharing of knowledge and greater financial stabilization through reinsurance;
- e) Develop/improve statistics and the knowledge base on social protection on the informal economy and rural sector (including development of social protection indicators adapted to the sector), in support to design, implementation and monitoring and evaluation of social protection measures for workers in these areas and members of their families; a SPIREWORK Baseline should be established; women's informal work should be made more visible through gender-sensitive, disaggregated labour statistics;
- f) Put in place a range of policies to enhance women's economic security, such as the revision of labour laws to eliminate gender discrimination and ensure equal protection, and the revision of laws and policies that restrict women's property and inheritance rights and leave them little opportunity to improve their assets base; identify and remove systemic policy biases that undervalue women's work, while promoting dynamic sub-sectors in which women are dominant.
- g) Undertake sound analytical work with respect to the main vulnerabilities and insecurities of the informal economy by sub cluster; and conduct a quantitative analyses of the cost, benefits and long term financial and fiscal sustainability of alternative and innovative social protection systems; Strengthen and support social research and share best practice experiences and models with other African countries;
- h) Special attention should be paid to the sensitization of policy makers, municipal authorities and labour inspection services to change their traditional role towards a preventive and promotional approach; Strengthen institutional capacity in inclusive urban policy development ;
- i) Encourage and support Public-Private Partnership towards universal access of informal and rural workers to basic social protection services, including promotion of effective delivery of social security services to informal and rural workers by the insurance companies in the modern sector;

- j) Promote access to stable space for work with potential entitlement through urban policy involving the local authorities on the basis of an effective policy dialogue process including all the stakeholders;
- k) Support and work with the cooperative systems, the NGOs, FBO and CBO as change agents for an effective channeling of social protection measures to the informal economy and rural sector workers and members of their families;
- l) Conduct a technical and financial assessment of the traditional apprenticeship as skills development provider; the approach is to integrate the apprenticeship with the rest of learning; in parallel to school attendance social programmes support, examine the possibility to extend their services and provisions to informal traditional apprenticeships through appropriate mechanisms;
- m) Create a platform, or network of micro finance institutions at regional, national and continental levels for experience exchange and technical cooperation in view of spreading and harnessing the micro finance institutions;
- n) Develop dialogue and cooperation schemes/programs between the micro enterprise and the insurance and banking sector, with the support of governments through appropriate incentives and international partners;
- o) Implement the Africa Productivity Agenda components for the Informal Economy; this will be facilitated by conducting assessment of public procurement policy, regulations and procedures as they relate to market access for the I.E. operators;
- p) Develop and implement Information, communication and Education Strategies; strong advocacy of poverty alleviation and the reduction of insecurity and vulnerability of the informal economy workers as a national policy priority;
- q) Enhance the technical, infrastructural, and institutional capacities of Ministries responsible for social protection, including facilitation of collaboration between ministries of economy and finance, labour/employment, agriculture, trade, handicraft, and other key line ministries.

AUC:

32. In order to advance the promotion of a Minimum Social Protection Package for Workers in the Informal and Rural Economies, the African Union Commission will need to embark upon the following:

- a. Undertake dissemination of the SPIREWORK to MS, RECs, international partners and other key stakeholders through advocacy and training initiatives targeting decision makers and planners, parliamentarians, social and economic institutions, social partners, local governments, etc.;

- b. Resulting from the gaps analyses in Member States, the AUC shall develop benchmarks for a range of social protection measures for Informal Economy and Rural Workers for implementation by Member States and follow-up by RECs;
- c. Develop tools for the implementation of the SPIREWORK, in collaboration with development partners and African institutions; to this effect a joint meeting with development partners needs to be facilitated to harmonize their respective tools and build up an AU tool and instruments for use by MS, RECs and other actors;
- d. Support African countries for formulation, implementation and follow-up, M&E of Pilot Projects on Social Protection for Rural and Informal workers, with special attention for post-conflict countries Sierra Leone and Liberia, (2 MS/REC); Pilot projects should encompass test of the new tools and mechanisms in selected countries committed to the effective implementation of the SPIREWORK
- e. Establish a process for best practice learning and cross- border mechanisms in the sector of social policy;
- f. Design and deliver effective impact assessments, monitoring and evaluation of social protection programmes for the informal economy and rural workers;
- g. Develop at national, regional and continental levels a campaign for universal access to social protection for informal and rural workers and their families;
- h. Facilitate international cooperation and resource mobilization, including south-south cooperation;

Other African Union Organs and AUC structures:

- a. The Pan African Parliament is called upon to work closely with the AUC to sensitize and enable its member organizations in promoting the SPIREWORK through their legal work;
- b. The ECOSOCC is called upon to work with the AUC and mobilize its members in promoting the SPIREWORK among its members and provide advocacy towards governmental authorities and the private sector;
- c. The IBAR should take the lead in implementing the SPIREWORK in agriculture, livestock and fishery sectors, including mobilizing the development partners;

UN Agencies and Development Partners:

- a. UN Agencies and Development Partner will be involved to provide technical support and financial assistance to AU Member States, AUC, RECs and other key stakeholders in their policy development, implementation, and monitoring and

evaluation activities; decentralized international cooperation should be called upon to play an important role in support to local governments and grassroots organizations;

- b. Review their development policies and support programmes to make them more friendly to and supportive to promoting social protection for the informal economy and rural workers, and members of their families;
- c. Work towards coordination of and synergies in planning, funding and monitoring and evaluation of their programmes.

Regional level: The Regional Economic Communities:

- a. The Regional Economic Communities (RECs) will be required to integrate SPIREWORK in the design and implementation mechanisms of their social protection policies and programmes;
- b. Facilitate and/or support creation and development of regional professional organizations of informal and rural workers; and encourage sector and cross-sector networking and experience sharing;
- c. Encourage and support effective dialogue and networking of the micro finance institutions, cooperatives, social protection services providers, including the formal providers such as insurance companies
- d. Seek to harmonize or coordinate the social protection policies and legal/regulatory frameworks in view of facilitation regional integration through improved labour mobility;
- e. Conduct research and studies, compile and disseminate best practices
- f. RECs to harmonize their trade policies and mechanisms in order to facilitate Cross-Border Trade and market access by the workers in the informal economy, in particular in activities where women are concentrated;

Civil Society Organizations:

- a. CSOs should spearhead advocacy and capacity building activities at national, local, regional and continental levels for the Minimum Social Protection Package for Informal and Rural Workers to be instituted;
- b. The private sector should support and contribute to promotion of appropriate social security schemes for the informal and rural workers;
- c. Employers' organizations and Trade Unions should provide assistance to establishment and strengthening of informal economy and rural workers organizations at all levels;

- d. International CSOs such as WIEGO, HomeNet, StreetNet, Povnet, Foundations are called upon to provide support and assistance to promote social protection services for the informal economy and rural workers, sharing their experience and partnering with African CSO.

Follow-up, Monitoring and Evaluation:

- a. The AUC should Incorporate SPIREWORK follow-up and evaluation information in the follow-up Mechanism of the Ouagadougou 2004 Declaration and Plan of Action on Employment Promotion and Poverty Alleviation, as well as of the Social Policy Framework and other relevant policies;
- b. MS, RECs and UN Agencies should include SPIREWORK in their regular Follow-up reports on the implementation of the Ouagadougou 2004 Declaration and Plan of Action on Employment Promotion and Poverty Alleviation, as well as of the Social Policy Framework and other relevant policies;
- c. The AUC should undertake evaluation of the SPIREWORK every three years, and elaborate a Good Practices Book for capacity building and learning purposes.