

AFRICAN UNION

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**REVISED FOLLOW UP MECHANISM FOR IMPLEMENTATION, MONITORING AND
EVALUATION OF THE PLAN OF ACTION ON EMPLOYMENT, POVERTY
ERADICATION AND INCLUSIVE DEVELOPMENT**

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I. Introduction

1. The Follow up Mechanism for Implementation, Monitoring and Evaluation was adopted by the Extraordinary Summit on Employment and Poverty Eradication for Africa (Ouagadougou, September 2014).
2. The Ouagadougou Summit reiterated the special importance of the need for more effective follow up and reporting mechanisms. This was due to the observation that the objectives of the 2004 Ouagadougou Declaration and Plan of Action on Employment and Poverty Alleviation had not been fully achieved partly because of weak coordination and absence of an effective mechanism with user-friendly and practical progress assessment tools to follow up the implementation, monitoring and evaluation. The follow-up process was also rendered problematic by the lack of a planning instrument defining targets and indicators, and the weak/loose articulation of national and sub-regional policies with the 2004 Ouagadougou Declaration and Plan of Action. Another noticeable factor is the irregularity and disparities observed in the discharge by the RECs of their reporting responsibilities, while their Member States were rather reporting directly and exclusively to the Commission of the African Union.
3. The persistent need for a more integrated, interrelated and coherent mechanism existed to review the implementation of the commitments enshrined in the Declaration and Plan of Action on Employment and Poverty Eradication adopted at the Extraordinary Summit of Heads of States and Governments in Ouagadougou in September 2014. The review addresses the implementation process and outcomes at the national, regional and continental levels, including interventions by international partners, and to identify progress and challenges in order to make changes where needed.
4. The deployment of this mechanism at all levels will be guided by the AU 2063 Vision which aims at eradicating poverty in the continent.
5. The overall theme of this Extraordinary Summit was “**Employment, Poverty Eradication and Inclusive Development**”, which will serve to guide the implementation of the Summit outcomes and further related decisions.
6. It is in view of the above, the following is proposed as the Follow-up and Evaluation Mechanism of the outcome of the Extraordinary Summit on Employment and Poverty Eradication in Africa, at national, regional (Regional Economic Communities), continental (African Union) levels. It includes the international development partners.
7. The Mechanism is composed of national follow-up institutions; regional follow-up institutions; and the Commission of the African Union.

II. Follow up and redressing Mechanism

8. The overall objective of the Mechanism will be to assess, evaluate and quantify progress made in the implementation of the Declaration and Plan of Action on Employment and Poverty Eradication in Africa.

A. At the National Level

9. Existing follow-up institutions would be responsible for implementation and follow-up of the Declaration and Plan of Action. Where these institutions do not exist, Member States are called upon to establish them. This requires social dialogue and regular consultation with key stakeholders and allows member States to foster more widely shared commitment and 'ownership'.

10. The National Follow-up Institutions should, inter alia:

- a) Develop detailed Plans of Action with clear objectives, milestones, roles and responsibilities of all stakeholders and development partners and indicators using the Summit Plan of Action as a guideline framework. The Plan must also indicate how resources will be mobilized.
- b) Conduct a participative and inclusive biennial assessment of the implementation of the Declaration and Plan of Action on Employment, Poverty Eradication and Inclusive Development, for submission to their respective Regional Economic Commission with a copy to the African Union Commission;
- c) Undertake periodic follow-up participative meetings with international development partners in close collaboration with the Ministry in charge of Finance and Development Planning; Social partners and other key stakeholders should be involved in these meetings;
- d) Designate a national follow-up person to liaise with RECs and the AUC;
- e) D
disseminate and popularize (e.g. through national campaigns) the AU Declaration and Revised Plan of Action on Employment, Poverty Eradication and Inclusive Development;

11. Member States should establish within the Ministry in charge of Employment and TVET, policy planning and M&E units which will also serve as focal point for the follow-up on the implementation of the Declaration and Plan of Action;

B. At the Continental Level

10. The African Union coordinates the follow up and evaluation of the implementation of the Declaration and Plan of Action at the Continental level. The African Union Specialized Technical Committee (STC) on Social Development, Labour and Employment will provide the oversight for the follow up and evaluation. A Technical Working Group will be established to assist the STC in this mandate.

11. The Commission of the African Union will perform the following functions:

a) Review progress in the implementation of the decisions of the AU Extraordinary Summit, including notably:

- (i) Facilitate the implementation and the evaluation of the Declaration and Plan of Action through elaboration and submission to the STC of a Four Year Implementation Programme focusing on a limited number of key priority strategies of the Key Priority Areas, in consultation with Regional Economic Communities with the support of the NEPAD Agency to allow for a more integrated and coherent planning process at all levels;
- (ii) Sensitize Member States and international intergovernmental and non-governmental organizations about the need to initiate and coordinate action and programmes to implement the Declaration and Plan of Action;
- (iii) Ensure that all Member States and Regional Economic Communities establish the National and Regional Institutions to follow-up and evaluate the implementation of the Declaration and Plan of Action;
- (iv) Work with the Regional Economic Communities and NEPAD Agency to develop standardized formats and tools for follow-up, monitoring the implementation of the Declaration and Plan of Action; these formats and tools will be submitted to the Technical Working Group supporting the STC in its mandate;
- (v) Receive and review reports from the Follow up Institutions of Member States and the Regional Economic Communities, as well as from international development partners and make recommendations on them;
- (vi) Hold biennial follow-up meetings with the RECs and the NEPAD Agency to assess the progress made on the implementation of the Declaration and Plan of Action, on the basis of progress reports prepared and submitted by the RECs. This meeting will be based on the continental consolidated follow-up report;
- (vii) Facilitate regular consultative meetings between the STC and the Conference of Ministers in charge of Finance and Development Planning, and the Conference of Ministers in charge of Education and TVET;

b) Prepare relevant reports, including:

- (i) An annual report on the follow up activities of the Commission;
- (ii) Analytical reports every two years reviewing the status of implementation of the Declaration and Plan of Action at the national, regional and international development partners' levels, highlighting the areas where further progress has to be made, suggesting possible solutions to constraints and providing key policy guidelines;
- (iii) Comprehensive evaluation reports on the implementation of the Declaration and Plan of Action every five years, namely in 2019 and 2024;

c) Facilitate capacity building at national and regional levels, including:

- (i) Developing guidelines to assist Member States, which so desire, to formulate detailed Plans of Action and decide on the composition and mandate of the Follow up Mechanisms at regional and national level;
- (ii) In close collaboration with RECs, organize workshops and training activities on pertinent issues related to employment and poverty eradication to enhance the capacity of policy-makers of member States and Regional Economic Commissions;
- (iii) Supporting Member States and Regional Economic Commissions in mobilizing resources at national, regional and international levels for the effective implementation of the Declaration and Plan of Action using the AU Strategic Document on Resources Mobilization;
- (iv) Collect and document information from countries, United Nations Agencies, donor agencies, IGOs and NGOs, commissioning inter-disciplinary studies, research and evaluating employment and poverty alleviation situations;

d) Cooperation: Cooperate with other African, Regional, Continental and International Organizations concerned with employment and poverty eradication/alleviation issues and problems and to mobilize resources and support from cooperating partners and United Nations Agencies.

C. At the Regional Level

12. The RECs will perform the following functions:

- a) In collaboration with the African Union Commission, undertake elaboration and submission to the regional meeting of Ministers of Labour of a Four Year Implementation Programme focusing on a limited number of key priorities strategies of the Key Priority Areas.

- c) Assist Member States in defining baseline and follow up data and indicators to monitor and evaluate progress;
- d) Prepare annual reports, highlighting the areas where further progress has to be made, and providing general guidelines for key priorities. The report will be submitted to the regular sessions of the regional Conference of Ministers in charge of Labour, Employment and Social security;
- e) Establish/enhance the regional follow-up mechanism of RECs, in line with the regional existing consultative mechanisms on labour, employment, social protection and labour migration;
- g) Employment Budget Sensitivity Analysis (EBSA): Using the AU Employment Scope definition, identify the proportion of national and other budgets allocated to the implementation of employment creation and poverty eradication.
- f) Encourage independent monitoring of progress towards implementation, including by social partners, parliamentary committees, NGOs, academic institutions, youth and women groups, professional associations;

RESOURCE MOBILIZATION:

13. Due regard should be given to modalities for the funding of the activities of the follow-up process at the national, regional and continental level. Such modalities should be worked out by the Commission of the African Union for approval by the AU Specialized Technical Committee (STC) on Social Development, Labour and Employment and endorsement by the appropriate policy organs of the AU.

14. The AUC and the AfDB shall develop modalities for establishing an Employment and Social Cohesion Fund to support the implementation of the Declaration and Plan of Action by Member States, RECs and the AUC.