



# Algeria and the ILO



**Algeria has been an ILO member State since 1962, and has ratified 60 ILO conventions and 3 protocols, including all eight fundamental conventions, three governance conventions and 49 technical conventions.**

## South-South and Triangular Cooperation

Algeria supports the ILO's mandate both through contributions to the ILO's core budget and to development cooperation programmes and projects.

Algeria has always been very committed to social change, the promotion of decent work and the positive impact they both have in alleviating people's labour conditions, and has thus been increasing its level of engagement and cooperation with the ILO in the recent years.

The Algerian social policy, in the area of social protection, is implemented by the Ministry of Labour, Employment and Social Security (MTESS), one of the key institutional partners of the ILO. Algeria attaches a great importance to social protection as a means of produced wealth redistribution and a means of fighting poverty and therefore as a major instrument of solidarity among social groups. The country has a highly developed social insurance system based on a compulsory contribution from both public and private sector workers, except for 'informal' workers (workers in the informal economy). The scheme offers a coverage for workers and their dependents as well as specific categories of individuals who

In May 2015, the government of Algeria has given a contribution of \$1.000.000 towards South South Cooperation, in order to put in place actions enabling the share of the Algerian experience in terms of social dialogue and social protection with other African countries.

do not engage in any professional activity, such as students, disabled persons, beneficiaries of solidarity allowances and unemployment benefits.

Social dialogue is the most appropriate tool for the ILO to promote better living and working conditions and greater social justice. It is an instrument for better governance in many areas and makes a valuable contribution to any effort made to achieve a more efficient and fairer economy. Social Dialogue is an essential tool for progress towards equality between men and women in the world of work. It thus contributes to a more stable and equitable society and is particularly suited to the process of globalization. The practice of social dialogue in Algeria takes its root from the relevant international labour Conventions, ratified by Algeria. The Government and the social partners work closely together.

The Algerian experience in this area resulted in the National Economic and Social Growth Pact, which was signed in February 2014, on tripartite terms and constitutes the framework for cooperation between the government and social partners. The objectives of the pact are to accelerate the process of economic reform, industrial development, improving the business climate, the health and social protection system, access to employment, purchase. The tripartite meeting organized on a regular basis, called «Tripartite», which is at its 19th edition, has become a privileged place to settle all issues relating to salaries, training, working conditions, health and safety in Work, etc.

### PROGRAM OF SOUTH-SOUTH COOPERATION FOR THE AFRICAN COUNTRIES IN THE DOMAIN OF SOCIAL DIALOGUE AND SOCIAL PROTECTION

**Period of implementation:** 2 years

**Countries involved:** Algeria and countries of the African Union

**Goal:** To support Algeria, in particular the Ministry of Labour, Employment and Social Security (MTESS), its structures and social partners-workers and employees, in their joint efforts to consolidate what has been done at the national level in the domains of social dialogue and social protection and to share the experience and knowledge with other African countries.

**Budget:** 1'000'000 USD

South-South cooperation and triangular cooperation are among the top priorities of the Algerian Government's strategies - the Higher School of Social Security in Algiers is an example - as well as for the ILO as means of achieving its objectives.

South-South cooperation can prove to be a useful tool to encourage governmental and social partners in developing coun-





GSSD 2016 Solution Forum 1: "The Future of Work and South-South Triangular Cooperation", Dubai UAE, with the participation of the Algerian Government and the Tunisian Government, 1/11/2016

tries to promote the ILO Decent Work Agenda. The orientations of South-South cooperation, including the respect for national autonomy and priorities, the diversity of situations and solutions, and the solidarity among nations, are aligned with the ILO's mandate for decent work. Finally, South-South cooperation is one of the cornerstones of the Framework for Cooperation between the Government and the United Nations System in Algeria. The objective of the Algerian Government is to promote horizontal cooperation to share South-South knowledge, the Algerian experience in social protection and social dialogue with Francophone Africa and to promote the School which gives French-speaking students the op-

portunity to benefit from training in the field of social security while enhancing the learning and dissemination of good practice information.

The Algerian Government, in collaboration with the Ministry of Labour, Employment and Social Security, also organizes special sessions dedicated to communicate and share its results and updates in the context of the Algerian social security, South-South cooperation and the promotion of its new School of Social Security in Algiers, which has a special commitment to train its selected candidates from the Maghreb Union and Francophone Africa.

Mr Ryder was a guest of honour at the 18th national tripartite meeting held in Biskra in south-east Algeria on 14 October 2015, bringing together the Government, the UGTA trade union federation, and employers' organizations, to discuss an evaluation of implementation of the National Economic and Social Growth Pact. In his speech, Mr Ryder emphasized the link between growth and employment and the important role of enterprises in creating new jobs, «It is necessary to place decent employment at the heart of growth... We must pay special attention to small and medium enterprises, including in terms of labour legislation, because they play a key role in job creation.» He also praised the major role that Algeria plays in promoting the multilateral system. The meeting also saw the signing of an agreement between the Government of Algeria and the ILO on the funding of a South-South cooperation programme on social dialogue and social protection that will enable African countries to benefit from Algeria's experience in those fields. Mr Ryder was also received by His Excellency the President of Algeria, Mr Abdelaziz Bouteflika, attended by Ramtane Lamamra, Minister of State, Minister of Foreign Affairs and International Cooperation, Mohamed El Ghazi, Minister of Labour, Employment and Social Security, and Abdelmajid Sidi Said, Secretary-General of the General Union of Algerian Workers (UGTA). Mr Ryder paid tribute to the quality of the relationship between the ILO and Algeria, which was based on shared values of justice and solidarity. He also presented his thanks for the financial support of Algeria for the ILO.

Mr. Ryder described as «historic» the relationship between the ILO and Algeria and concluded: «President Bouteflika has also discussed the world economic situation and the need to promote social progress as a guarantee of stability in the country.»



## GSSD 2016-ALGERIA AND THE ILO: Promoting South-South Cooperation in Social Dialogue and Social Protection: Good Practices from Algeria

The ILO and the government of Algeria initiated in January 2016 a project aiming to support Algeria, in particular the Ministry of Labour, Employment and Social Security and its structures and the social partners - employers and workers - in their efforts to consolidate what has been done at national in the areas of social dialogue and social protection, and to share its experience with countries partners of Africa.

Below are the 3 main objectives of South-South cooperation program:

- **Objective 1:** Sharing the experience of Algeria in terms of Social Protection with African countries through South-South and triangular cooperation;
- **Objective 2:** Share the experience of Algeria on Social Dialogue with African countries.

- **Objective 3:** Support the National Institute of Labour Studies and Research to allow sharing the Algerian experience in social dialogue towards African countries through South-South Exchanges. Social dialogue is for the ILO, the most suitable tool for promoting better conditions of life and work and greater social justice. It is an instrument for better governance in many areas and it con-



GSSD 2016/ Anita Amorim, Head, emerging and special partnerships unit, PARDEV, ILO with Akli Berkati, Director, Ministry of Labour, Employment and Social Security

tributes significantly to all efforts aimed at a more efficient and fairer economy.

Dialogue is an essential tool for progress towards equality between men and women in the workplace. It thus contributes to a more stable and equitable society and is particularly adapted to the globalization process.

The practice of social dialogue in Algeria is anchored in international labour Conventions, ratified by Algeria. The Government and the social partners work closely together. The Algerian experience in this area resulted in the National Economic and Social Pact for Growth, signed a tripartite basis in February 2014 and which provides the framework for cooperation between the government and the social partners. The pact's objectives are to accelerate the

process of economic reform, industrial development, improving the business climate, the health system and social protection, access to employment and the improvement of the power of purchase.

The social dialogue and social security are closely linked and mutually supportive. An effective and sustainable social security system must be based on solid tripartite governance, the participation of workers 'and employers' organizations, as well as their own responsibility to be accountable. This participation involves the commitment of the social partners in the development of policies and social security reforms as well as in managing the social security system. It is included in the ILO's social security standards and principles. Convention No. 102 Social Security (Minimum Standards) provides that the system must be administered on a tripartite basis, which ensures and enhances social dialogue between governments, employers and workers. Beyond this Agreement, other ILO instruments promoting tripartism in social security:

- ILO Convention No. 168 on Employment Promotion and Protection against Unemployment (1988)
- Recommendation No. 113 on consultation with industrial and national levels (1960)
- ILO Declaration on Social Justice for a Fair Globalization (2008)
- The Global Jobs Pact (2009)
- Recommendation No. 202 on social protection floors (2012)

South-South cooperation and triangular cooperation are among the priorities of the Government of Algeria strategies - and the School of Social Security in Algiers is an example - and for the ILO in fact a means to its objectives. South-South cooperation can prove to be a useful tool to encourage government and social partners in developing countries to promote the ILO agenda for decent work. The guidelines of the South-South cooperation, including respect for the autonomy and national priorities, the diversity of situations and solutions and, finally, solidarity between nations, align the approach of the Agenda ILO decent work. Finally, South-South cooperation is one of the axes of the Cooperation Framework between the Government and the UN System in Algeria. The objective of the government of Algeria is to promote horizontal cooperation for sharing South-South knowledge, in particular Algerian experience in social protection and social dialogue, with francophone Africa, and to promote the school, which provides an opportunity for francophone African students to benefit from training in the field of social security while enhancing learning and disseminating information on good practices.



GSSD Expo 2016 | Maria Luz Vega

## South-South Cooperation Program for African Countries in the Fields of Social Dialogue and Social Protection

### PROGRAM OBJECTIVE

The objective of the South-South cooperation program is to enable the African countries to benefit from the Algerian experience in social dialogue and social protection.

In accordance with Article 2 of the Convention signed between the Government of Algeria and the ILO in October 2015, experience will be shared through:

- Transfer of know-how to the social partners of African countries in social dialogue and social protection and capacity building, which will focus on analysing the challenges and obstacles that impede the promotion of social dialogue and the extension of social protection, to be followed by training at the local level.
- Capacity-building for the promotion of social dialogue and social protection in the countries of Africa.

### GEOGRAPHICAL COVERAGE AND EXECUTION METHODOLOGY

As part of the implementation of the financing agreement, the beneficiary countries of the activities, to be carried out in Algeria to share the Algerian experience in social protection and social dialogue, are mainly the countries of Francophone Africa and of Benin, Burkina Faso, Cote, Guinea, Ivory Coast, Mali, Mauritania, Niger, Senegal, Chad and Togo.



For operational and programmatic reasons, and especially to achieve quantifiable and measurable results, support at the local level for capacity building will be provided to countries that have signed partnership agreements with Algeria in Experience, such as Mauritania, which has already signed two agreements with the School of Social Protection, as well as Mali and Senegal, which have expressed the need for technical support for social protection and social dialogue during the Conference

organized by the MTESS and the ILO on South-South Cooperation and Triangular Cooperation in the Field of Social Protection, which took place in October 2015 in Algiers.

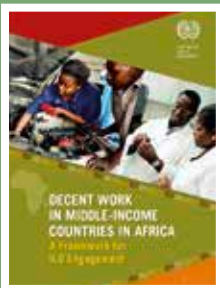
The structures targeted by the South-South cooperation program are the speakers and actors active in the concerned countries, namely: Labour administration officials; Labour Inspectors; Heads of social protection institutions; Representatives of Workers' Organizations; Representatives of Employers' Organizations.

## THE MAIN OBJECTIVES OF THE PROGRAM ARE:

**Objective 1:** To share the experience of Algeria in social protection and Social Dialogue with African countries.

**Objective 2:** Develop targeted pilot experiments on the basis of the needs identified by the target countries (Mauritania, Mali and Senegal).

**Objective 3:** To support the National Institute for Trade Union Studies and Research (INERS) in order to enable the UGTA to play its role in sharing the Algerian experience in social dialogue with African trade union organizations.



## SUB-REGIONAL WORKSHOP FROM 14 TO 16 NOVEMBER 2016 AT THE NATIONAL INSTITUTE FOR TRADE UNION STUDIES AND RESEARCH IN ALGIERS

Algiers - Monday, November 14 16 - The National Institute for Trade Union Studies and Research hosted on Monday the sub-regional workshop of West Africa on "Decent work, inclusive and sustainable development in Africa".

This workshop was organized by the UGTA within the framework of the South-South cooperation project for social dialogue and social security. For the opening ceremony, Mr. Abdelmadjid SIDI SAID, Secretary General of the UGTA, stressed the interest and richness of the exchanges between the different African trade unions.

Mr Khiat, Secretary General of the Ministry of Labour, Employment and Social Security, stressed the vital role played by Algeria and its commitment to share with African countries its experience in social dialogue and social security.

Mr. Halim Hamzaoui, expert in occupational health and safety, stressed the importance of mainstreaming decent work in African national policies through constructive social dialogue and implementation of the principles of international labour standards.

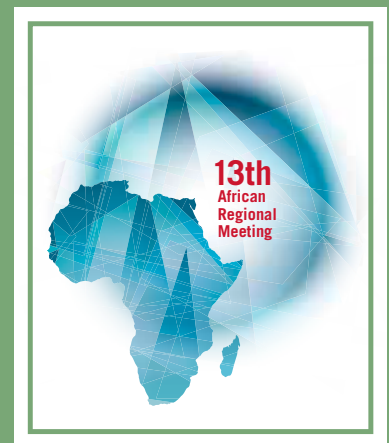
The workshop was attended by a significant number of African trade union organizations, whose objective was to contribute to sustainable development in Africa through decent work and capacity-building of trade union leaders.

## THE ANNUAL MEETING OF FIELD OFFICE DIRECTORS IN THE AFRICAN REGION TOOK PLACE IN ALGIERS, ALGERIA, FROM 5 TO 7 FEBRUARY 2015

This critical meeting was attended by Senior Executives from HQ with the aims of improving the common understanding of the ILO's regional priorities in Africa, the good practices in implementation at the country/sub regional levels as well as the agreement on concrete HQ support.

Participants discussed the status of the ILO corporate reform, including the management, the administration, the field structure and operations, and its implications for the African region.

The Year 2015 represented a major milestone in the African outlook - the African Union declared 2015 Year of Women's Empowerment, and the continental organization adopted the Ouagadougou + 10 Declaration and Plan of Action as well as the new AUC/ILO/IOM/ECA Joint Labour Migration Programme - with key issues to be considered within the framework of the ILO Decent Work Agenda for Africa (2007 - 2015). Moreover, the post 2015 development agenda was adopted by the UN General Assembly, the following September, immediately followed by the ILO African Regional Meeting (30 November - 03 December 2015) in Addis Ababa, Ethiopia. This has called for strengthened knowledge sharing for ILO to engage in effective development partnerships, including through more proactive communication of decent work results.



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