



REPORT OF THE INTERREGIONAL CONFERENCE

OF THE WORLD ASSOCIATION OF PUBLIC EMPLOYMENT SERVICES (WAPES)

**THE DEVELOPMENT AND PROMOTION OF GREEN JOBS,  
AN OPPORTUNITY FOR PUBLIC EMPLOYMENT SERVICES  
(PES)**

Conakry, 18-19-20 December 2023





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## INTRODUCTION

Our world, faced with crises unprecedented in its history, is confronted with two major challenges:

- The first is to prevent the effects of climate change and the dangers it entails, in particular the degradation of natural resources, which would severely compromise the quality of life of present and future generations.
- The second is to ensure social development and decent work for all.

Climate change is a global phenomenon, but its impact on the African continent will be all the greater, as the economies of African countries are often more fragile than in other parts of the world.

The decarbonization of our economies requires numerous transformations in all sectors of activity, meaningful changes and the creation of new vocations and new activities that all fall into a category called "green jobs".

Green jobs are the key to meeting the two aforementioned challenges simultaneously. They are at the heart of the positive relationship that needs to be established between climate change and economic and social development.

They hold out the promise of a triple dividend: sustainable businesses, poverty reduction and job-centered economic recovery.

**Supporting this profound transformation of the economy and of jobs has become a central concern for all Public Employment Services (PES).**


WAPES (World Association of Public Employment Services), AASEP (African Association of Public Employment Services) and AGUIPE (Guinean Agency for the Promotion of Employment) organized, from 18 to 21 December 2023, an Interregional Conference in the Africa Region, on the theme "Development and Promotion of Green Jobs, an Opportunity for Public Employment Services (PES)" in Conakry, Guinea. After Central Africa, with Chad in 2018 and Cameroon in 2019, it is now West Africa's turn to host the Interregional Conference in 2023.

## REMINDER OF THE KEY OBJECTIVES

The aim of the Interregional Conference on the Development and Promotion of Green Jobs was to define the broad guidelines and main axes of the strategy to be implemented by the PES members of AASEP for the promotion and development of green jobs.

More specifically, this Conference aimed to:

- Share sectoral programs and initiatives (environment, agriculture, energy, tourism, etc.) linked to climate change mitigation and adaptation, to help identify risks and opportunities in terms of activities and jobs.

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- Discuss with PES and partners of similar experience about partnership actions or inter-institutional coordination plans carried out at different territorial levels in terms of promoting green jobs.
  - Set up the process for implementing the Program for the Development and Promotion of Green Jobs initiated by the Africa region (AASEP Strategic Orientation 2023) in the form of pilot programs in AASEP countries.

## REMINDER OF THE MAIN RESULTS EXPECTED

The expected outcomes of the Conference were:

- The presentation of sectoral programs and initiatives (environment, agriculture, energy, tourism, etc.) linked to mitigating and adapting to climate change.
- The exchange of expertise, partnership actions or inter-institutional coordination plans carried out at different territorial levels, with regard to the promotion of green jobs, between PES and partners.
- The configuration of the process of implementing the Program for the Development and Promotion of Green Jobs initiated by Africa Region (AASEP Strategic Orientation 2023) in the form of pilot programs in AASEP countries.

## CONFERENCE PROCEEDINGS

The conference in Conakry (Republic of Guinea) took place over the course of three (3) days at the Hôtel Riviera Royal, on 18, 19 and 20 December 2023.

### **An Unforeseen Context**

On the night of 17 to 18 December, at around midnight, a powerful explosion destroyed Guinea's largest oil depot in Conakry. The shockwave was felt throughout the entire capital city. The local authorities later announced a heavy toll: 24 dead and 454 injured, 800 buildings damaged...

The facilities of the hotel where the conference was being held were also affected, forcing an emergency adjustment to the agenda.

Thanks to the support of Mr. Alpha Bacar BARRY, the Minister of Technical Education, Vocational Training and Employment of the Republic of Guinea, we were able to carry on with the conference despite the dramatic circumstances.

Therefore, we would like to thank, through the Minister and the Managing Director of AGUIPE, all the Guinean authorities who, despite the emergency situation, facilitated our work.


In addition, the Chairman of WAPES, the Chairman of AASEP, the organizing team and all the participants wished to express their sympathy and support to the Guinean authorities and people at this difficult time.

### **Proceedings of 18 December 2023**

The first day was devoted to the opening ceremony, with three speakers, including:

- The welcome speech by AGUIPE's Managing Director, **Mr. Mohamed ARIBOT**



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- A speech by ANPE's Managing Director, **Mr. Ibrahim Ag NOCK**, who is also Chairman of AASEP and Vice-Chairman of AMSEP Africa Region
  - A last speech by **Mr. Noureddine BENKHALIL**, Managing Director of the National Agency for the Promotion of Employment and Skills (ANAPEC) in Morocco and Chairman of WAPES.

Mr. BENKHALIL also presented ANAPEC's expertise and the broad outlines of Morocco's policy on preserving the environment and developing green jobs.


### Proceedings of 19 December 2023

19 December was devoted to three (3) panels. They enabled the panelists to share their knowledge of tools, methodologies and approaches and to exchange views with all the participants on issues relating to the promotion of Green Jobs programs in connection with environmental protection and sustainable development.

#### Panel 1

The topic of the first panel was "Emerging Sectors, New Trades and Sectoral Transformations: Levers for Professional Integration and Action on the Informal Sector". It was led by three (3) eminent panelists who kept the audience spellbound.

- The first panelist, **Mr. Alpha Amadou Bailo BALDE** from the Strategy and Development Office of the Ministry of the Environment and Sustainable Development of the Republic of Guinea, gave a presentation on "**Guinea's Expertise in Disseminating Biogas Digester Technology**" through the National Agency for the Promotion of Biogas Digester Technology (ANPTB).  
The presentation on this sub-theme consisted of an introduction and a brief overview of biodigester technology. The biodigester was defined as a reactor that produces biogas from organic waste such as human, agricultural or animal excrement through a natural fermentation process that degrades organic matter in the absence of oxygen (anaerobic digestion). She went on to talk about the progress made in terms of disseminating the technology, the challenges ahead, the advantages of the Biodigester and the action taken by the ANPTB.
- The second panelist, **Mr. Oumar CONDE**, Head of Production at the Ministry of Agriculture of the Republic of Guinea, spoke about the sub-theme of "**Valorization of Organic Matter in Agriculture through Composting**".  
The presentation on this sub-theme focused first on the context, issues and objectives, which consist of improving national sovereignty in terms of soil improvers and fertilizers. The speech also focused on the importance of composting (definition and advantages, process, analysis, achievements and challenges).
- The third panelist, **Mr. Diakité Mamoudou**, Legal Adviser at the National Tourist Agency of the Republic of Guinea (ONT GUINEE SA), presented the topic "**Sustainable Tourism: An Opportunity for Sustainable Employability in Guinea**". This sub-theme covered the objectives, introduction and definition of green tourism, which focuses on preserving the environment. It also touched on the constraints of sustainable tourism, the national strategy, the sub-sectors potentially providing green jobs, the nature of the jobs, the type of tourism adopted in Guinea,



the challenges to be met in developing green jobs and the measures to be taken to develop green tourism.

## Panel 2

The panel addressed the theme of **"PES Action on the Development of Green Jobs: State of Play and Prospects - Review of the N'Djaména Recommendations"**. The presentations by the three (3) panelists were moderated by **Mr. Hans Landry IVALA**, Managing Director of PNPE Gabon.

- The first speaker **Mr. Sambala Sidibe**, Head of the Employment Promotion Department at the General Management of the National Employment Agency (ANPE) in the Republic of Mali, spoke on **"ANPE's Experience in Green Employment by Means of POURGHERE, an Integration and Plastic Waste Processing Project"**. The main areas of intervention were intermediation, promotion of self-employment, further training and retraining, cooperation and professional migration, studies and research on employment and communication.
- The second speaker, **Ms. Sonia KOUASSI** of the Ivorian Youth Employment Agency, spoke about **"Côte d'Ivoire's Expertise in Waste Management"**. The aim of this experiment was to help young Ivorians on their path to autonomy, so that they have all the assets they need to integrate society and participate in the development of Côte d'Ivoire. It focuses on three (3) main areas: 1) accelerating training, professional integration and the promotion of youth entrepreneurship, 2) strengthening the civic commitment and social ethics of young people, and 3) improving the conditions for the development and well-being of young people.
- The last speaker on this second panel was **Mr. Modeste Bithoko NTIKIYANZA**, the Director of Studies and Planning at the National Employment Office (ONEM) in the Democratic Republic of Congo. The main topic of his presentation was **"Permaculture as a Solution to Be Promoted by PES with the Goal of Promoting Green Jobs in Rural Areas"**. The speaker explained the vastness of his country's natural resources and showed the relationship with green jobs. The speaker presented the National Employment Office (ONEM), gave a definition of green jobs, the actions and prospects of the ONEM, the contributions of the Congolese government and the opportunities offered by green jobs.

## Panel 3

The third and final panel of the day focused on the theme **"What Policies, Partnerships and Governance Are Needed to Ensure the Territorial Coordination of Stakeholders for the Development of a Green and Inclusive Economy?"**. At the panelists' table, five (5) speakers shared their expertise.

- The first speaker was **Ms. Fatou Kiridi Bangoura**, Social Safeguard Specialist at the Guinean National Agency for the Financing of Local Authorities (*Agence Nationale de Financement des Collectivités Locales*), who spoke about **"Partnership Opportunities with ANAFIC and Local Authorities for the Creation and promotion of Green Jobs in the Republic of Guinea"**. Inspired by the PACV, ANAFIC was presented as an instrument for promoting resilient activities in Local



Communities through national resources. The presentation covered seven support projects (funds/governance/accreditation), recommendations for improving the supply of green jobs in local communities, and local prospects for sustainable and resilient local economies.

- The second speaker, **Mr. Aboubacar Sidiki Camara**, Deputy Managing Director of the Guinean Agency for the Execution of Public Works for Employment (AGETIPE) in the Republic of Guinea, spoke on the sub-theme "**The Place of AGETIPE in the Employment Ecosystem in the Republic of Guinea, HIMO as an Instrument of Massive Job Creation, and the Emergence of Local Companies**". His presentation focused on the presentation of AGETIPE, its mode of intervention, the strategy of implementation of HIMO activities, the activities carried out and the creations, the projects in progress and the prospects.
- The third speaker, **Mr. Saa Elie MONGONO**, Administrative Secretary of the NGO Citizen Action Synergy (SAC) in the Republic of Guinea, spoke about "**Ways of Recycling Plastic Waste**". The presentation focused on ways of recycling waste, the objectives, examples of items produced by recycling and recommendations.
- The fourth speaker, **Mr. Layaly CAMARA**, Project Manager at the Guinean Environmental Engineering and Sustainable Development Firm, gave a presentation entitled "**Green Jobs in Guinea: Developing the Forestry Sector**". The speaker outlined the background to the development of the forestry sector, the causes of the degradation of forest resources, a diagnosis of the state of forest ecosystems, key actions for green employment and green investment opportunities in the forestry sector in the Republic of Guinea.
- Finally, the last speaker on the third panel, **Mr. Alpha COULIBALY**, Deputy Coordinator of the Forward Studies Unit at the ANPE in Mali, spoke on the topic of "**Development and Promotion of Green Jobs in Mali: ANPE's Outlook**".

The presentation focused exclusively on the following prospects:

1. Positioning green jobs as an alternative to reduce unemployment and create wealth;
2. Utilizing information, education and communication (IEC) as a means of mobilizing stakeholders in favor of green employment;
3. Calling for the establishment of an appropriate funding and monitoring-evaluation mechanism for the green employment program;
4. Finding a link between the ANPE's green employment program and the implementation of the Great Green Wall initiative in Mali;
5. Drawing on the experience and expertise of countries implementing programs to develop and promote green jobs.





## **Main Recommendations of the Conference:**

### **PES Initiatives that can be pooled**

- Drawing up a directory of green jobs;
- Drawing on the experience of the DRC to set up study and training centers for green jobs;
- Turning green jobs into an alternative for reducing unemployment and poverty;
- Utilizing information, education and communication as an essential vector for mobilizing all stakeholders;
- Developing multi-stakeholder and multi-sector partnerships to promote green jobs;
- Developing monitoring policies and strategies to anticipate the promotion and development of green jobs;
- Strengthening funding mechanisms by setting up a trust fund to support projects to create and promote green jobs;
- Strengthening exchanges of knowledge and of the best practices between PES in this area;
- Appointing employment focal points in all sectoral departments;
- Developing collective projects involving several PES or countries sharing the same climate and environmental challenges;
- Drawing up a national country strategy for sustainable development for green jobs;
- Improve the skills of employment advisers in the fields of greening and the green economy;
- Developing conversion and upgrading programs for workers affected by climate change and transformation;
- Developing conversion and further training programs for workers affected by climate change;
- Turning agriculture, particularly the livestock sub-sector, into a niche for environmentally-friendly green jobs;
- Favoring the development of realistic, objective projects that can be carried out at low cost (small ruminant farming) and respecting the environment and are highly profitable economically;
- Supporting, promoting, accompanying and disseminating practices that protect natural resources;
- Developing appropriate models for strengthening the skills of PES in the field of livestock farming and enrich the ROME (job directory);
- Categorizing green jobs in different sectors;
- Developing and promoting effective programs for youth employment, vocational integration and retraining of young people recruited into terrorist groups to preserve and consolidate peace;
- Strengthening or improving the curricula of existing training centers;
- Setting up a joint training and skills enhancement program;





### **On a Political and Strategic Level**

- Creating links between AASEP and sub-regional and regional bodies;
- Promoting the establishment of a framework for consultation between the ministers responsible for employment and vocational training and the other ministries involved in developing the green economy and ecology.
- Developing and popularizing the HIMO<sup>1</sup> approach;
- Drawing up a HIMO strategy;
- Giving priority to reforestation based on endogenous plans that produce non-timber forest products;
- Processing and marketing non-timber forest products;
- Encouraging waste collection, treatment and processing initiatives;
- Using digital technology to speed up the process of promoting green employment;
- Drawing up a clear and precise operational action plan at the end of the Conference;
- Integrating ecological and environmental skills into higher education programs at universities and higher education institutes;
- Adopting ecological attitudes and behavior;
- Strengthening legislation aimed at developing and popularizing green jobs and the green economy;
- Raising awareness of bush fires and restoring forest and plant cover.

### **Conclusions and Contributions of the WAPES Executive Secretariat**

Thanks to its cross-sectoral and cross-disciplinary dimension, this event has led to the emergence of a number of recommendations. Above all, it demonstrated the importance of working on this issue through the development of operational partnerships.

Numerous projects and initiatives by international organizations are underway on the African continent (HIMO-ILO, the United Nations "Green" Development Fund for Africa, the African Development Bank's Green Growth Initiative, the Climate Investment Fund, etc.), and the PES, with the support of AASEP and WAPES, should be able to include actions to develop activities, employment and skills.

At national level, the PES can initiate and lead inter-ministerial dialogue to ensure that the issue of integration and employment is always at the heart of the major plans and projects put forward by governments.

Because of its local presence, a PES is the ideal associate for local authorities, representatives of civil society and NGOs.

When decentralized governance of employment, through local committees, is put in place (Morocco, Benin, etc.), the subject of the economy and green jobs becomes a mobilizing and buoyant subject, encouraging the emergence of effective collective action on the ground.

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<sup>1</sup> <https://www.ilo.org/public/french/employment/recon/eiip/delivery/eiipasist.htm>



The contributions and testimonies of the players present demonstrated, through concrete examples, that the social and solidarity-based economy is proving, as in many countries, to be a particularly appropriate solution to the issues at stake, in particular through:

- **The creation of sustainable and inclusive jobs:** The Social and Solidarity Economy (SSE) promotes the creation of sustainable, quality jobs, often in sectors such as agriculture, crafts, sustainable tourism, renewable energy, etc. These jobs are generally better paid and offer fairer working conditions, thereby contributing to the economic inclusion of vulnerable populations. These jobs are generally better paid and offer fairer working conditions, thus contributing to the economic inclusion of vulnerable populations.
- **The development of skills and local entrepreneurship:** The SSE encourages the development of local skills by providing training and support programs for social entrepreneurs. By strengthening the capacities of local players, it encourages the emergence of a more autonomous and resilient economy.
- **The combat against social exclusion:** The SSE is often oriented towards social objectives, such as the fight against poverty, access to education and health, or the emancipation of women and young people. By promoting a fairer distribution of wealth and meeting people's basic needs, it helps reduce social exclusion.
- **The stimulation of community entrepreneurship and local cooperation:** The SSE encourages entrepreneurial initiatives in local communities, emphasizing cooperation and solidarity rather than competition and rivalry. Cooperative structures, associations and other SSE entities encourage collaboration and strengthened social ties within communities.
- **The development of local resources and the preservation of the environment:** The SSE, in the examples shared during this event, encourages environmentally-friendly economic practices and promotes the sustainable use of local resources. For example, waste management initiatives contribute to the preservation of ecosystems while generating income for local communities.

The social and solidarity economy, therefore, plays a crucial role in promoting employment and integration in Africa by fostering more inclusive, sustainable and resilient economic development, while meeting the specific needs of local populations.

Cooperation between public employment services and SSE entities is therefore one of the pillars of territorial action.

Finally, public employment services in Africa and in the rest of the world are facing a major challenge in managing changes in professions and skills linked to changes in the climate and the economy.

Here are some of the strategies that emerged from the debates and the discussions:

- **Identifying green skills requirements:** Public Employment Services need to work closely with businesses, environmental organizations and governments to identify the skills needed in the



green jobs sector. This means conducting labor market studies to understand emerging trends and future needs. The very design of the job listings must be adapted to make it easier to update and enrich the information on the jobs to be made available to both advisers and the general public.

- In relation to the previous strategy, **developing training and skills** is also important: Public employment services need to put in place appropriate training programs to enable workers to develop the skills needed for green jobs. This can take the form of traditional vocational training (in centers), in-company apprenticeship programs and online courses on green technologies and sustainable practices.
- **Career guidance:** Public employment services can play a key role in providing career guidance to young people in education, students and jobseekers interested in green jobs: this means providing information and advice on career opportunities, the training available and the skills in demand on the labor market.
- **Supporting the promotion of green jobs:** Public employment services can also play a role in promoting green jobs to students and jobseekers. This can be done through awareness-raising campaigns, specialized job fairs and partnerships with universities, training centers and companies committed to sustainable development.
- **Improving support for green entrepreneurship:** In addition to job search, public employment services can help entrepreneurs develop green businesses by providing financial support, business advice and resources for starting up and developing a sustainable business. Several examples were shared during the panels, with encouraging results.
- **Implementing systematic monitoring and evaluation of any action undertaken:** It is essential that public employment services monitor and evaluate the impact of their green jobs programs and services. This will enable them to adjust their strategies according to the needs of the labor market and ensure the effectiveness of their interventions.

## Prospects & Follow-up

For the record, one of the priority projects of AASEP is the implementation of a Program of Promotion and Development of Green Jobs (PDPEV).

The organization of this conference in Conakry, therefore, contributes to the realization of that program and AASEP continues its commitment by implementing an action plan that will be led by a Permanent Secretariat in the process of setting up (decision taken in Conakry at the AASEP general meetings on 17 December 2023), and supported by WAPES.

This action plan will soon be widely shared and validated at the next AASEP entreaties in 2024.

The WAPES Executive Secretariat will bring its technical expertise, as well as support AASEP and its members in the search for operational and financial partners, for the realization of the PDPEV.



A conference was held in Conakry and yielded the primary results we had envisioned. These results will lay the groundwork for future actions in the development and promotion of green jobs for the coming years, or even decades, for the PES of the Region.

The action plan will provide the framework for the implementation of the conference recommendations.