



REPUBLIC OF THE GAMBIA

Ministry of Trade, Industry, Regional Integration and Employment

**THE NATIONAL EMPLOYMENT POLICY AND
ACTION PLAN 2022 - 2026**

January 2022

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ACRONYMS AND ABBREVIATIONS

ADB	African Development Bank
AU	African Union
CBOs	Community Based Organizations
CSOs	Civil Society Organizations
DWCP	Decent Work Country Programme
ECOWAS	Economic Community of West African States
EQS	Expatriate Quota System
FDI	Foreign Direct Investment
GoTG	Government of The Gambia
GAMJOBS	The Gambia Priority Employment Programme
GBoS	Gambia Bureau of Statistics
GCCI	Gambia Chamber of Commerce and Industry
GDP	Gross Domestic Product
GNTUC	Gambia National Trade Union Congress
GSQF	Gambia Skills Qualification Framework
GIEPA	Gambia Investment and Export Promotion Agency
ILO	International Labour Organisation
IHS	Integrated Household Survey
GLFS	Gambia Labour Force Survey
LMMIS	Labour Market and Migration Information System
LDCs	Least Developed Countries
LGA	Local Government Area
MDAs	Ministries, Departments and Agencies
MICS	Multiple Indication Cluster Survey
M&E	Monitoring and Evaluation
MoFEA	Ministry of Finance and Economic Affairs
MoTIE	Ministry of Trade, Industry, Regional Integration and Employment
MSMEs	Micro, Small and Medium Enterprises
NDP	National Development Plan
NAQAA	National Accreditation and Quality Assurance Authority
NEAP	National Employment Action Plan
NEP	National Employment Policy
NEET	Not in Education, Employment or Training
NYSS	National Youth Service Scheme
OSH	Occupational Safety and Health
PENDA	Platform for Employment Networking Dialogue and Action
PES	Public Employment Services
PPP	Public Private Partnership

PWDs	Persons with Disabilities
TVET	Technical and Vocational Education Training
SDGs	Sustainable Development Goals

Concepts and Definitions

Decent work	Refers to opportunities for work that are productive, safe and deliver a meaningful income, security in the workplace and social protection for families, better prospects for personal development and social integration, freedom of expression and association, to organize and participate in the decision making, and equality of opportunity and treatment for all women and men.
Population outside the labour force	All persons below the age of 15 years of age and all persons over 64 years of age who are not available for work since they are full-time learners or students, homemakers (people involved only in unpaid household duties), ill, disabled or in retirement.
Labour force	All persons who constitute the working age group Population are aged 15- 64years and are either employed or unemployed
Labour force participation rate (also referred to as the economic activity rate)	The proportion of the labour force in a given working age population group.
Employed	All persons within the labour force who have worked for at least one hour over the reference period (7 days preceding the interview) for pay (remuneration), profit or family gain.
Employment rate	The proportion of the labour force that is employed.
Unemployed	All persons within the labour force who are without work, are available for work and are actively seeking work.
Unemployment Rate	Unemployed persons expressed as a percentage of the total number of persons in the labour force.
Underemployment	All persons within the labour force who are working fewer than 40 ⁵ hours a week, despite being willing and able to

⁵It is important to note that in The Gambia 35 hours is used to measure underemployment because the working days are Mondays to Fridays and Fridays are half working day for all public institutions

Executive Summary

The experience of The Gambia and elsewhere in Africa shows that employment is not simply a derivative of economic growth, and the link between growth and poverty reduction is not automatic. Formulating an employment-led growth strategy becomes a paramount step for sustained poverty reduction and human capital development. In this regard, the Government of The Gambia (GoTG) will deliberately develop strategies, programs and policies that put employment at the center of both national and sectoral development.

This National Employment Policy 2022-2026 of the GoTG is in line with major principles and guidelines established by the National Development Plan 2018-2021 of the Republic of The Gambia and the Universal Declaration of Human Rights to which The Gambia subscribes to. The recommendations of the African Union (AU) Summit of Heads of States and Governments held in Ouagadougou in September 2004, called on all African States to put in place a favourable environment for the development of employment everywhere and for all, as stipulated in International Labour Organization (ILO) Convention 122 regarding employment policy.

The key role of decent work for all in achieving sustainable development is highlighted by Sustainable Development Goal 8 which aims to “promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all”. Decent work, employment creation, social protection, rights at work and social dialogue represent integral elements of the new 2030 Agenda for Sustainable Development. Furthermore, crucial aspects of decent work are broadly rooted in the targets of many of the other 16 goals.

The issues of unemployment, underemployment and potential labour force have been considered as serious developmental challenges in The Gambia and elsewhere in Africa and continue to draw a lot of attention for immediate and speedy actions. The Government of The Gambia recognizes the task ahead and the threats such challenges imposes to the national wellbeing, stability, economic growth and development. It has therefore shown its commitment to create productive and decent jobs for its citizens through the National Development Plan and this National Employment Policy (NEP) and Action Plan for (NEAP) 2022 - 2026.

This NEP and NEAP seeks to provide a coherent and comprehensive approach to promoting decent and productive employment opportunities so essential to the eradication of poverty, in line with international, bilateral and ECOWAS countries frameworks and commitments. Through this policy, The GoTG recognizes that productive employment and decent work cannot be achieved through fragmented and isolated interventions. Instead, this policy calls for sustained, determined and concerted efforts of stakeholders, from government, private sector and civil society among others.

The Ministry of Trade, Industry, Regional Integration and Employment (MoTIE) and the Department of Labour have the main responsibility to coordinate these components and will work in close collaboration with the Platform for Employment Networking Dialogue and Action (PENDA) that will provide overall guidance and orientation to address institutional challenges that may hinder the effective operationalization of the NEP and NEAP 2022-2026. With smooth

coordination and implementation of the Policy it is envisage that the target of creating 150,000 jobs by 2026 will be realized.

The project jobs are expected to be generated through entrepreneurship and private sector lead growth of the economy. The implementation for the policy will be closely coordinated with the relevant ministries such as Ministry of Youth and Sports, Ministry of Gender, Children and Social Welfare etc. close collaboration with the Gambia Bureau of Statistics (GBOS) in order to track the implementation plan. The latter will provide periodic measurement of jobs created in order to provide an independent view of the effectiveness of the policy.

PART I

1. BACKGROUND TO THE NATIONAL EMPLOYMENT POLICY 2022-2026

Employment issues have surfaced prominently on both the global and domestic scenes as serious developmental challenges that require urgent and collaborative efforts to address. The Government of The Gambia (GoTG) has recognised the threats these issues pose to national stability, economic growth and development and has shown commitment to its obligation to provide decent work for all.

At the international level, the United Nations Conference on Sustainable Development in 2012 re-emphasised the importance of productive employment and decent work. For instance Goal 8 of the Sustainable Development Goals (SDGs) “*Decent work and economic growth*” renewed commitment to the fact that full and productive employment should be made a priority objective in international cooperation and a fundamental component of any development strategy.

In The Gambia, the critical role that employment can, and must play in ensuring growth and poverty reduction is increasingly being recognised. Employment promotion or job creation has become an important objective in the National Development Plan (NDP) 2018-2021. Strategic priority 8 of the NDP, is to leverage The Gambia in “*making the private sector and trade the engine of growth, transformation and job creation*” through modernising manufacturing, industrialization, improving trade and services, for accelerated economic growth and job creation.

In 2018, a Gambia Labour Force Survey (GLFS) was commissioned to provide up-to-date statistics on the labour market. The broad objective of LFS was to obtain comprehensive data on the status of the labour market prevailing in The Gambia for policy guidance. As a result, the National Employment Policy (NEP) and National Employment Action Plan (NEAP) 2022-2026 has been developed in pursuance of government’s commitment to coordinate and address employment issues in a harmonious manner, by adopting an evidence-based approach. The NEP and National Employment and Action Plan (NEAP) therefore provide the framework to support poverty reduction activities through the creation of decent and productive employment opportunities, within the context of NDP. The goal of NEP is to create gainful and decent employment opportunities for the growing labour force to improve their living conditions and contribute to economic growth and national development within the framework of equity, fairness, security and dignity.

1.0 Summary findings of the Gambia Labour Force Survey (GLFS) 2018

1.0.1 Employed Population

The LFS conducted in 2018 provides a comprehensive data on the labour market. It estimated the population of the country at 2.3 million people; out of which the working age population aged 15-64 comprises of 1,256,589 persons. In the three categories it estimated that: 431,168 persons are in employment, 234,724 persons are unemployed and 590,977 persons are outside the labour force.

Out of the 431,168 employed persons (64.8%), the highest proportions of the employed population are found in the age group 36-64 years with 210,552 persons (48.8%). This is followed by the population aged 25-35 years with 157,898 persons (36.6%) and 15-24 years with 62,718 persons (14.5%). The proportion of the total employed population is higher in the urban areas with 65.5 per cent (282,433 persons) compared to the rural areas with 34.5 per cent (148,735 persons). The age group 36 - 64 years had the highest proportion of the employed population (GLFS 2018).

By Local Government Area (LGA) and age group, Brikama, the most populous LGA in the country, has the highest proportion of the employed population across all the age groups with 51.1 per cent. This is followed by Kanifing with 26.2 per cent. The finding of the survey further shows that Banjul has the lowest proportion of the employed population across all age groups (GLFS 2018).

In addition, males were more employed in all the occupations than their female counterparts except in the service and sales occupation. The finding of the survey shows that more males (82.1%) than females (17.9%) were managers. In the armed and security sector, more than eight in ten security personnel are males (81.8%). The relative male-female gap is more pronounced with those engaged in plant and machine operators, and assemblers with males having a higher proportion (90.5%) than females (9.5%) whilst among the service and sales workers, females have slightly higher proportion (50.4%) than their male counterparts (49.6%). Among the employed population whose occupation are skilled agriculture, forestry and fishery, about 7 in every 10 employees were urban dwellers.

By type of occupation and LGA, Kanifing has the highest proportion of the employed population among the managers (57.7%). This is followed by Brikama (29.5%). The data shows that more than half of the employed population in the professional occupation were in Brikama (52.2%). Except for those in the managerial, plant, and machine operators and assemblers, Brikama has the highest proportion of the employed population in all the occupations. Most of the population are employed in the “other service” activities with 26.4 per cent. The second highest is found in wholesale and retail trade; repair of motor vehicles and motorcycles with 11.2 per cent and among the population aged 36-64 years (11.4%). Finding of the survey also shows that 9.2 per cent of the population are employed in the agricultural sector⁶.

1.0.2 Informal Sector⁷

The proportion of persons employed in the informal sector for both sexes is higher in the urban than in the rural areas. Slightly more than 63 per cent males and 66 per cent females in the urban areas are employed in the informal sector. For the rural areas, the proportions are about 37 per cent and 34 per cent for males and females respectively. Overall, 77.4 per cent were employed in

⁶According to the ILO farmers who consume most of their produce are not regarded as employed and that was methodology adopted in the estimation of this indicator

⁷The definition of informal sector includes enterprises owned by individuals or households that are not constituted as separate legal entities independent of their owners, have no complete set of accounts, produce some of their goods for sale and their employment size is below 5 employees (GLFS 2018).

the informal sector. The proportion of the population employed in the informal sector without education is 46.4 percent and by place of residence the proportion is (Urban 43%, Rural 52.5%) have no education. The data shows that employment in the informal sector may be generally associated with low levels of education. Those with education levels above upper secondary have lower levels of employment or participation in the informal sector. A total of 261,244 households in 2018 were engaged in informal sector activities.

The urban informal sector is increasingly becoming an important labour sponge and a sector of last resort for job seekers in the urban areas. The sector exhibits a high degree of vibrancy in job creation but is faced with several constraints and suffers from low productivity and low technology use and the use of rudimentary tools. In this regard, there is a need to shift this imbalance in total employment, by exploring and developing employment generation potentials in other sectors, without losing focus of the significant labour absorptive capacity of the agricultural and informal sector.

1.0.3 Unemployment

There are 234,725 unemployed persons aged 15-64 years (35.2%). Out of this, 104,933 are males and 129,792 are females. Across all age groups, more females are unemployed than males. The data further shows that, 71,805 unemployed persons reside in the urban areas and 162,920 in the rural areas. Furthermore, across all age groups the data shows that there are more unemployed persons living in the rural areas compared to the urban areas. At the LGA level, the result shows that Basse, Brikama and Kerewan have the highest number of unemployed persons across all the age groups. There are more unemployed males (25.7 %) in the urban areas than females (21.6 %). The reverse is observed in the rural areas. At LGA level, more males were unemployed than females in Banjul, Kanifing, Brikama, Kerewan and Janjanbureh.

Educational attainment of the unemployed population; the highest proportion of unemployed persons were individuals with diplomas with 70.9 percent and senior secondary education with 59.5 percent, while among women, those with just an early childhood education or no education had the highest levels of unemployment. At the LGA level, Basse, Kuntaur and Janjanbureh have the highest proportion of unemployed persons.

1.0.4 Underemployment

Overall, the number of underemployed persons is 75,174, which constitutes 17.4 per cent of the employed population, majority of whom (64.5%) live in the urban areas and the remaining 35.5 per cent live in the rural areas. There are more underemployed females (60.7%) than males (39.3%). Brikama has the highest proportion of underemployed persons (45%), followed by Kanifing (19.3%); while the least proportion of the underemployed are found in Banjul (1.2%). This can be attributed to the large proportion of the working age population (15-64 years) living in the urban areas

In all statuses of employment (employee, employer and own account worker) males are more underemployed compared to their female counterparts. Similarly, males are more underemployment in all occupations compared to females except for technical and associate professional occupation. The data also shows that urban dwellers are underemployed in both

sectors (private and public) than the rural dwellers. Overall, house work (28.9%), and inability to find more work (22.8%) were the main reasons for underemployment.

1.0.5 Youth Employment and Unemployment

There were 377,326 youth (44 %) that are actively engaged in the labour force. Out of this, 205,112 are males (54.4 %) and 172,214 are females (45.6 %). The data shows the population of youth in the urban areas participate more in the work force than those in the rural areas. At LGA level, Brikama 38.3per cent and Kanifing 19.1per cent had the highest proportions of youth actively participating in the labour force (GLFS 2018).

The survey further shows that 58.5per cent youth were employed; and the youth employment to population ratio is higher in the urban areas at 54.7 per cent than the rural areas at 45.3 per cent . It is observed that employment to population ratio is lower in the rural areas for both sexes compared to the urban areas. At LGA level, the data shows that there is no much difference of youth to employment population ratio between males and females. However, Brikama and Kanifing had the highest proportions of youth to employment population ratio.

The distribution of employed youth by industry shows industries with high potential of job creation. The findings of the survey shows that most of the youth are employed in the wholesale and retail trade repair of motor vehicles and motorcycles and in the other service sectors with 11.2 per cent and 26.4 per cent respectively. The proportions were slightly higher in the urban than in the rural areas

There are more males employed in both the private and public sectors than females, however, youth living in the urban areas are employed more in the private than the public sector. The reverse is observed in the rural areas. At LGA level, with the exception of Kanifing and Kuntaur, the data shows that youth are employed more in the public than in the private sector

The findings of the survey show that the youth unemployment rate is 41.5 per cent. The data shows that unemployment for youth in the rural areas 69.4 per cent is higher than in the urban areas 30.6per cent. At LGA level, the data shows that, Basse 24.6per cent, Brikama 21.7 per cent and Kerewan 16.3per cent had the highest proportions of unemployed youth. The unemployment rate for youth aged 15-35 years is 44.7 per cent for males and 55.3 per cent for females. However, the population of males with diploma 62.3per cent and upper secondary education 57.5per cent have the highest proportions of unemployed youth. Whilst for females, those with early childhood education 73.7per cent and tertiary education 66.6per cent had the highest proportions of youth that are unemployed. The rural areas 69.4 per cent have a higher proportion of unemployed youth than the urban areas 30.6per cent. At LGA level, Basse 24.6 per cent and Brikama 21.7per cent have the highest proportions of unemployed youth. Youth underemployment is higher in the urban areas 54.7per cent than the rural areas 45.3 per cent. However, for both urban and rural areas there is not much variation in underemployment between males and females

Youth Not in Employment, Education or Training (NEET) are among all youth who are unemployed and inactive. At national level, NEET stands at 56.8 per cent. The Survey results show that youth that are not in employment, education or training is 44.7 per cent for males and 56.3 per cent for females. The findings of the Survey further show that youth not in employment, education or training in the urban areas is 54.1 per cent compared to the rural areas at 45.9 per cent. Analysis

of the data by LGA shows that, Brikama at 43.2 per cent and Kanifing at 17.4 per cent have the highest proportions of youth not in employment, education or training.

1.0.6 Women and employment

155,229 females are in the employed population and 39 per cent of female-headed households are in the informal sector. As the data shows, there are 129,792 females (57.1 %) who are unemployed. Males at 70.9 per cent with diploma have a higher proportion of unemployed persons compared to females at 29.1 per cent, while for those with early childhood education; females had higher proportion of unemployed persons at 73.3 per cent compared to males at 26.7 per cent. There are more underemployed females at 60.7 per cent than males at 39.3 per cent. There are 377,326 youth who are actively participating in the labour force, of which 45.6 per cent are females.

1.0.7 Persons with Disabilities (PWDs)

The GLFS 2018 results shows that of the population to whom the questions on disability was administered to only 1.5 per cent (18,566) persons were reported to have some form of disability. Of these, 56.4 per cent were males and the remaining 43.6 per cent females. The findings of the survey further show that of the PWDs, 27.1⁸ per cent; (5,025) persons were employed. Out of the 5,025 PWD's employed, the majority were found in other service activities with 38.4 per cent, the agriculture, forestry and fishing with 9.1 per cent, Public administration and defense with 8.7 per cent, professional, scientific and technical activities industry with 7.8 per cent whilst the whole sale and retail trade and transportation and storage each had 6.9 per cent respectively. By sex, more males (74.2 per cent) than females (25.8 per cent) were reported to have some form of disability and were in employment. Results further shows that out of those employed 58.1 per cent lived in the urban areas compared to 41.9 per cent that in the rural areas. By LGA, Brikama has the highest proportion of PWD's employed with 59.2 per cent. This is followed by Kanifing and Kerewan LGAs with 18.7 per cent and 8.8 per cent respectively. Banjul has the lowest proportion of PWD's employed with 1.1 per cent⁹.

1.0.8 Child Labour

According to the National Youth Policy of The Gambia 2019- 2028 children fall within the age cohort of 0-14 years. Globally, many children are involved in either paid or unpaid work. However, when the work is hazardous to the child's work is hazardous to the child, it is generally considered as child labour and is illegal. The rating of labour as being hazardous to the child may however be subjective and largely dependent on what may be considered hazardous in a given community which may not necessarily be acceptable by law. Provisions of the Convention on the Rights of the Child (CRC) (Article 32 (1)) states: "State Parties recognize the right of the child to be protected

⁸ According to the LFS 2018; PWDs who are employed are 5,025 persons, and the total number of PWDs is 18,566 persons, therefore the percentage of those PWDs employed is
 $= 5,025 / 18,566 \times 100 = 27.1\%$

⁹ Note that this information is collected through proxy from the household head or his or her representative for any household member reported to have any form of disability.

from economic exploitation and from performing any work that is likely to be hazardous or to interfere with the child's education, or to be harmful to the child's health or physical, mental, spiritual, moral or social development".

In the Gambia local laws relating to the protection of the child have been aligned to the provisions of the CRC. The Children's Amendment Act 2005 prohibits the engagement of a child in exploitative labour (Section 41.1), night work (section 42.1) and hazardous work (section 44.1). Despite the existence of these laws, child labour is highly prevalent in the country with 24.7 per cent of children aged 5-17 years being involved in child labour (MICS, 2018).

In The Gambia, although legislation and policies exist that bar the engagement of children in work that may disrupt their education, children continue to engage in all forms of work. Whilst in rural areas most children are engaged in work on their parent's farm in the urban area children are largely involved in street hawking, vehicle apprenticeship, domestic servants and lots of other menial jobs. Although some children may be engaged in these activities to support their families economically, they may be working for a host of other reasons. A major reason is that many parents consider some children's work an essential part of socializing the child. It is largely perceived by many that making the child work is a way of inculcating a sense of responsibility in the child and also providing the child an opportunity to learn a survival skill at an early age. In many instances children are attached to tradesmen such as carpenters, masons, tailors or even commercial vehicle drivers to enable them acquire the skills in the interest of helping them make a livelihood at adulthood.

The decision by many parents to send their children to this form of skills training is largely because skills training facilities are few and are mainly concentrated in the Greater Banjul Area. Secondly, acquisition of skills through apprenticeship is often at minimal or no cost to parents since most people would charge nothing for providing such services.

It has however been observed that although children can acquire skills through this kinds of apprenticeship, there is often a trade-off. Often children involved in these form of apprenticeship miss the opportunity of going to school and graduating at the highest levels of education. This often denies them the opportunity of realizing their full potentials. It is also not uncommon for such children to be abused or exploited at their places of work.

For children involved in street vending and other economic activities, they are often vulnerable to abuse which tends to hurt victims for the rest of their lives both psychologically and in terms of their health and their general development. Children exposed to this street life have the potential of becoming prostitutes, thieves or being engaged in other forms of criminality to their detriment, their families and society at large.

1.1 The Rationale for the National Employment Policy (NEP) 2022-2026

The employment challenges facing The Gambia are quite critical, calling for an urgent need to create productive employment through a multi-pronged employment generation strategy. The strategy emphasizes sustainable employment promotion as a national priority agenda, ensuring that national development efforts move at a faster pace to reduce rising unemployment and

underemployment rates. The strategy would create the enabling environment to increase productivity at enterprise level, with the eventual goal of full and productive employment.

Despite the adoption of the 2010-2014 NEP, there are several outstanding challenges such as the new emerging labour market trends, emanating from the new socio-economic environment, intensified regional integration, new developments in science and technology, and the globalization challenges that were not previously addressed adequately.

Therefore, the NEP 2022-2026 captures the government's vision for achieving our employment goals as indicated in the National Development Plan (NDP 2018-2021) strategic priority 8 "making the private sector the engine of growth, transformation and job creation". Like most aspects of policy development, employment generation is multi-faceted, which requires the coordination and collaboration of the activities of multiple actors – both public and private.

Thus, this policy is particularly relevant to The Gambia since:

- Demographic trends are putting enormous pressure on the labour market;
- As people move out of the agricultural sector and into the manufacturing or service sectors in this will lead to increased urbanization with all its consequences. These changes represent a great opportunity as well as a huge challenge;
- Economic growth does not translate into more jobs, and thus this policy will ensure that a large portion of the population is able to reap the benefits of our improved economic performance;
- Informal employment is still prevalent in the country and therefore formalization of such employment represents an opportunity to increase its economic benefit and create conditions for sustainable development;
- Wage inequality is rising in The Gambia, and workers benefiting less from economic growth whilst increasing number of those who work are counted among the working poor, this policy is looking to address such inequalities;
- There are more women in the labour force, but their quality of employment, including wages, working conditions and prestige, still lags behind that of men;
- High youth unemployment is causing increasing numbers of young people to get discouraged and leave the labour market;
- Poverty remains a challenge contributing as a push factor to irregular migration especially among young people;

1.2 Interaction of the NEP 2022-2026 with existing Policies, Programmes and Laws

Given the cross cutting nature of employment, different stakeholders and social partners, Ministries, Departments and Agencies (MDAs), employers' organizations, trade unions, non-government organizations, and the private sector will be crucial to the success of this policy. It is recognized that a success of this policy depends on various laws, policies, programmes, and regulations that fall under different institutions especially those that contribute to employment creation.

The NEP 2022-2026, will guide strategies and programs that aim to increase employment, develop businesses and technical skills in the workforce of The Gambia, support targeted value-addition potential sectors, strengthen the financial sector, and facilitate investment finance to generate

industrial growth and addressing gender imbalance in the labour market and creating opportunities for PWD's.

The following areas are earmarked as entry points for improvement of legal framework: formulation of a better legal framework for enhancing business environment for both formal and informal sector; managing both internal and external labour migration; harmonize laws, regulations, standards and guidelines on Occupational Safety and Health (OSH), mitigate child labour; promote decent work agenda and advance sustainable job creation through compliance with labour standards and related laws.

The NEP 2022-2026 will continue to act as a crosscutting document, for the implementation of other policies that have interfaces in promoting employment and income generating opportunities for the population of The Gambia. The following policies, laws and strategies support the NEP 2022-2026:

- National Development Plan 2018-2021
- Medium Term Plan 2021-2025
- National Youth Policy 2019-2028
- Trade Policy 2018-2022
- Tourism and Development Policy 2020
- Investment Policy 2018
- The Gambia Intellectual Property Policy 2018-2023
- Micro Small and Medium Enterprises (MSMEs) Policy (2019-2024)
- National Agriculture Transformation Policy
- Entrepreneurship Policy (2016-2026)
- Trade Strategy and Industrial Policy (2017)
- Occupational, Safety and Health Regulations 2017
- Technical and Vocational Education and Training (TVET) Policy 2021
- Education Sector Policy 2016-2030
- Labour Act 2007 and Labour Bill 2022
- Factories Bill 2022
- Injuries Compensation 2022
- Migration Policy (2018-2030)

The above-mentioned policies, laws and strategies are extremely instrumental in implementing the NEP 2022-2026. These policies address challenges hindering MSMEs growth, ability and willingness of private companies to comply with employment regulations, standards and job centred practices. They also emphasize agricultural development, human capital development, entrepreneurial and creative spirit that generates new employment opportunities, employability of labour force and skills acquisition, private sector growth, cooperatives, MSMEs and job creation in The Gambia.

The emphasis of existing laws, policies and programmes should be placed on confirmation of strengthening the enabling environment for private sector growth by reforming the incentives to support the growth and sustainability of MSMEs. Equal importance should be placed on reforming the education system, particularly TVET, to cater for the skills requirements of the private sector and encourage entrepreneurship among young people.

The updating and the formulation of a comprehensive National Employment Policy and Action Plan are designed to consolidate into one integrated and coherent document containing proposals which will

facilitate the attainment of employment generation objectives. The employment and poverty challenge facing The Gambia is quite critical and there is government, employers and workers' awareness for a urgent need for to adequately respond and use comprehensive and integrated approach to address the employment problem. The updating of the Employment Policy and Action Plan is designed to emphasise that employment promotion is a national priority which should receive increased and intensified national attention immediately and in the years ahead.

The Employment Policy is aimed at the promotion of more rapid growth of the productive employment sectors. It is expected to achieve more employment intensive economic growth through a more appropriate macro-economic policy environment, support for more labour intensive and labour absorbing economic sectors, particularly agriculture, fisheries, tourism, construction and the informal sector through greater support and incentives for the private sector, and access to credit for productive investment.

Linking education and training for employment, pursuing more appropriate strategies for employment promotion, mainstreaming youth and women, improving working conditions and environment, strengthening, and better coordination of institutional framework for the promotion of employment and sustainable livelihoods are addressed in the policy and action plan. The role of improved employment statistics and labour market information system are also covered, aimed at monitoring employment and labour market development.

PART II

2. GOALS, OBJECTIVES, PRINCIPLES OF THE NATIONAL EMPLOYMENT POLICY 2022-2026

2.0 Goals and Objectives

The National Employment Policy and its implementation plan will create a framework for improving the employability of the population of The Gambia during the period 2022- 2026 in the broader context of our country's social and economic development. It has become increasingly evident that economic growth does not necessarily alleviate or eliminate unemployment and inequitable distribution of income. Experience in many countries has in fact confirmed that growth may lead to employment disparities and certain types of growth are employment inelastic, particularly if economic progress is confined to the modern sector. Although there is a clear relationship between economic growth and employment, since it is much more difficult to achieve employment objectives under sluggish or stagnant growth, there is adequate evidence in many countries that economic growth as a goal in itself is not sufficient to address the problem of massive unemployment and poverty in the population. Prosperity generated by growth does not automatically trickle down to the masses, as learnt from the lessons of the impact of structural adjustment programmes in many developing countries. Therefore, the focus of this policy will be on economic development by increasing the productive capacity of the country through investments in agriculture, fisheries and manufacturing

2.1 Policy Goals

The goal of the NEP 2022-2026 is to create gainful and decent employment opportunities for the growing labour force to improve their living conditions and contribute to economic growth and national development within the framework of equity, fairness, security and dignity.

As such, the Government of The Gambia recognises that employment is key to socio-economic development, crosscutting in nature and must be central to the national development agenda. Accordingly, the NEP 2022-2026 is designed to:

- Stimulate economic growth and development through proper utilization of the country's labour force;
- Enhance employable skills and competencies for all;
- Create a conducive environment for job creation;
- Promote entrepreneurship and access to finance for youth, women and PWDs;
- Integrate employment issues in macroeconomic policies and investment strategies towards employment mainstreaming and job creation;
- Promote smooth transition from informal economy to formality;
- Strengthen a well-functioning Labour Market and Migration Information System (LMMIS);
- Establish effective and efficient system to manage labour mobility; and
- Promote labour intensive technology in public investments.
- Provide a framework for accelerated decent job creation through sustainable growth in all sectors of the economy and provide strategic direction to reduce unemployment among the youth, women and PWDs;

- Guide the process of prioritizing employment creation strategies through well targeted policies and programmes;
- Promote an enterprise culture that shall induce entrepreneurship, self-reliance, and national environment that rewards efforts and initiatives; and
- Facilitate mobilization of resources for employment-creating programmes across all sectors of the economy.
- Rural development and linking agriculture to the other sectors of the economy;

2.2 Vision of the NEP 2022-2026

A country with high, sustainable and gainful employment, capable of generating a decent income for the improvement of the quality of life and social wellbeing for the population of The Gambia, and to reduce poverty and to address the emerging challenges of economic transformation.

2.3 Mission of the NEP 2022-2026

Strengthen and promote the creation of productive jobs and a conducive environment for employment creation.

2.4 Objectives

The *overall objective* of NEP2022-2026 is to create sufficient and productive jobs, decent and freely chosen employment which will alleviate poverty and reduce income inequality, youth unemployment, labour underutilization and enhance productivity and competitiveness in the country.

Specific Objectives

These specific objectives have been identified to finding solutions to the mentioned problems:

1. To stimulate economic growth and development nationwide particularly the rural areas
2. To enhance employable skills and competencies for all by linking education and skills development to labour market needs
3. To promote entrepreneurship and access to finance for youth, women and PWDs
4. To integrate employment issues in macroeconomic policies and investment strategies towards employment mainstreaming and job creation
5. To create support programmes for the informal sector for smooth transition into the formal sector.
6. To strengthen a well-functioning LMMIS;
7. To promote labour intensive technology through public investments and in the productive sectors (agriculture, fisheries and aquaculture)
8. To promote decent work for all by improving labour administration systems

2.5 Guiding Principles of the Policy

The principles of the NEP 2022-2026 is based on four core values which includes rights at work, employment (productive and freely chosen), social protection, and social dialogue. The policy places a strong emphasis on the above principles and its core denominations. These principles are also contained in the Gambia Decent Work Country Program 2018-2021. Decent job creation and effective participation of social partners and key stakeholders will be prioritized. The core values and guiding principles underpinning this policy are:

- Gender Equality and Inclusion of vulnerable people: The policy adheres to the principle of non-discrimination in employment and occupation in the Labour Act 2007. Gender disparities in the labour force are reflected in terms of access to work opportunities and earning differentials where men earn more than women for the same job being done and representation in management positions.

Further disparities are also at the level of skills, as men tend to dominate strategic areas such as science while women are found in more traditional areas, such as teaching, and nursing, etc. In terms of opportunities for business, men are likely to have a better chance as they continue to access capital more easily in relation to women. Productive resources are still mainly owned by men, making it difficult for women to meet collateral requirements set by lending institutions, hence the need for consistent efforts to strive towards gender equality and equity.

- Equitable access to capacity development opportunities: Human resource development is one of the principle obstacles to the employability of the population of The Gambian, especially young people and new entrants to the labour market. Accordingly, one of the overarching principles of the policy is to improve existing capacity development opportunities throughout the country and to develop new and adapted capacity development programs, to enable Gambians to become economically productive agents of change.
- Ensuring environmental sustainability: The policy will focus on identifying employment opportunities which contributes substantially to preserving or restoring environmental quality. This includes focusing on the creation of green jobs that help to protect ecosystems and biodiversity, reduce energy, material and water consumption through high-efficiency strategies, de-carbonize the economy and minimize or altogether avoid generation of all forms of waste and pollution.

Protection of the environment is paramount to the sustainable development of The Gambia. The country relies on its ecosystem as a source of sustenance and economic development – as tourism is largely based on the country’s amazing natural environment. Thus, a green economy in the Gambian context is seen as an economy that “improves and balances human wellbeing for the population of The Gambia through the efficient and sustainable use of all resources”. Although a green economic policy framework has yet to be put in place, there are various existing policies and opportunities that should be harnessed immediately for the creation of green jobs across various sectors.

- Conducive Economic Environment: The private sector is a key player in the economic sphere and has a crucial role to play in creating jobs. Improving Gambia's business environment is a priority for the country. Accordingly, the Government commits to address the bureaucratic and systemic hindrances relating to starting a business, registering property, trade across borders, and the complexity and equity of its tax systems, etc. Moreover, the Government commits to easing access to finance for women through the establishment of the Women Enterprise Fund. Also it is adopting policy measures that lead to the lowering of the cost of borrowing, promoting Micro, Small and Medium Enterprises (MSME) development, and ensuring financial inclusion for MSMEs through the creation of an MSME Development Fund. The government is committed to playing a balanced role as a facilitator of private sector participation and as an agent of development by ensuring well-crafted and targeted policy incentives for sector specific industrialization, employment creation and growth.
- Strategic Public Private Partnerships (PPPs) will define the Government's strategy for engaging the private sector in the provision of infrastructural goods and services as well as investments in strategic growth and employment creating sectors.

PART III

3. STRATEGIES OF THE NATIONAL EMPLOYMENT POLICY 2022-2026

3.0 Strategies of the NEP 2022-2026

The strategies spelt out in this policy document will be translated into programmes, projects and activities as part of investment strategies for creation and sustaining employment. This will involve the Government, the private sector, trade unions organisations, civil society and other stakeholders in a bid to enhance employment creation, reduce inequality, with particular focus on women, youth and PWDs.

The following sections outline the key sectors in which new jobs will be created over the next five years:

3.1 The Rural Sector

The 2018 GLFS results highlighted that unemployment in the rural area is estimated at 162,920 persons as compared to the 71,805 unemployed persons in the urban settings, signifying a huge rural urban differential among the unemployed population. Therefore, the need for enhanced Government intervention cannot be overemphasized.

The following are the principal engines for rural economy development in The Gambia:

- a) Livelihood creation in the rural areas
 - Specialization and regionalization of products (one region, one product); -
 - Increased agricultural productivity through the use of appropriate technologies; -
 - Support and assist in processing and marketing of products; -
 - Access to finance in the rural areas
- b) Improve rural economy and Infrastructural Development –
 - Local plans for the use of land and water; -
 - Development of marshlands and catchments areas, protection of forests and soil erosion control;
 - Economic infrastructure development paths, roads, telephones, rural energy, water etc; - Infrastructure for storage, conservation and marketing of products.
 - Creation of special economic zones

The rehabilitation and development of these facilities using labour-intensive approach will create many income-generating jobs that will stimulate the rural demand of products and services and the chances of increasing savings in the rural areas will be higher in the future.

- Development of technical and vocational training centers;
- Decentralization of industrial tribunal and job centers -
- Decentralization of supportive social action networks with a view to increased participation of the population and other concerned stakeholders; -

- Implementation of an agrarian reform aimed at streamlining access to land and optimal distribution of agricultural resources; -
- Agricultural modernization and generation of productive and sustainable employment creation through rural MSME's and industries in the rural areas; -
- The establishment of an incentive strategy aimed at encouraging the youth back to agriculture.
- Encourage nonfarm and agriculture activities in the rural areas through strategy document
- Look at the establishment of the agro industries and develop the agricultural value chain
- Advocate for incentive structures, tax breaks and tax waivers

3.2. Child, Youth, Women and PWDs

3.2.1 Child

Minimizing Child Labour

The Government of The Gambia subscribes to the principles of the elimination of the worst forms of child labour and the ILO International Programme on the Elimination of Child Labour. It is not totally absent and must be addressed by the employment policy. Children need to be relieved of work that inhibits their proper development and education. The policy will seek to minimise child labour through:

- a) Increase awareness campaigns;
- b) Aggressive promotion of basic education
- c) Aggressive skills development programmes for children;
- d) Enhance implementation of the ILO Convention on the elimination of the worst forms of child labour which The Gambia ratified; and
- e) Collection and analysis of data on the subject.
- f) Providing second chance to school dropped out or late to start school

In order to promote employment for youth and women the Government intends to do a series of measures in four areas: –

- Measures for integrating youth and women particularly through the development of formal technical, vocational education and training or on the job training adapted to the needs of the labour market and the recognition of prior learning (RPL)
- Measures for increased production and productivity in firms and their employment capacities by giving them facilities for investment expansion; –
- Measures for encouraging youth and women to create enterprises in various sectors of the formal economy; –
- Equal opportunities for youth.

As a supplement to these measures, the Government envisages implementing the following programmes:

3.2.2 Youth

Programmes for youth employment promotion will be initiated and developed as follows:

- Strengthen the Public Employment Services (PESs) and the LMMIS for career advice by providing information about employment opportunities and labor market information to the youth; -
- Programs for the integration of the youth in enterprises through pre-employment internship courses; -
- establishment of community based centers for skills acquisition to promote apprenticeship and vocational training across the country; -
- facilitate access to productive resources for youth such as land, micro-credit, technology and information through business or technical advisory services
- Support programs to rural employment development.
- Compulsory National Youth Service Scheme (NYSS)
- Advocate for the introduction of a 30 per cent employment quota for youth

3.2.3 Women

Notwithstanding the numerous initiatives carried out for women by the Government, challenges persist requiring the establishment of specific measures in order to improve their employment situation.

In connection to the above Government envisages the following programmes. –

- Technical and financial support for women through the Women Enterprise Fund (WEF) with a view to revitalizing their trading activities and refocus them towards the real needs of the economy. –
- Ratify the International Labour Organizations (ILO) convention 190 on violence and sexual harassment
- Advocate for the introduction of a 30 per cent employment quota for women
- Advocate for Non discrimination of women in employment
- Address wage inequalities between men and women

3.2.4 Person with Disabilities (PWDs)

According to the data from the 2018 LFS, 1.5per cent of the population have some form of disabilities of which 56.4 per cent are males and 43.6 are females.

The Government intends to implement a series of special actions, including the following:

- Adoption of the Disability Bill
- Assistance programmes to persons with disability including micro-financing and entrepreneurship training;
- Advocate for incentive measures to encourage persons with disability to form associations and initiate income generating activities;

- Incentive measures for the employment of persons with disability in the public and private sectors;
- Making work environment disability friendly and conducive

Making work environment conducive and favourable to the persons with disability, these should be in the provision of ramps, sliding doors, elevators if necessary and toilet facilities should be able to accommodate persons sitting on a wheelchair.

3.3 Pro-employment Macroeconomic and Sector Policies

As highlighted in NDP 2018-2021, The Gambia's macroeconomic policies are shaped by the desire to create favourable business and regulatory environments for private sector development. Achieving economic growth is seen as a necessary condition for employment creation. Well-targeted investments can be the driving force for economic growth and job creation in The Gambia. Therefore in the immediate future, public infrastructure should be maintained and upgraded in order to create favourable investment conditions for business and improve on trade benefits through increased value addition for exports, as well as increase the participation of women, youth, PWDs and other vulnerable groups in productive economic activities and decent work.

Thus, the immediate key investment priorities include:

- Agriculture (crops, livestock, and agro-processing industries).
- Electricity (improving energy generation and distribution and developing, where possible, renewable energy sources).
- Invest in low to medium technology industries.
- Improving tourism infrastructure.
- Improving transport and logistics to enable improved integration within the sub-regional economy

To do so, Government shall place emphasis on the following:

- Mainstreaming employment in the national and sectoral policy frameworks such as Industrial, MSME, Trade and Investment policies.
- Creating sustained fiscal strategies to finance systematic, well-resourced, multi-dimensional programmes to create decent work opportunities and sustainable enterprises.
- Increasing investment in labor-intensive sectors including rural industrialization, infrastructure, and green production.
- Mainstreaming gender, youth and other vulnerable groups in all economic activities that aim at creating employment.
- Formulate and implement for fiscal and trade policies that aim at promoting value chain development and discouraging the export of raw material.
- Undertaking an assessment for the feasibility and potential of the green economy and jobs.
- Building mass awareness and local capacity on the green economy and jobs in The Gambia.

3.4 Focusing on Productive Sectors

The Gambian economy is heavily reliant on agriculture and the service industry, especially tourism and banking. Moreover, the public sector remains the largest single employer in the economy. The NEP and NEAP 2022-2026 focuses on improving planning investment and production efficiency to spearhead employment generation within the private sector.

3.4.1 Agriculture-led industrialization

Despite government efforts, the industrialization and job creation potential of the agricultural sector has not been realized and it is still characterized by low productivity, poor working conditions and gender disparities. Communal, subsistence farmers have limited access to services and social protection and overall, the agricultural sector lacks value addition and investment.

Thus far, agriculture performed poorly in terms of economic and employment growth and the dependency on imported food discouraged local food production. Most of the population in The Gambia live in rural areas and depend on agriculture for their livelihoods. A deliberate focus on this area can significantly reduce poverty and unemployment. Agriculture should therefore focus on land tenure system, year-round production, food security as well as on agro-processing industries for economic diversification and the creation of a large number of permanent jobs.

The Gambia needs to focus on year-round agriculture-driven industrialization with forward and backward linkages to other economic sectors supported by policies and services. The government will focus on the following:

- Encourage private investments in agro-processing industries and encouraging public private sector participation through enhanced Public Private Partnerships (PPP).
- Putting in place measures to strengthen forward and backward linkages to other economic sectors through supply and value chains. Establishing market linkages between agricultural producers and local consumer institutions such as schools, hotels and hospitals.
- Legislate a land tenure system that makes possible for women led agro-processing activities especially in the rural areas.
- Promoting technology dissemination and adaptation for the green economy.
- Providing incentives for the use of local raw materials in agriculture and agro- industries.
- Providing subsidies to farmers to boost their production and contribution to the national food basket.
- Implementing apprenticeship and internship programs for youth on farms to train them in basic farming skills (using mixed farming centers).
- Promoting agriculture for domestic demand. In this case, local farmers will be supported to target local markets putting into consideration comparative and competitive advantages of their regions and the local and national demands for their products.
- Promoting agriculture for export. Particularly for priority products such as cashew, groundnut and sesame.

3.4.2 Fisheries and Aquaculture

The Gambia has a continental shelf area of 4000 sq. km and an Exclusive Economic Zone (EEZ) of 10,500 sq. km. The marine waters are part of the Sahelian Upwelling Marine Ecoregion (SUME). Seasonal upwelling's and fluvial outflows make SUME a highly productive area with rich pelagic and demersal fisheries resources.

The marine water of The Gambia is rich in terms of species abundance and diversity. The productivity of these waters is enhanced by the flow of nutrients from the River Gambia (an estuary attracting fish for feeding and spawning). The estuarine zone of the River Gambia is also believed to be rich in shrimps, sole fish, threadfins and other marine fish species of economic importance. The prolific mangrove vegetation offers good potential for an oyster fishery. The blue card is also believed to be plentiful in this area. The fisheries resources in the freshwater zone are not well known because no studies have as yet been undertaken, but there are species of commercial exploitation potential such as the *Clarias* spp. (kono-kono). The vast area of the floodplains of the freshwater zone is also ideal for the development of commercial aquaculture especially within the rice growing areas.

Fisheries have enormous economic and employment potential which make it a priority sector to develop. In developing the sector, the government is seeking to ensure a rational and long-term utilization of the fisheries sector. Improve the nutritional standards of the population; increase employment opportunities in the sector. Increase the net foreign exchange earnings; and expand Gambian participation in the sector. The government can achieve the above through the following:

- Encourage more on shore and offshore private sector investment in the sector, and PPP.
- Support the establishment of aquaculture ventures in rural areas.
- Monitor the working conditions of fishing
- Expand and strengthen the control, monitoring and surveillance mechanism and its institutional linkages to adequately protect the territorial seas and the land areas of the country.
- Facilitate the provision of ashore facilities such as a fisheries port, and ice plants.
- Upgrade or create new storage facilities and means of fresh fish distribution and marketing, etc. more ice plants
- Enhanced utilization of the airport cargo complex with its ultra-modern scanning equipment and colds stores
- Encourage the youth to participate in fisheries sector through associations
- Encourage industrial fishing and landing sites in the Gambia
- Monitor work conditions in industrial fishing sector.

3.4.3 Tourism

Tourism is a fundamental economic activity for the country. It is among the fastest-growing sectors in the Gambian economy. It is the biggest foreign exchange earner and already, it is a major source of employment. According to the World data atlas of the World Bank the contribution of travel and tourism to GDP (% of GDP) for The Gambia was 21.3 per cent in 2020. The tourism industry is at present mainly seasonal and heavily reliant on the charter

market with the vast majority of tourists on a package trip. While charter traffic will always be welcome, there are opportunities associated with the development of niche tourism, such as cultural and eco-tourism and tapping into conference and incentive markets, which are year-round.

The current COVID-19 has already transformed the economy into an economic and labour shock, impacting not only supply (goods and services) but also demand (consumption and investment). All businesses regardless of size are facing serious challenges especially those in aviation, tourism and hospitality industries with a real threat of significant declines in revenue and job losses in specific sectors. Following the travel ban, boarder closures and quarantine measures in The Gambia, many workers could not commute to their places of work or carry out their jobs, which eventually led to their laying off. These have knock on effects on incomes particularly for informal and casually employed workers in different industries. Given the current environment of uncertainty and fear, enterprises are likely to delay investments, purchases of goods and the hiring of workers.

As such the Government aims to diversify the tourism industry to maximize job creation and earnings; as well as develop the necessary infrastructure that will ensure year-round tourism and ensure that measures that will ease the burden associated with COVID-19 are prioritized in order to achieve this the following measures will be taken:

- Promote cultural and community tourism (ecotourism).
- Diversify and promote the sector to cater for local and regional tourism.
- Enhance the generic marketing of The Gambia as a tourist destination.
- Promote skills development in the tourism industry.
- Encourage the increased participation of women, youth and PWDs in tourism; and,
- Promote sustainable tourism.
- Protect employment and incomes for enterprises and workers negatively impacted by the indirect effects (hotel closures, travel bans, cancellation of public events)
- Ensure social protection through existing schemes and or ad hoc payments for workers including formal and informal, casual and seasonal workers and the self-employment (eg through access to unemployment benefits, social assistance and public employment programmes)
- Promote employment retention schemes, including short time work arrangements/partial unemployment benefits and other time-bound support for enterprises, such as wage subsidies (and temporary cuts to payroll tax/exemptions from social security contributions), provision of paid leave and extension of existing entitlements to workers, and training leave, grants and related schemes

3.4.4 Public Sector Employment

While the focus of the strategy is to encourage the private sector to generate additional work, it is important to recognize that the public sector is also a major source of employment, by both employing workers directly or by outsourcing the private sector to service its needs. While the majority of jobs are currently intended to be by private sector employers, as a direct employer, the public sector remains the single largest employer in The Gambia. Improving the quality of its human resources through careful manpower planning is essential to improving public service

delivery and strengthening the efficiency of state intervention. Thus, Government aims to strengthen human resource capacity and efficiency in the public sector; and, evaluate the skills set in public administration. This will be done through the following:

- Identify hard-to-fill careers to create niche employment opportunities for women, youth, and persons with disabilities; and,
- Ensure that employment creation is mainstreamed in all relevant government policies, programmes acts and regulations. Through functional reviews of relevant MDAs document.

3.4.5 Public Works

In The Gambia, labour-intensive employment is mainly found in the public works programmes, which are deliberate government interventions to create employment. Labour-intensive public works approaches will be used to create jobs for youths and women through feeder roads rehabilitation and maintenance, drainage clearance, building reconstruction and waste management in the urban and rural areas. Many of these jobs will be temporary and therefore more investments will be required to turn them into long-term jobs. Support will also be provided to combine measures to create immediate temporary jobs with measures to increase employability and livelihood opportunities for youth.

The infrastructure component will generate jobs immediately in the rural areas, managed by trained labour-based contractors. It will initiate various public and community works, which will provide paid temporary work. Young workers will be particularly targeted throughout the training and recruitment processes. Therefore, the government aims to improve infrastructure through decent labour-intensive programs, by focusing on investing in public works through the private companies in the area of roads rehabilitation and maintenance, agriculture and renewable energy, upgrade rural infrastructure and provide quality labour-intensive transport infrastructure linked to major regional and local markets; and, create youth employment opportunities, especially for young women through labour-intensive approaches in public work programmes.

The aforementioned, will be achieved through the following:

- Minor public works contracts such as the construction and rehabilitation of feeder roads given to MSME that have the capacity
- Leverage employment opportunities generated by urbanization, by strengthening planning capacity and town and city status proclamation processes.
- Assessing the potential employment impact of infrastructure investment in road construction, housing and sanitation using different methods.
- Developing new, and reutilizing existing transport infrastructure; and,
- Emphasizing community works, which can have an immediate impact on rural communities and are cost-effective
- To develop labour intensive technologies in collaboration with municipalities and local government authorities particularly in the area of solid waste collection and disposal.
- When signing construction contracts priority to be given to youth and local sub contractors
- Conduct surveys as why Gambian youth are not taking part in the construction industry

3.5 Formalization of Informal Economy and MSMEs

The Gambia's private sector is essentially dominated by MSMEs concentrated around services. It is characterized by a few big companies and a multitude of very small and micro businesses operating in the informal sector. These enterprises find it difficult to progress from one rank to another due to the uncertain and challenging operation in the business environment. The Government is committed to the development of the private sector by creating a favourable environment for business promotion through creation of enterprises, mobilization of domestic financial resources and attracting Foreign Direct Investment (FDI) and has therefore initiated measures to address the constraints on private sector development.

A number of factors have contributed to the growth of The Gambia's informal economy and this sector faces a host of challenges, such as lack of recognition, lack of inclusion in decision making, lack of skills and capital to move beyond meeting their basic needs, low wages, lack of access to finance, lack of social protection, poor occupational safety and health, etc.

According to the 2019 MSMEs Mapping in The Gambia, 75 percent of existing MSMEs are in the informal economy. This presents opportunities for employment creation and will thus be systematically supported. As a first step, the lack of recent and accurate information about the size and structure of the informal economy in The Gambia and its contribution to livelihoods needs to be addressed. Furthermore, there must be recognition of the informal sector by the Government and Local Government Authorities (LGAs). Informality should be recognized as a legitimate option to do business and to get out of poverty while an appropriate policy framework must be implemented to facilitate the transition to decent work and formality.

In this regard, it will be important to establish “informal sector bargaining forums” at regional and local levels to allow informal economy organizations to negotiate a conducive environment with the relevant authorities. Furthermore, the extension of social protection and adherence to occupational safety and health (OSH) standards and the provisions of the new Labour Laws should be discussed at such forums.

The “formalization” of informal businesses should include decentralization of the Single Window Business Registration, coupled with incentives such as facilitating land ownership and the capacity to raise capital through land-based collateral, increased access for informal operators to the full range of financial services through microfinance institutions that target informal businesses, create concrete incentives for formalization; and systematic skills development. Therefore, Government aims to promote the formalization of informal MSMEs to create decent employment and social safety nets; and to assist the informal economy operators to move toward formalization. These can be done through the following:

- Promote linkages between local MSMEs and public procurement
- Operationalize the national MSME forum as a platform for the development of the MSME ecosystem and discuss issues related to MSME's challenges.
- Encourage the participation of the MSMEs in the public procurement system.
- Operationalize the MSME policy option of creating an MSME Bank
- Making registration easy and attractive as part of the “formalization”; through tax breaks

- Improving access to training technology and capital through the establishment of the MSME Development Fund.
- Establishment and Advocate for the creation of an electronic single window business registration
- Encourage the Roll out of entrepreneurship education as a curriculum for basic and secondary education

3.6 Linking Education and Skills Development to Labour Market Needs

While efforts to improve access to basic education over a prolonged period of time have been successful, pre-school attendance rates remained low and unchanged for over ten years despite evidence of their highly significant impact on literacy and numeracy skills of young children. Once they begin their basic education, the challenge is to keep the children in school for as long as possible, and thereafter the continuing challenge is one of learning outcomes.

Recent investments to improve teaching capacity have been associated with small but definite improvements in performance. However, it is widely recognized by the Government and its development partners that so much more is needed to ensure that young people are adequately equipped with the skills they need for life-long learning, personal development and to enable them contribute to national development.

The transition from school to work is particularly difficult for the youth in The Gambia as they seek to enter the labour market facing two critical challenges – inadequate skills and a scarcity of jobs; consequently, unemployment rates are high. The Government has long recognized these challenges and taken steps to address the shortage of jobs and the skills deficit among the youth. However, these efforts, particularly at creating jobs, have not been as effective as hoped. An investment incentive program set up to attract investments in the private sector and create jobs for the working age population did not yield the desired results as some constraints still affect the development and growth of the private sector. Furthermore, enduring challenges in the productivity of the priority sectors have constrained what can be invested in education and job creation.

There is remarkable consensus in The Gambia that skill shortages abound. The issue of skills shortages is a clear strategic concern across most economic sectors. The disparity between skills imparted by the training institutions and the skills demanded by industry and commerce, and the economy at large is also articulated in key government policy documents. This is a problem that is pervasive and affects educational institutions at all levels, from primary educations and beyond.

Therefore, Government intends to strengthen education and training systems to deliver on the education and training needs in line with labour market needs with particular emphasis on the youth. The following measures will be undertaken:

- Identify and develop the skills (both formal and informal) and qualifications required in the labor market, through recognition of prior learning.
- Encourage internships, apprenticeships, and career guidance and vocational counseling, especially for women and PWDs.

- Enter into skills partnerships with countries that have advanced skills sets that are within The Gambia's priority areas.
- Promote regular reviews of curriculum in both traditional learning institutions and vocational training institutions to accommodate industrial dynamics.
- Invest in vocational training centers by providing them with machinery and training that is consistent with current good practice.
- Enhance support to agricultural training centers;
- Interact with hospitality training centers in the sub-region to complement current training opportunities;
- Decentralize TVET institutions.
- To create incentive measures for the employment of young graduates from institutions of higher learning

3.7 Improvement of Labour Market Intelligence

The demand for labour market statistics and indicators has rapidly increased due to the importance of such information in designing plans, programs and policies that aim at improving the Gambian labour market, especially the adequacy and sufficiency of the skills of workers. These statistics and indicators are produced by a variety of institutional sources using many different data collection mechanisms. The lack of coordination amongst institutions has created gaps and duplications.

Moreover, for comprehensive analysis of all facets of labour market information including those that relate to migrants, MOTIE intends to incorporate all components affecting labour market conditions especially migration. This has become necessary as a result of the impact migrants and migrant returnees have on the Gambian Labour Market. Evidently, this will enable us to systemize all relevant labour market statistics and indicators to provide support for evidence based policy making with regard to employment and labour market issues.

A functional and effective Labour Market Intelligence is to be housed at MOTIE to assist policy-makers and planners to identify and analyse the demand and supply of skills for fostering and sustaining economic and social development, and contribute to the strengthening of institutional arrangements, involving all relevant stakeholders, required for translating policy into action. As such Government intends to do the following:

- Upgrade and update the Labour Market Information system into a Labour Market and Migration Information System (LMMIS).
- Establish LMMIS Committee and hold periodic meetings which will assist in minimizing information gaps that lead to mismatches and distortions.
- Embark on data collection to get signals of supply and demand for skills for the labour market,
- Establish a LMMIS Analysis Unit housed in MOTIE.

3.8 Improvement of Labour Administration

Labour administration and labour standards are an integral part of the drive to achieve productive employment and decent work for all in The Gambia. Great improvements are expected to be achieved in labour standards through the review of the 2007 Labour Act.

3.8.1 Labour Act and Regulations

While the legal framework is expected to be improved considerably through the ongoing revision of the 2007 Labour Act, emphasis must now be given to the consolidation and promulgation of the Labour Bill, and to develop appropriate enforcement mechanisms. This can also be achieved by raising awareness of the new law among the workers and employers and Gambian population in general by enhancing the capacity of the Department of Labour and the other, social partners. Thus, the Government will commit to:

- Improving compliance with labour laws and standards by expanding information, communication, and controls.
- Strengthening collaboration and coordination among enforcement agencies, labour inspectors and other public inspection agencies as well as with social partners;
- Strengthening the capacity of the Department of Labour; and,
- Raising awareness on the Labour Act and promoting voluntary compliance.
- Strengthen the data collection of the Expatriate Quota System (EQS)
- Enhanced the issuance and management of Expatriate Quota Certificate

3.8.2 Public Employment Services (PES)

PES provides standard services such as vocational counselling services and career guidance, registration and placements of job seekers and the provision of labour market information. The government is establishing a web-based system for registration and placements of job seekers. It is also planning on the creation of public employment offices in all LGAs to assist job seekers in their quest for work. The institutional capacity of these offices will have to be built and PES's will have to be tasked to carry out active labour market policies such as training and re-training of job seekers and retrenched workers, employment search assistance, public works and assistance to self-employment initiatives. It is the Government's aim to establish efficient public employment services linking job seekers to vacancies through the following

- Maintaining an accurate and up-to-date database on job seekers and vacancies in each Local Government Authority.
- Strengthening the institutional and human resource capacity of public employment services housed at the Department of Labour.
- Promote the implementation of active labour market policies such as job searching, skills training, public works and entrepreneurship;
- Regulating and coordinating the Private Employment Agencies.
- Create a labour market intermediation centre to match demand and supply of labour

3.8.3 Social Dialogue

Effective social dialogue plays an important role in the process of job creation. Social dialogue involves bringing together government, employers and trade unions on a platform to make joint decisions on socio-economic issues of relevance to the labour market.

Effective social dialogue is also crucial for the achievement of decent work. Collective bargaining on minimum wages, decent employment conditions, minimum requirements for young interns at work, etc. coupled with effective labour inspections at the workplace, will be some of the key strategies to make decent employment a reality. Thus, these can be achieved through the following:

- Enhance the structures of social dialogue, enabling broader and more meaningful participation by all social partners.
- Evaluate experiences and implement strategies to make social dialogue more meaningful and effective.
- Strengthen the existing social dialogue structures and operationalize the social dialogue forum.
- Strengthen the capacity of social partners and government in social dialogue, and collective bargaining mechanisms; and,
- Strengthen the dispute resolution system.
- Advocating for the passing of the Trade Union Bill

3.8.4 Occupational Safety and Health (OSH)

The Government and stakeholders are committed to improving and strengthening the occupational safety and health and working conditions of workers in The Gambia through improved programs, legislation and enforcement.

From the 2018 GLFS information on occupational safety revealed important data on occupational injuries as they are essential for preparing policies on accident prevention, evaluation of progress by constituents, as well as a basis for periodic review and identification of future priorities for action in the prevention of occupational injury and illness. The data showed that employed males have higher proportion representing 76 per cent of persons being injured or illness than females, which stood at 24 per cent. This may be attributable to the dominance of males in the labour market and the stereotypes associated with the type of jobs that can be taken up by females. To improve and strengthen occupational safety and health and working conditions of workers, the Government will ensure the following:

- Establish a national coordinating task force on OSH.
- Compile the National OSH profile (situational analysis) including a legal gap analysis on OSH legislation.
- Establish a national tripartite OSH programmes which includes, government private sector and social partners; and,
- Set and reach consensus on key priority areas for the OSH programmes.

- Adopt the Injuries Compensation Bill and Factories Bill

4. LEGAL AND INSTITUTIONAL FRAMEWORK FOR LABOUR ADMINISTRATION

4.0 Labour Administration System

The Labour Administration System refers to mechanisms, processes and regulations that govern the promotion of harmonious labour relations through the enforcement of existing labour laws and application of standards in the world of work for decent work outcomes. The system is also important for the formulation of development-oriented labour regulatory frameworks through social dialogue processes and procedures. Over the years, labour administration in The Gambia has been faced with challenges and turbulences that have necessitated legal reforms and institutional re-engineering. For example, the review of the 2007 Labour Act, the Factories Act 1963 and Injuries Compensation Act 1991, led to the development of a five year Strategic Plan for the Department of Labour for effective settlement of labour disputes and also to serve as a proactive framework for the regulation of employer-employee relations and conditions of work as well as the work environment.

4.1 Department of Labour

As part of its mandate, the Department of Labour continues to supervise negotiations of collective bargaining agreements, registers Trade Unions, conducts job and workplace inspections, settles labour disputes, recommend for the ratification of International Labour Conventions, regulates and supervises job placements through the Public and Private Employment Centres/Agencies. Despite, an effort to revamp the Labour Administration System, the sector faces immense challenges that hamper effective service delivery. These include:

- Lack of an early warning system
- Fragmented Occupational Safety and Health regime
- Relatively low private sector wages and salaries
- Insufficient labour/ workplace inspectors
- Lack of prosecution of offenders of Labour Legislation
- Inadequate logistics for inspection and enforcement
- Inadequate staff for labour administration institutions.

These challenges have resulted in a weak labour administration system unable to protect the risk prone and the most vulnerable segments of the working population.

The Labour Administration System in The Gambia comprises several major actors including:

- a) The Ministry of Trade, Industry, Regional Integration and Employment (MoTIE) responsible for matters related to employment and human resource development;
- b) The Department of Labour
- c) Trade Unions representative
- d) Employers representative

The Department of Labour works closely with several other organisations. The most prominent bodies established by law under the 2007 Labour Act, include:

- a) The Labour Advisory Board;
- b) Joint Industrial Councils;
- c) Factories Board; and
- d) The Injuries Compensation Fund/Social Security and Housing Finance Cooperation (SSHFC).

The enhancement of the institutional and management capacities of agencies that will be closely involved in employment promotion and labour administration is a pre-requisite to the successful implementation of the NEP and NEAP 2022-2026. To achieve this objective, the capacity of the Department of Labour in particular will be significantly strengthened to ensure that it plays a substantial role in:

- a) The improvement of working conditions, occupational safety and health;
- b) Promotion of collective bargaining, advocacy for decent work;
- c) The delivery of an effective labour inspection service; and
- d) The establishment of a viable and efficient labour market and Migration information system and employment services function.

To effectively address these constraints, the NEP will implement the following measures: -

1. MoTIE will spearhead the operationalization of PENDA an appropriate co-ordination mechanism.
2. The Labour Administration System will be decentralised to facilitate efficient application of laws guaranteeing worker safety and ensure widespread compliance with labour Laws, particularly in the areas of recruitment and resolution of disputes.
3. Institutional collaboration between the Department of Labour, and the National Accreditation and Quality Assurance Authority (NAQAA) will be intensified. Similarly, coordination of the relevant policies and programmes of local agencies involved in employment promotion will be enhanced.
4. Through effective decentralisation of labour administration, industrial tribunals will be set up and strengthened in Regional headquarters, to ensure that the provisions of the Labour Act are effectively enforced.
5. The Technical, professional and management capacity of the Department of Labour will be significantly strengthened and training of human resource development and provision of logistical support will be accorded with priority.

Since implementation involves the Employment Directorate of MoTIE, Department of Labour and other key agencies, it will be imperative to strengthen the Institutional and Human Resource capacities of collaborating agencies. In addition, efforts should be made for the establishment of National Employment Platform. The Platform shall be the highest advocacy, monitoring and evaluation body and shall be headed by the Permanent Secretary, MoTIE and the Employment Directorate that shall serve as its Secretariat.

5. INSTITUTIONAL FRAMEWORK AND POLICY COORDINATION

5.0 Implementation Plan

The success of the NEP and NEAP 2022-2026 solely depends on an implementation grounded in structure and effective coordination by the various stakeholders. Employment creation is cross cutting, all stakeholders in various sectors must play their part in promoting and creating employment as they execute their mandates. MoTIE cannot on its own create employment; it provides policy direction and coordination as the custodian and secretariat of employment policy implementation. It should be emphasized that MoTIE will not take over the employment creating functions of the other line ministries and organizations. These stakeholders will be expected to implement their mandates with a more pronounced focus on employment creation.

Employment creation ceases to be just a by-product of their work but must instead become one of their intended objectives. A detailed action plan has been developed as part of this policy detailing the objectives and strategies to be undertaken and the expected lead agencies. The action plan is presented in a separate Implementation, Monitoring and Evaluation(M& E) Framework document accompanying this policy.

The effective and efficient implementation of the policy strategies and actions articulated in this NEP require that the appropriate structures be put in place, accompanied by the human and financial resources to ensure that all stakeholders work together towards promoting productive employment. Clearly, the implementation of the Policy requires a wide range of integrated and well-designed policy and program interventions, cutting across the macro and sectoral dimensions and addressing both labour demand and supply, as a basis for the creation of stable and productive employment on sustainable basis.

Given the multi-faceted and multi-layered interventions and actors operating at the national, sectoral and local (district) levels, an effective institutional coordination framework is required if such interventions are to have national impact. The multi-dimensional perspective of employment is reflected in the action plan of the Policy, which makes provision for improved policy and program coordination and coherence.

This coordination of employment programmes across all sectors of the Government requires both political commitment at the highest level and an appropriate institutional environment. The institutions and their respective roles and responsibilities at the level of oversight and implementation are outlined below:

5.1 Institutional Coordination Framework

There are various other agencies and non-state actors whose contributions to the NEP will be critical. A summary of the roles of some of the key stakeholders is presented below.

Given the multiplicity of the stakeholders in employment creation and hence in the implementation of this policy, there is a need for the establishment of a clear and well-defined coordination framework that will not only spearhead the implementation of the policy but will

also provide oversight in ensuring that activities are coordinated across sectors and various organizations as well as contribute to overall policy coherence within government in the area of growth and employment creation. Furthermore, the employment coordination body will be responsible for monitoring the progress of policy implementation as well as its evaluation at the end of the planning period. The body will also ensure that there is close collaboration and linkages with existing similar institutions such as the Labour Advisory Board.

It is also important to avoid the establishment of parallel institutions that have duplicate role and demand the time of the same members. The policy will be coordinated by MoTIE. The Employment Directorate will serve as secretariat for the employment coordination function and working closely with the different stakeholders listed below. It will perform all coordination functions discussed above and also provide a link to other concerned stakeholders.

The following function will be carried out by the various Ministries, Departments and Agencies for the effective implementation of the NEP and NEAP 2022-2026

- Coordinating institution for the NEP and NEAP 2022-2026 and the Decent Work Country Programme 2018-2021.
- Prioritizing of development projects for employment creation. Ensuring coordinated interventions by various stakeholders.
- Integrating the employment policy Monitoring and Evaluation (M&E) framework in the NDP M&E framework.
- Promotion of MSMEs development.
- Facilitate investment in labor-intensive industries. Granting of infant industry protection.
- Identifying and implementing measures to assist youth with finding employment and setting up businesses.
- Creating job opportunities in both the agricultural and fisheries sectors through targeted projects.
- Spearheading value-addition activities in the sectors
- Macroeconomic policy framework. Budgetary allocation for the various initiatives relating to employment creation.
- Setting employment as one of the key policy targets and budget allocation criteria.
- Providing primary and secondary education.
- Providing career counseling to basic and secondary education students, especially those at risk of crashing out of the educational system.
- Providing second chance for school dropouts
- Provide life-long learning opportunities for all Gambian Citizens.
- Responsible for supporting vocational training programs.
- assists in mainstreaming gender,
- advocate on the rights of the PWDs
- assist in the eradication of child labour in The Gambia
- Creating employment through labour- intensive technologies.
- Coordination and supervision of public works programmes.
- Coordination and supervision of housing projects.
- Coordination of Rural Development programs and employment creation.
- Development of LGA Human Resource Capacity.
- Facilitate access to land for women

- Promotion of sustainable and cultural tourism.
- Diversification of tourism products and markets and creating sources of employment.
- Ensuring the ownership of social partners in the implementation of the NEP.
- Ensuring that decent jobs are created and monitoring the implementation of the NEP.
- Focus on employment creation in particular sectors of the economy.
- Providing expertise on specific areas of the National Employment Policy Research. Capacity building of service providers, lobbying and advocacy.
- Promoting green technologies and jobs with collaboration with Global Environment Facility
- Providing labour market statistics
- Conduct regular labour force surveys
- Provide all statistical information related to employment

Social Partners (Employer Associations and Trade Unions)

- Participating in the implementation of the policy and monitoring the achievements of the objectives of the policy.
- Mobilizing their constituents to implement and advocate for the mainstreaming of employment in all sectors.

Development Partners

- Technical assistance and advice on all matters relating to the employment generation and related issues.
- Providing technical expertise, advice and resources needed for the implementation of particular programmes.
- Support employment generating investments and the implementation of poverty reduction strategies.

Private sector

- Providing investments in the identified sectors.
- Participation in PPP arrangements.

PART VI

6. MONITORING AND EVALUATION

MOTIE is mandated to spearhead the coordination and implementation of employment programmes on behalf of Government. Hence the Ministry shall lead the coordination for the implementation of the NEP 2022-2026. The monitoring and evaluation of this policy will feed into the monitoring and evaluation system established through the NDP 2018-2021.

Whilst monitoring of the Policy shall be conducted routinely, by producing quarterly and/or annually, reports, three evaluation exercises will be carried out to determine the baseline, mid-term and at the end of the policy cycle. Effectiveness of the monitoring and evaluation will further be enhanced by regular data collection and update of the LMMIS and a Labour Force Survey. GBoS and MOTIE will conduct these periodic surveys to track key indicators and outcomes. A detailed monitoring and evaluation plan have been developed and is presented below.

6.0 Monitoring and Evaluation Plan

IMPACT	Performance Target Baseline	Key performance indicators	Means of verification	Critical assumptions
By 2026, The Gambia will generate sustainable employment for all sectors	<p>1. Employment rate 64.8 per cent (GLFS, 2018)</p> <p>Baseline –NA</p> <p>Target : Employment increased by 20 per cent</p>	<p>1. Employment rate increased by 19%¹⁰</p> <p>2. 150,000¹¹Number of jobs created and sustained, disaggregated by gender and by age</p> <p>3. Unemployment rate</p> <p>4. jobs to be created, factoring the gender and age dimension</p>	<p>1. LMMIS</p> <p>2. Labour Force Survey Report</p> <p>3. NEP and NEAP (2022-2026) Evaluation report</p>	<p>1. Policy consistency and continued political will</p> <p>2. There is conducive environment for private sector development to increase the number of jobs</p>

¹⁰25,000 new labour market entrants (consisting of the informal sector, graduates from University, College, TVET, Basic and Senior secondary schools) thus 25,000×0.648 (64.8% employment rate) in the base year (2022), the available workforce was approximately 665,892 out of that, about 431,498 were employed. With a net of new entrants of 7,000 in the same year; thus the total of the unemployed population stood at 243,391. Through proxy, the job creation rate by the economic growth rate, the jobs to be created in 2022 amounts to approximately 14,484. Thus by repeating the same approach for the years 2023, 2024, 2025 and 2026, the jobs to be created will be 21,077, 30,519, 37,941 and 45,288 persons respectively. Therefore at the end of the policy cycle, the total jobs to be created will be approximately 149,310 persons.

¹¹The model for the job's created was not based on the age group. Therefore, the best KPI used here is by what percentage point was employment created. So the change will be calculated as total of number of jobs created over the period of five years, divided by the total of the estimated unemployed population in year five of the policy (149309.5507/780826.41) which is equal to approximately 19%. So in this matrix employment created will be increased by 19%.

				created
OUTCOMES 1. Gender equality and inclusion of marginalized groups in all areas of employment enhanced 2. LMMIS strengthened through quarterly updates 3. Stimulated economic growth and development nationwide particularly in the rural areas 4. Enhanced employable skills and competencies for all by linking education and skills development to labour market needs 5. Employment issues integrated in macroeconomic policies and investment strategies towards employment	Proportion of women (36 %), youth (51.5%) are employed in the labour force (GLFS 2018). Baseline: 36% female employment Target : Achieve 50% females employment Achieve 70% youth employment Target: Functional LMMIS for decision making	1. % change in employment of women, youth and the PWDs in key sectors: Energy, Agriculture, Tourism, Works and Information, Communication Technology (ICT) 2. Utilization rate (measured by the number of government policy documents that make reference to published annual labour market statistics) 3. Number of surveys and studies conducted and updated into LMMIS 4. % of MSMEs that have won a public tender in a year 5. Number of MSMEs that have attended trainings 6. Increase in the level of MSMEs financing 7. Number of MSMEs registering business in a year 8. Percentage change in	1. Mid-Term Review (MTR) of the NEAP 2022-2026 2. MoTIE Annual Performance Report 1.LFS and other survey reports 2. Reports and statistic on LMIS 3. Gambia Public Procurement Authority (GPPA) annual report 4. Central Bank Statistics- credit department 5. Training reports 6. Annual Financial statements of cash flow reports of MSMEs 7. Registrar of companies business registration records 8. MSME Mapping survey report	1. Institutional stability 2. Effective inter-sectoral coordination mechanisms 3. Effective inter-sectoral coordination mechanisms 4. Availability of necessary funds to conduct the surveys

<p>mainstreaming and job creation</p> <p>6. Support programmes created for the informal sector for smooth transition into the formal sector.</p> <p>7. Labour-intensive technology promoted</p> <p>8. Decent work for all promoted</p>		business formalization		
<p>OUTPUTS</p> <p>1. Promoted public investments in the productive sectors (agriculture, fisheries and aquaculture)</p> <p>2. Linked education and skills development to labour market needs by identifying and developing skills and qualifications required.</p> <p>3. Improved labour administration systems by establishing Regional Labour Offices</p>	<p>Baseline: N/A Target: Established platform for coordination and support for MSME</p> <p>Baseline: N/A Established Sector Skills Councils.</p> <p>Baseline: 1 Labour Office in KM Target: 6 Labour Offices opened in the region</p>	<p>1. 10 labour offices established nation wide</p> <p>2. LMMIS updated</p> <p>3. A labour force survey conducted</p> <p>4. Number of participants trained on marketable skills</p> <p>5. An inventory and a profile of businesses led by women and PWDs developed</p> <p>6. A strategy to facilitate and finance in service training and retraining of individuals</p>	<p>1. MoTIE quarterly activity report</p> <p>2. MoTIE approved budget</p> <p>3. LFS Report</p> <p>4. Project reports</p> <p>5. Annual progress report on the implementation of employment policy</p> <p>6. Ease of Doing Business report on Gambia</p> <p>7. Labour Inspection reports</p> <p>8. MSME Forum Report</p> <p>9. Assessment/Evaluation Report</p>	<p>1. Government committed to increase budgetary allocation to the sector</p> <p>2. MoTIE Employment Directorate strengthened both in terms of number and qualified of personnel</p> <p>3. Existence of projects and programmes supporting citizens training</p>

4. Collected labour market data periodically to populate the LMMIS	Baseline: 1 data collection done Target: 20 data collections	developed		
5. National MSME Forum for the development of the MSME ecosystem organized	Baseline: NA Target: 1) Achieve MSME participation in public procurement 2) MSME Fund established to improve access to finance for MSME.	7. A subgroup focused on employment and labour market issues developed		
6. MSME fund created to support the development of MSMEs		8. Existence of assessment report on green energy generation 9. An inventory of all hotels that have been dealing with local agricultural producers		
7. Focus on the development of agriculture-driven industrialization with forward and backward linkages with other economic sectors such as tourism, education	Baseline: None Target: Assessment report on green energy and jobs generation			
8. Assessment and evaluation carried out on green energy generation and the generation of “green jobs”	Target: Have a one-stop shop for business registration			
9. Participation of MSMEs in public				

procurement enhanced 10. Improved access to training, technology and capital for MSMEs 11. Registration and formalization of businesses increased				
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6.1 Funding Requirements

Based on activities in the NEAP 2022-2026, the budget for the implementation of activities is pegged at Two hundred and sixty five million, two hundred and fifty thousand Dalasis (D265, 250,000.00). For the first year of implementation, Sixty Five Million Dalasis (D65, 000,000) is required.

Due to budgetary constraints and to ensure that the activities are implemented efficiently and effectively, the strategies and activities a resource mobilisation strategy will be developed and it shall include:

- The Gambia government allocations in the annual budget through programme budgeting;
- Use of bilateral/multilateral contacts with countries and organisations whose mandate has a strong element of support to employment and skills development such as the ILO, UNDP, WB, IOM and the ADB;
- NGO resource mobilisation; and
- Private sector contribution directly to the various schemes e.g. the national training levy.