



**FINAL
REPORT**

**The First Meeting on the Public Employment
Services in OIC Member Countries**

29 - 30 April 2014 SESRIC Headquarters

Ankara, Turkey

I. BACKGROUND

1. Workshop on The First Meeting on the Public Employment Services in OIC Member Countries was held in Ankara, Republic of Turkey from 29 to 30 April 2014.
2. The Workshop provided a platform:
 - To share knowledge and best experiences of Public Employment Services in OIC Member Countries with regard to policies, strategies, programmes and best practices for enhancing Public Employment Services;
 - To promote collaboration on transfer knowledge and experience, as well as generate joint action towards enhanced employment services and overcoming common challenges in the field of employment;
 - To highlight the presence of a wide range of expertise in areas crucial to contribute to national strategies for reducing unemployment, including expertise in supporting capacity building, strategy development, project and program planning/ designing, resource mobilization, mentoring capability etc.;
 - To establish a network among relevant institutions of OIC Member Countries and ensure exchange of experiences and best practices among them to promote development of skilled and competitive labour forces and occupational standards;
 - To strengthen the performance of services in the area of public employment in OIC Member Countries.

II. ORGANIZATION OF WORK

A. Attendance

3. The Workshop was attended by representatives of the following OIC Member Countries:
 - People's Democratic Republic of Algeria
 - Republic of Azerbaijan
 - Republic of Cameroon
 - Arab Republic of Egypt
 - Republic of The Gambia
 - Republic of Indonesia
 - Republic of Iraq
 - Libya
 - Republic of Maldives
 - Republic of Mali
 - Islamic Republic of Mauritania
 - Kingdom of Morocco
 - Republic of Niger
 - Sultanate of Oman
 - Republic of Togo
 - Republic of Turkey

4. Also the General Secretariat of Organization of Islamic Cooperation (OIC), Islamic Development Bank (IDB) Group, International Labour Organisation (ILO), World Bank and Indonesian Embassy participated in the Workshop as observers.
5. The representatives of the following OIC institutions attended the Workshop as well:
 - General Secretariat of OIC
 - Islamic Development Bank (IDB)
 - Statistical, Economic and Social Research and Training Centre for Islamic Countries (SESRIC)

B. Documentation

6. The documentation of the Workshop consisted of the Draft Agenda and Programme. The Workshop was also provided with the publications from SESRIC such as March, 2014 Outlook report on Labour Market Structure, Unemployment and the Role of VET in OIC Countries. Turkish Employment Agency (İŞKUR) was provided January, February 2014 Outlook report on Entrepreneurship and Employment.

III. OPENING SESSION

7. The Opening Ceremony of the Workshop was held on 29 April 2014 with the recitation from the Holy Quran.
8. The session started under the moderation of Mr. Mansur Boydaş, Researcher of SESRIC and the first opening speech delivered by Dr. Nusret Yazıcı, Director General of Turkish Employment Agency (İŞKUR). Dr. Yazıcı welcomed the representatives of the Member Countries and expressed the Ministry's compliments regarding the importance of collaboration among OIC Member Countries in the field of public employment services. In particular, after the 2008 global crisis, with the labour market and working life on the international level the importance of cooperation has increased its vitality and continued with "Today, the establishment meeting of Public Employment Organizations Network in Islamic Countries will be the arena of practice sharing and developing new policies to be shared among the Islamic countries.
9. Dr. Nusret Yazıcı stated being sure that the entire problem in employment field could be eliminated. He emphasized that "we cannot sleep when our people are hungry".
10. Second opening speech is delivered by Mr. Sobir Komilov, IDB Country Gateway Office Representative in Turkey. Mr. Komilov started his speech with welcoming all participants. He continued his statement by pointing the significant achievement of the IDB Group in the employment field. He mentioned that IDB can intervene in bringing out best practices by supporting the member countries and stated that it is not important to have high economy but it is important to have employment with the high equality.
11. Mr. Komilov underlined the various support programs launched under the IDB Group. He stated that IDB is dedicated to support OIC Member Countries by giving Indonesia and Turkey as examples.
12. On behalf of HE. Iyad Ameen Madani, Secretary General of OIC, Mr. NaghiJabbarov, Professional Officer at Economic Affairs Department expressed his special thanks to the

Turkish Employment Agency and the SESRIC for the excellent arrangements made for this meeting and for the generous hospitality extended to all participants.

13. The message of HE. Iyad Ameen Madani has highlighted the importance of the meeting to address the critical unemployment situation in OIC Member Countries, particularly among the youth population. Additionally, H.E Madani mentioned that the meeting is prepared at a time to strengthen the intra-OIC cooperation framework on labour, employment, social protection and entrepreneurship that adopted by the second Islamic Conference of Labour Ministers (ICLM), held in Baku, Azerbaijan, on 23-26 April 2013.
14. HE. Madani elaborated the objective of the intra-OIC network by the following words: establishment of an exchange of expertise, capacity building development, employment promotion and strengthening the inter-institutional cooperation within the Muslim world. Finally, HE. Madani assured the persistent support of the OIC General Secretariat to the network.
15. At the opening session, Prof. Savaş Alpay, Director General of SESRIC, welcomed the participants of this significant gathering and expressed SESRIC's gratitude to İŞKUR for their cooperation in the implementation of this important meeting.
16. In his speech Prof. Alpay elaborated the recent global economic and financial crisis was severe by any metric and left long-lasting harm on real economies in terms of output contractions, large deficits and high unemployment rates. Prof. Alpay mentioned that in OIC Member Countries; major causes of the unemployment could be insufficient job creation, skills mismatch, lower productivity, macroeconomic instability, conflict and political instability and so on. Prof. Alpay also stated that to reduce the unemployment rates in OIC Member Countries may well take innovative approaches to support their decision making, improving the methods of accumulation and dissemination of information on available jobs through developing a nationwide integrated database of jobs, employers, and available employees.
17. Additionally, Prof. Dr. Alpay elaborated the poor condition of labour market in OIC Member Countries. He explained that the labour market in many OIC Member Countries is available with low quality. To overcome these challenges, Prof. Alpay advised that "OIC Member Countries should develop compatible, effective and sustainable VET systems through considering the following measures: Identifying the demand and supply structure of skills through developing Skill Recognition System (SRS); Enhancing the role of Public Employment Services (PES) in matching skills and jobs and providing career guidance; Developing appropriate VET institutions and instruments; Promoting Public-Private Partnership (PPP) for enhancing the effectiveness of VET programmes; Improving the accessibility to VET services and identifying special target groups; Networking VET and other relevant training institutions; Developing and maintaining database and disseminating timely information on jobs, skills, learning and training opportunities; Investing in new skills development programmes and promoting life-long learning; and Anticipating future skills needs and revising VET system accordingly".
18. Mauritania: Mr. Beyte Allah appreciated the İŞKUR's collaboration with SESRIC to organise the meeting. He elaborated that unemployment is a serious problem in the world and OIC Member Countries and underlined that the Arab revolution/spring has affected the employment services and the labour market dramatically. He continued by saying that this meeting would be a basement for the next meeting and as participants we all have to take

steps that we needed to with respect to sharing knowhow to improve the capacity of the employment services in our homeland and as an intra-OIC region.

19. Indonesia: Mr. Abdulwahab Bangokona, Secretary General, Ministry of Manpower and Transmigration, Republic of Indonesia, also extended his thanks for the organizers of the meeting and reminded the house by saying that we all have to bring common output on employment issues by improving our understanding and this meeting would be a starting point and step to create a new collaboration on labour service and to strengthen the newly established cooperation in OIC Member Countries.
20. Cameroon: Mr. Camille Moute A Bidias expressed his pleasure to take part in this meeting and meet Prof. Alpay. He stated that unemployment is an increasing challenge among the youth. Today, 20 countries are sharing experiences, knowledge and best practices as well as tradition and languages in this meeting. He wished to see concrete steps forward in strengthening the network in 2015.
21. Lastly, the Draft Agenda and Program of the Workshop was adopted by the house.

IV. KEYNOTE PRESENTATION ON LABOUR MARKET IN THE OIC MEMBER COUNTRIES

22. The keynote presentation delivered by Dr. Kenan Bağcı, Senior Researcher of SESRIC. He presented on Labour Market Structure, unemployment and the role of VET in OIC Member Countries. He mentioned that the unemployment rate, labour force participation rate, employment-to- population ratio and inactivity ratio are the four indicators of labour market.
23. Dr. Bağcı highlighted that unemployment remained as one of the most challenging issues across the globe and according to the ILO Global Trends 2014 report; almost 202 million people were unemployed in 2013 around the world, an increase of almost 5million compared with the year before. This shows that employment is not expanding sufficiently. OIC Member Countries recorded significantly higher average unemployment rates compared to the world, developed and other developing during within the period of 2000-2008 and the post crises period (2009-2012) the average unemployment rate was lower than developed countries but remained higher than other developing countries. Dr. Bağcı also stated that the female unemployment rate is higher compared to the male unemployment rate. This reflects female unemployment is the other challenging of public employment service in the world and OIC Member Countries.
24. Dr. Bağcı bolded in his presentation the other difficulties of the employment services that is youth (aged 15 to 24 years) unemployment. The global youth unemployment rate has reached 13.1%, which is almost three times as high as the adult unemployment rate (ILO, 2014). It is particularly high in the Middle East (27.2%) and North Africa (29.4%).The figures on youth unemployment in OIC Member Countries are even less promising. As of 2012, youth unemployment in OIC Member Countries estimated at 15.6% in developed countries and at 17.2% and in other developing countries at 10.9%.
25. The other issue raised by Dr. Bağcı is the Educational Attainment which is currently the best available indicator of labour force skill levels. OIC Member Countries are not portraying charming picture. The shares of labour force with secondary and tertiary

education are lower than primary level education and the share of female labour force without any educational attainment is higher than the male labour force.

26. Moreover, he stressed on the main causes of unemployment in OIC Member Countries such as shortages of job opportunities, seasonality, conflicts and political instability and so on and emphasized that on the other hand there are common features of unemployment in many OIC nations such as, high rate of unemployed young educated people, inefficient allocation of educated labour low productivity sectors and massive female presence in education but insufficient job opportunities for them in labour market.
27. Dr. Bağcı concluded his presentation by recommending that the capacity building through VET would be an essential key to improve the employment services in OIC Member Countries. Designing the compatible VET system, enhancing the effectiveness of the VET system and ensuring the sustainability of the VET system is the main instrument to keep the flow of Capacity building.

V. SHARING COUNTRY BEST EXPERIENCES ON PUBLIC EMPLOYMENT SERVICES

28. The session started under the moderation of Mr. Memet Fatih Serenli, Director of Training and Technical Cooperation Department, SESRIC. The first presentation of the session was delivered by hosting country, Turkey. Mr. Asım Göker Keskin, Deputy Director General, İŞKUR, presented the activities of undertaken by İŞKUR and shared the best practices of Turkey for the house. He mentioned that in 2013 671,000 job placements have done. Furthermore, there is active and passive labour market programme stressed that in the active labour market programme there are numerous services such as vocational training courses, job and vocational counselling, entrepreneurship, public works, activation of vulnerable groups, and on the job trainings. Mr. Keskin in his lecture expressed the objectives of On-the-job Trainings as follows: provide experience in labour market to the youth; develop skills needed by employers; and connect participants to labour market. The duration is up to 160 days, minimum 5 and maximum 8 hours per day, or maximum 45 hours & 6 days per week.
29. Mr. Keskin also described the tasks under passive labour market programmes as follows: job loss compensation, wage guarantee fund, short time work compensation, and unemployment insurance benefits. On the other hand, İSKUR also works with the Ministry of Family and Social Policy collaboratively to activate the relation between social assistant and public employment services.
30. The second presentation was delivered by Mr. Abdulwahab Bangkona, Secretary General, Ministry of Manpower and Transmigration. Mr. Bangkona stated that there is imbalance of labour market in Indonesia. Quality of labour force; relatively high unemployment rate, the rapid advancement of technology and globalization, democratization and regional autonomy, the changes of industrial (sector) structural in economics, informal sector expansion, and limited employment opportunities are the main issues regarding the labour market in Indonesia. Additionally, he has designed an action plan on job creation and labour force development through information and employment services, promoting the skill and competence of labour force, micro medium scale business development, labour intensive program and infrastructure, and job creation Programme.

31. Mr. Bnagkona stated that, Indonesia shaped strategies to improve the employment services by updating regulations and standards, capacity building which covers: institution, human resources, and labour market information/infrastructure, improving accessibility in employment services and strengthening networking among stakeholders. Establishing 'KIOS 3 IN 1' (integrated information of training, certification, and placement) conducting job fairs and expo at national and regional levels in order to facilitating all job seekers and users, IT Based on employment services in public and private sectors are the best practices of Indonesia. He closed his presentation by highlighting the conducting job counselling for job seekers and utilizing labour market information or data base would be a significant base for the improvement of public employment services.
32. Mr. Ulvi İsmaylov, Senior Consultant, State Employment Services of the Republic of Azerbaijan delivered the next presentation. He released general information about Azerbaijan and the labour market structure as well as quality of labour force.
33. The next presentation delivered by Mr. Camille Moute a Bidias, Director General, National Employment Funds, Cameroon. Mr. Bidias stated that unemployment is the serious problem of Cameroon particularly among youth and the newly generated policy is utilized both at political and operational level. He further mentioned that the employment policy in Cameroon centred on job market openness, improving job seekers profiles, measures to maximize decent jobs offer, launching of infrastructures and public works.
34. Mr. Bidias is directing the operational level programme to fight unemployment in Cameroon at national stage. The mission of National Employment Fund is promoting employment through intermediation, vocational training, self-employment & micro enterprise and dissemination of information related to the job market.
35. Mrs. Maryam, Assistant Director, Ministry of Youth and Sports, Maldives, delivered her presentation for the house as the next and stated that Maldives has experienced a sharp increase in unemployment and discouragement in recent years, especially among youth and women. She stated that in Maldives, nearly half of total employed workforce is foreign and the economic growth within the period of 2006-2010 has created many job opportunities in different economic sectors. She further stated that despite the growth over the period, the Maldivian employed workforce shrunk by 4 per cent but the expatriate workforce increased by 37 per cent and lack of skills required by the present configuration of economic activities, lack of access to information social and cultural barriers, lack of motivation and incentives including a non-lucrative wage structure; and lack of work ethic among Maldivians are the bolded reasons in Mrs. Maryam presentation for high rates of unemployment and discouragement in Maldives. She mentioned that skills mismatch in Maldives is the big challenge in employment services and as a result of weak education system.
36. Mr. Abdoulie Jafuneh, Principal Personnel Officer Personnel Management Office, The Gambia, had the floor as next and mentioned the country profile as; The Gambia is one of the smallest countries in Africa with an estimated population of 1.8 million people in 2013 population census. He also explained Labour force participation rate, The World Bank provides data for the Gambia from 1990 to 2011. The average value for the Gambia during that period was 77.37 percent with a minimum of 77.1 percent in 1999 and a maximum of 77.6 percent in 2009.

37. Mr. Yemboite Lengue, General Director, Ministry of Public Function, Togo presented the national employment policy and its operational plan of action. He added that challenges and issues such as an imbalance among demand and job offer, poor coordination of system management sector, a lack of visibility of the labour market to help decision-making, an environment favourable enough to create jobs and the diagnostic analysis focused on the country is increasingly facing a phenomenon of educated unemployed since most jobs created are often low-skilled. Mr. Lengue stated that the labour market is very organized in Togo with major consequences for the brain drain, the development of the informal sector and underemployment.
38. Mrs. Dioncounda Niakata, Deputy Director General, Ministry of Employment and Training, Mali, presented the Ministry of Employment and Training. Mrs Niakata provided information about the National Agency for Employment (NAE). She stated that Mali has undergone several mutations originally called Territorial Office of the workforce in 1954 and owned independence in 1960, the National Office of Manpower. From 1984, the National Office of Manpower was restructured to take account of employment in its entire dimension. She mentioned that in 2001, the National Office of Manpower was restructured and erected National Agency for Public Employment (ANPE) which acquires financial autonomy and legal personality according to a rule that was adopted in 2001. She further mentioned the labour market data and the National Office of Manpower provides training for young to improve the micro scales.
39. Mr. Mohammed Tahar Chalal, Director General, National Agency for Employment, Algeria presented Employment and Social Security Promotion of the National Employment Policy. He explained unemployment policy in Algeria by explaining comprehensive project with sharing information policy. He marked two devices for creating Micro Business; CNAC device for the unemployed developers (30 to 50 years) and ANSEJ device support for the creation of micro-enterprises by young people (19-40 years).
40. Mr. Beyte'Allah Ahmed Leswed, General Manager, National Employment Agency, Mauritania delivered the next presentation to the house. Mr. Leswed stated that employment law proclaimed in 2005 and the proclamation includes the labour qualification, employment for young, female, disabled and retired labours. He stressed that the aim of employment service in Mauritania is to improve the skills of the employee, to widen the limited information system, to follow up projects and to generate links with partners such as stakeholder agencies. He further stated that in Mauritania the total unemployment rate is 10.1% of which 16.6% in urban, 4.4% in rural areas.
41. Mrs. Wafaa Radwan Abdelaziz, Director General of Labour Market Information, Ministry of Manpower, Egypt presented the working paper on public employment officers in Arab Republic of Egypt. She started her presentation with an Ayah of Holy Quran "And when they entered upon Joseph, he took his parents to himself and said, "Enter Egypt, Allah willing, safe [and secure]." Surat Joseph 99. She explained the current status of Egyptian labour market by expressing key features of public employment services, services provided by public employment offices, challenges facing public office worker, development foundations of public employment offices and proposals for the development of public employment offices. She mentioned that the Ministry of Manpower and Immigration in Egypt is planning to develop and care of the workforce in order to achieve the level of full employment and work to reduce unemployment which is currently reached 13, 3% of the

total labour force according to the Bulletin of Manpower of the Central Agency for Public Mobilization and Statistics in 2013.

42. Mr. Ali Al Baleazi, Advisor in the Islamic Department, Libya delivered the next presentation on the unemployment scenario. He stated that with her small population Libya faces same problems like other OIC Member Countries and mentioned that over a million of working people migrating from Africa and Arab community to enter labour force in Libya. He stated that graduated people have financial issues which need to be supported. He further stated that Libya needs the support of Turkish Employment Agency in strengthening the public employment services and mentioned that most the employed workforce consists of public employees who try to work in the private sectors that provide job opportunities for young graduates.
43. Mr.Nabil Nacer, Director of National Agency for the Promotion of Employment and Skills, Morocco was the next presenter. Mr. Nacer stated that the unemployment issues of the Morocco as the rate within the period of 2000-2011 showed a rapid increase from 4, 3 % to 14, 7 % in rural areas and reached to 17, 7 % in urban areas. He mentioned that each year one million people search for job and most of them are new graduates. He stated that Morocco desirably needs to create new job opportunities for employment whereas the current challenges instruct barriers for achievement. He mentioned some requirements such as development of entrepreneurship, education and training system for new graduates and improvement of entrepreneurship communication and training for the management of services. He released the employment action strategy plan within the period of 2013-2016 to decrease the unemployment to a level of 8 % in general.

VI. BRAINSTORMING ON INTRA-OIC COLLABORATION FOR SHARING KNOWLEDGE AND EXPERIENCE AND JOINT ACTION FOR ENHANCED PUBLIC EMPLOYMENT SERVICES

44. Country representatives were divided into brainstorming session in order to construct views and ideas for tangible and practical proposals on means and ways of potential collaboration among public employment authorities for sharing knowledge and experience and joint action for enhanced public employment services. Proposals were both about scaling up on-going programs/projects. The session was informed about the added value, scope, beneficiaries and expected results of each proposal. The groups were deliberated on a set of questions that was guided the discussion.

C. Questions for Reflection and Discussion during the Brainstorming Session

1. What are the major needs and challenges in the area of public employment services in your country?
2. What would be your expectations and requests from international collaboration to address those needs and challenges?
3. What kind of joint activities and projects should be organised to encourage and facilitate knowledge and experience sharing among countries?
4. How your institution/authority could provide as support and contribution to a proposed network among relevant authorities in OIC Member Countries?
5. What would be the idea mechanism for effective cooperation among the member institutions to benefit most from this prospective network?

6. What can be done to boost the efficiency of this proposed network for the benefit of all OIC Member Countries?

VII. INTEGRATION OF THE IDEAS AND PROPOSALS

Presentations of the summary of group deliberations were delivered for further discussion by the meeting to integrate the areas of overlap/complementarity among the presented future projects and programs. Accordingly, the participants were discussed required multilateral coordination and opportunities of integrating current efforts and programs to be co-implemented by the institutions concerned.

D. The participants of the three groups agreed on the following recommendations

1. Youth Unemployment

- Low Participation rate for women and other vulnerable groups
- No linkage between Education and employment, thereby leading to labour mismatch
- Lack of Research Institutions to assess the need of the labour situation
- Lack of Database of job seekers
- Retention of Professional and Technical staff
- Limited job progression for women (Glass ceiling)
- Lack of qualified and experienced people to serve the public sector (Job Outsourcing)
- Lack of commitment, particularly among the Youth employees
- Need for Public-Private Partnership (PPP) in enhancing employmentIneffective Training Institutions
- Lack of adequate motivation for existing workers
- Limited networking among Public Sector Agencies
- High mobility of Employees (Brain Drain)
- Lack of information on job vacancies
- How to bring job information from Industry to the media
- Limited Infrastructure
- Emphasize the vital role of the public employment agencies
- Improve the climate for investment and economic
- Alignment between education outputs and labor market needs
- Regulation of the private sector unstructured and enact laws necessary to do so
- Promote the work culture among the young
- Establishment of an Islamic center to develop programs for employment and builds an Islamic comprehensive information system on employment
- Create a regional body in the Islamic world so this meeting will be its core, as well as working on bringing investment
- Emphasis on the small and medium enterprises, develop necessary policies and adopt business incubators to support the national economy

2. Sharing of Best Practices and Expertise

- Create synergy by way of job exchange
- Create a common fund for capacity building
- Collaboration in Human Capital Development
- Create more opportunities for OIC Member Countries to participate in knowledge-sharingfora
- Enhance Exchange Programs

- Technical Assistance in implementing projects
- International Internship and Apprenticeship opportunities
- Countries to be identified and grouped into areas of competencies

3. Creation of Joint Platform Such As Web Portal for Sharing of Experience

- Study visits/Tour among member countries in the area of comparative advantage
- Expert exchange
- Peer Review to be attended by
- Create Conferences, Seminars and Workshops
- Create common fund for Member Countries to tap from
- Group Study Visits/Tours to highly developed countries

4. ISKUR to Host Similar Meetings of This Nature

- SESRIC to take up the responsibility of creating a research network
- Other developed countries to help develop web portal
- Request to support and to strengthen Members States in the funding of active labor market policies for employment and labor
- Strongly recommend to position the network PES/OIC as a WAPES branch in order to pool the achievements

5. Organise a Training Workshop to be Attended by Policy Makers

- Request assistance from SESRIC in the area of Research
- SESRIC to create a web page where Member Countries could upload their various Research reports, projects and programmes
- Create a Face Book page as a platform for sharing best practices

6. Bring the Recommendations to the Attention of High Level Policy Makers

- Highlight all the challenges in order to create better solutions
- Create a Memorandum of Understanding (MoU) among all the OIC Member Countries to make it mandatory for them to meet their obligations
- Encourage Member Countries to initiate ToT Programmes
- Attract financial support to strengthen the policies for employment especially from Islamic Development Bank Group
- Exchange experiences and hold meetings, seminars and conferences between experts in these countries
- Emphasis on the development of facilities of employment in the technical and artistic side
- Work on raising the intergovernmental agreement on the employment policies
- Create projects to develop competencies and skills of students in the field of entrepreneurship

VIII. FINALISATIONS OF RECOMMENDATIONS

Comments and suggestions provided during the previous session by the attendants incorporated into the FINAL COMMUNIQUE and then refined for final version of the recommendations.

IX. CLOSURE OF THE MEETING

After the finalisation of the recommendation session, the meeting is closed by the cake-cutting-ceremony of the organisers; Dr. Nusret Yazıcı, Director General of Turkish Employment Agency and Prof. Dr. Savaş Alpay, Director General, SESRIC. In the session, next practical steps for further actions discussed and People's Democratic Republic of Algeria volunteered to be the host of next OIC-PESNET meeting in 2015.

E. Last Words by Representatives

45. Closure of the Workshop that was held on 30 April 2014. Dr. Nusret Yazıcı, Director General of Turkish Employment Agency made his closing speech. He stated that OIC Member Countries have the potential to improve current status of labour. He thanked Allah! "Most Gracious And The Most Merciful." for Republic of Turkey to be a strong member of OIC. He also mentioned OIC Member Countries have enough experiences that it is a great honour for all of us.
46. Prof. Dr. Savaş Alpay, Director General, SESRIC, stated his pleasure in being at the closing part of the workshop. Prof. Alpay thanked all participants for sparing two days of their valuable time for being in a part of this meaningful event at SESRIC HQ. He pointed that all the recommendations will be assisting the improvement of public employment services in OIC Member Countries. Prof. Alpay wished safe flight back home for all participants.
47. Mr. Mohammed Tahar Chalal, Director General of National Agency for Employment, Algeria, thanked for all excellent hospitality by the organisers and also thanked all participants for their active involvement in generating helpful recommendations that will be submitted to the higher parties for adoption. In his speech he also announced that Algeria is willing to host the Second Public Employment Services Meeting in 2015.
48. Mr. Ulvi İsmaylov, Senior Consultant, State Employment Services, Republic of Azerbaijan, made his closing speech by expressing his appreciation for the excellent hospitality and also announced that Republic of Azerbaijan is willing to host the next meeting of OIC-PESNET after Algeria.
49. Mr. Abdulwahab Bangokona, Secretary General, Ministry of Manpower and Transmigration, Republic of Indonesia, expressed his thanks to the organisers of this meaningful event and additionally conveyed his sincere thanks to SESRIC for tremendous hospitality, arrangement and concluded his words by showing his appreciation to Algeria with regards to be the host of the next meeting in 2015.
50. Mr. Beyte Allah Ahmed Leswed, General Manager, National Employment Agency, Mauritania, in his last words expressed his appreciation for the brilliant hospitality and show gratitude to Algeria for hosting the next meeting.
51. Mr. Foune Bintou Dembele, Service Manager, National Agency for Employment, Republic of Mali stated that it is a great honour and pleasure of being part in such an organization and being under the umbrella of OIC. Mr. Dembele concluded by showing appreciation for SESRIC and İŞKUR for organising such a meaningful event and wished success for all.

52. Mr. Mohammed Al Emadi, Assistant Director General, Ministry of Manpower, Sultanate of Oman showed appreciation for all hospitality and positive environment and wished to see all next year in Algeria.

ANNEX I:

List of Participants to the First Meeting on the Public Employment Services in OIC Member Countries

ANNEX II:

His Excellency Mr. Iyad Ameen Madani, Secretary-General Of The Organization Of Islamic Cooperation

Annex III:

Opening Statement by Prof. Dr. Savaş Alpay, Director General, SESRIC

ANNEX IV:

The Agenda and Programme of the First Meeting on the Public Employment Services in OIC Member Countries

ANNEX V:

Final Communique

ANNEX 1:

List of Participants to the Workshop on “The First Meeting on the Public Employment Services in OIC Member Countries”

29 - 30 April 2014

SESRIC Headquarters, Ankara, Turkey

A. OIC MEMBER COUNTRIES

ALGERIA: *Mr. Djamal Chalal Advisor* – Office of the Minister/ Ministry of Labour, Employment and Social Security, *Mr. Mohammed Tahar Chalal* – General Manager/ National Agency of Employment

AZERBAIJAN: *Mr. Ulvi İsmaylov* – Senior Consultant/ State Employment Service, *Mr. Rustam Salimov* – Consultant of Local Centers and Social Partners/ State Employment Service

CAMEROON: *Mr. Camille Moute a Bidias* – Director General/ National Employment Fund, *Mr. Mbara Mbelen* – Inspector General/ National Employment Fund

EGYPT: *Mrs. Nadia Mohamed Aly* – Senior Researcher/ Ministry of Manpower, *Ms. Wafaa Radwan Abdelaziz* – Ministry of Manpower

GAMBIA: *Mrs. Elizabeth J. P. Bahoum* – Director/ National Record Service, *Mr. Abdolie Jafuneh* – Principal Personnel Officer/ Personnel Management Office

INDONESIA: *Mr. Abdul Wahab Bangkona* – Secretary General/ Ministry of Manpower and Transmigration, *Ms. Eva Trisiana* – Deputy Director for International Cooperation/ Ministry of Manpower and Transmigration, *Mr. Wisnu Pramond* – Director of Domestic Manpower Placement/Ministry of Manpower and Transmigration, *Mr. Irawan Robertus* Minister Counsellor in Charge of Social and Cultural Affairs/ Embassy of Indonesia/Ankara

IRAQ: *Mr. Mukhlis Noori* – Assistant Director General / Ministry of Social Affairs

LİBYA: *Mr. Ali Al Baleazi* – Advisor in the Islamic department/ Ministry of Foreign Affairs and International Cooperation, *Mr. Abdrazak* – Ministry of Foreign Affairs and International Cooperation

MALDIVES: *Ms. Mariam Sadha* – Assistant Director/ Ministry of Youth and Sports

MALI: *Ms. Dioncounda Niakata* – Assistant Director General / ANPE, *Mr. Foune Bintou Dembele* – Service Manager/ ANPE

MAURITANIA: *Mr. Beyte Allah Ahmed Leswed* – General Manager/ANAPEJ, *Mr. Elbechir Eghdeidir* – Director/ ANAPEJ

MOROCCO: *Mr. Abdelkhaleq Aboutaib* – Regional Director/ ANAPEC, *Mr. Nabil Nacer* – Director/ ANAPEC

NIGER: *Mr. Abdoulbaki Djibo* – Head/ ANPE, *Mr. Oumarou Gado* – DAAF/ ANPE

OMAN: *Mr. Mohamed Al Maemadi* – Assistant Director General/ Ministry of Manpower, *Mr. Salem Al-Meshikhi* – Director General of Employment/ Ministry of Manpower, *Mr. Khalifa Al-Ismaili* – Assistant Director of Employment/ Ministry of Manpower

TOGO: *Mr. Yemboite Lengue* General Director/ Ministry of Public Function

REPUBLIC OF TURKEY: *Mr. Serhat Ayrım* – Deputy Undersecretary/ Ministry of Labour and Social Security, *Dr. Ali İhsan Sulak* – President of ÇASGEM,

B. CO-ORGANIZER

Turkish Employment Agency (İŞKUR): *Dr. Nusret Yazıcı* – General Manager /İŞKUR, *Mr. Asım Görken Keskin* – Deputy Director General, *Mr. Mehmet Ali Özkan* – Deputy Director General, *Mr. Adnan Yıldırım* – Deputy Director General, *Mr. Ali Akay* – Deputy Director General, *Mr. Aşkin Tören* – Director, *Mr. Mehmet Aslan* – Director, *Mrs. Kızbes Kılıç* – Employment Expert, *Mr. Emrullah Uludağ* – Assistant Employment Expert, *Mr. Oğuzhan Küpeli* – Assistant Employment Expert, Ms. Nuriye Dirik – Assistant Employment Expert, *Mr. Serdar Yaman* – Assistant Employment Expert

C. OBSERVER INSTITUTIONS

World Bank: *Mr. Ahmet Levent Yener* – Senior Expert

International Labour Organisation: *Ozan Çakmak* – Expert

D. OIC INSTITUTIONS

General Secretariat of OIC: *Mr. Naghi Jabbarov* – Professional Officer/ Economic Affairs Department

IDB: *Mr. Sobir Komilov* – Country Gateway Office Representative in Turkey

SESRIC: *Prof. Dr. Savaş Alpay* – Director General, *Mr. Mehmet Fatih Serenli* – Director of Training and Technical Cooperation Department, *Mr. Mansur Boydaş* – Researcher, *Dr. Kenan Bağcı* – Senior Researcher, *Mr. Mohammed Abdirahman* – Research Assistant, *Mr. Orhan Nadirov* – Research Assistant, *Ms. Husna Akturk* – Research Assistant, *Ms. Alia Sharify* – Research Assistant, *Ms. Rezika Jamal Ahmed* – Research Assistant, Ms. Deneda Dosti – Research Assistant

ANNEX II:



OIC/1 Meeting/Pub.Employment/SG.MES

**MESSAGE DELIVERED ON BEHALF OF
HIS EXCELLENCY MR. IYAD AMEEN MADANI, SECRETARY-GENERAL OF
THE ORGANIZATION OF ISLAMIC COOPERATION,
AT THE FIRST MEETING ON THE PUBLIC EMPLOYMENT SERVICES IN OIC MEMBER COUNTRIES**

Ankara, Republic of Turkey
29-30 April 2014

**MESSAGE DELIVERED ON BEHALF OF HIS EXCELLENCY MR. IYAD AMEEN MADANI,
SECRETARY-GENERAL OF THE ORGANIZATION OF ISLAMIC COOPERATION, AT THE
FIRST MEETING ON THE PUBLIC EMPLOYMENT SERVICES IN OIC MEMBER
COUNTRIES**

29-30 APRIL 2014

Mr. Chairman,

Dear Participants,

Assalamu Alaikum wa-Rahmatu Allahi wa-Barakatuhu

I am delighted to address the First Meeting on the Public Employment Services in OIC Member Countries, which is taking place in Ankara, Republic of Turkey.

I should also like to express my thanks to the Turkish Employment Agency and the SESRIC for the excellent arrangements made for this meeting and for the generous hospitality extended to all participants.

This meeting is important in many respects: It is coming at a time when intra-OIC cooperation is being intensified in the domain of labour, employment, social protection and entrepreneurship, as evident in the adoption of the OIC Framework for Cooperation on Labour, Employment and Social Protection, as well as the Resolution on the Labour Cooperation, adopted by the Second Islamic Conference of Labour Ministers (ICLM), held in Baku, Azerbaijan, on 23-26 April 2013.

The meeting is also aimed at creating an effective cooperation mechanism for regular consultations among labour experts OIC Member States in the domain of public employment. This is in view of the urgent need to address the critical unemployment situation in OIC member States, particularly among the youthful population. Statistics show that two thirds of the population of OIC Member States is below 25 years of age, while unemployment in OIC Member States is as high as 15-20%, compared to the global range of 6-7%. The World Bank says that Middle East and North Africa region needs about 100 million new jobs by 2020, against the projected population of 680 million by 2017 for Middle East, North and Southern Africa region.

Therefore, the objective of this network is to establish an exchange of expertise, capacity building development, employment promotion, and strengthening inter-institutional cooperation within the Muslim world. This mechanism would also add to the existing network under SESRIC, namely the OIC Occupational Safety and Health Network (OIC-OSHNET), which is aimed at creating closer cooperation for sharing and exchanging knowledge and experience, and to conduct joint research projects and training programmes among the relevant institutions in the area of Occupational Safety and Health in OIC Member States.

In view of the foregoing, the task before this meeting is to recommend an effective mechanism for the implementation of the outcome of this gathering. One of the recommendations could be anchored on the need for an enduring, practical and comprehensive strategy for skills development, up-to-date cutting edge education to match the market needs. To this end, an efficient inter-agency coordination is crucial for the successful realization of our objectives. We would need to coordinate our efforts with other OIC institutions working in the relevant domains,

such as education, science and technology, while the various initiatives of the Private Sector Establishments and Civil Society Organisations in the respective OIC Member States must be factored into our action plans. Such is the nature of the horizontal and vertical coordination that we must put place in order to achieve desired results.

As we embark on this laudable endeavour, let me assure of the unflinching support of the OIC General Secretariat, so that we can together scale up our cooperation in this vital socio-economic sector

I wish you a resounding success in your deliberations.

Wassalamu Alaikum Warahmatullah Wabarakatuh

ANNEX III:

Welcoming Statement by Prof. Dr. Savaş Alpaya

Director General of SESRIC

At the Workshop on

**“The First Meeting on Public Employment Services in OIC Member Countries”
Ankara, Turkey, 29-30 April 2014**

Distinguished participants,

Ladies and Gentlemen,

Assalamu Alaikum wa Rahmatullahi wa Barakatuhu,

It is a great pleasure for me to address this august gathering on the occasion of the workshop on “The First Meeting on the Public Employment Services in OIC Member Countries”, which we have the honour, at SESRIC, to organize it in collaboration with the Turkish Employment Agency (İŞKUR).

At the outset, I would like to welcome and thank you all for accepting our invitation and designating these two days from your valuable time to attend and participate in the deliberations of this important workshop. Our thanks and appreciations are also extended to the Turkish Employment Agency for their support and contribution to the organization of the Workshop.

Distinguished participants,

Ladies and Gentlemen,

As we are all aware, the recent global economic and financial crisis was severe by any metric and left long-lasting harm on real economies in terms of output contractions, large deficits and high unemployment rates. Although the negative impacts of the crisis on the real economy varied widely among countries and regions, the sharp increase in unemployment rates around the world was the common and most severe one. A heavy price has been already paid in terms of lost jobs, reduced hours and associated income losses. In response to these challenges, interventions at labour market mostly concentrated on training, reductions in working hours and job search assistance. However, during the following six years since the onset of the crisis, global unemployment could not be contained and remain well above the pre-crisis level.

Nevertheless, unemployment remains as one of the most challenging issues across the globe. According to the ILO Global Employment Trends 2014 report, almost 202 million people were unemployed in 2013 around the world, an increase of almost 5 million compared with the year before. This reflects the fact that employment is not expanding sufficiently fast to keep up with the growing labour force. The need to address the developmental challenges in OIC Member

Countries has brought to the fore the importance of human capacity development and the necessity to address related labour market issues such as youth and women employment, entrepreneurship, and social inclusion. The recent global economic and financial crises have adversely affected the labour markets in OIC Member Countries.

During the post-crisis period (2009-2012), average unemployment rate in developed countries remained higher than the rate in OIC Member Countries. According the latest available data, OIC Member Countries recorded significantly higher average unemployment rates compared to the world, developed and other developing countries during the period 2000-2008. During this period, total unemployment rate in OIC countries changed between 7.6% and 8.8%. During the post-crisis period (2009-2012), average unemployment rate in developed countries remained higher than the rate in OIC. Average unemployment rate in other developing countries remained significantly lower (around 2-3%) than the OIC average during the whole period.

However, the causes of unemployment can be varied across countries depending on the prevailing socio-economic and political conditions of each country. In OIC Member Countries, the major causes of unemployment could be insufficient job creation, skills mismatch, lower productivity, macroeconomic instability, conflicts and political instability and so on.

In order to reduce the unemployment rates in OIC, Member Countries may well take innovative approaches to support their decision making, including, among others, improving the methods of accumulation and dissemination of information on available jobs through developing a nationwide integrated database of jobs, employers, and available employees. This type of database could reduce the time spent by an average worker on the unemployment roll and thus reduce the unemployment rate. After careful analysis on the demand and supply of skills in the labour market, countries can improve efficient and effective education and training programs provided to young people, with a greater focus on vocational skills in order to reduce the skill mismatch. There may also be a role for unemployment programmes that target various groups of jobless persons, such as unemployment programmes aimed at reducing cyclical, frictional, seasonal, and structural unemployment. While some of these programmes aim at preparing people to match the existing jobs, others aim at creating jobs to match the existing skills of workers.

Distinguished participants,

Ladies and Gentlemen,

Although labour market conditions are varied significantly in OIC member countries, the following issues and challenges related to capacity building are considered as common in many of these countries: A significant portion of the jobs available in many OIC countries are either low-quality informal jobs or formal jobs in the public sector; Weak linkages between education institutions, enterprises and employment offices; The lack and low quality of vocational education and training trap the poor workers in low-skilled, low-productive and low-wage jobs; Skills and

capabilities of the educated people mismatch the needs of the labour market; Difficulties for workers to move between jobs prevent them to find positions suitable to their skills and Unemployment is persistently high for women and young people.

Given these challenges, OIC Member Countries should develop compatible, effective and sustainable VET systems through considering the following measures: Identifying the demand and supply structure of skills through developing Skill Recognition System (SRS); Enhancing the role of Public Employment Services (PES) in matching skills and jobs and providing career guidance; Developing appropriate VET institutions and instruments; Promoting Public-Private Partnership (PPP) for enhancing the effectiveness of VET programmes; Improving the accessibility to VET services and identifying special target groups; Networking VET and other relevant training institutions; Developing and maintaining database and disseminating timely information on jobs, skills, learning and training opportunities; Investing in new skills development programmes and promoting life-long learning; and Anticipating future skills needs and revising VET system accordingly.

In this respect, The Vocational Education and Training Programme for the Member Countries of the Organization of Islamic Cooperation (OIC-VET) is a programme originally designed and developed by SESRIC in order to improve the quality of vocational education and training in the public and private sectors with the aim of supporting and enhancing the opportunities for individuals in the Member Countries to develop their knowledge and skills and thus to contribute to the development and competitiveness of the economies and to facilitate the sharing of knowledge between OIC Member Countries. Official Launch of OIC-VET was made by H.E. Abdullah Gül, President of the Republic of Turkey and Chairman of the COMCEC, at the COMCEC Economic Summit held in Istanbul, Turkey on 9 November 2009 with the participation of the heads of states and governments of the OIC Member Countries.

The OIC-VET Programme supports and supplements the activities of the OIC Member Countries aims at improving the competencies and skills of the people according to the needs and priorities of labour markets through intra-OIC partnerships at institutional level. The Programme focuses on increasing accessibility and raising the quality of VET, and provides an opportunity for organizations involved in VET to build OIC partnerships, exchange best practices, increase the expertise of their staff and develop the skills and competencies of the participants. The Programme covers the training areas included in the national training programmes in the Member Countries by introducing a transnational perspective in conformity with national priorities of the Member Countries. Since its inception, the programme has managed to organise hundreds of different types training activities in collaboration with relevant national and international institutions.

As for the activities of OIC-VET with respect to employment, SESRIC initiated three different programs. ISMEK Master Trainer Program (IMTP), which is a joint program between SESRIC and Istanbul Metropolitan Municipality Art and Vocational Training Courses (ISMEK) in which the courses are planned with the framework of "Training of Trainers (ToT)" and open to participants who have field knowledge of at least intermediate level. Under this programme SESRIC has so far organised ten activities, including symposiums, study visits and trainings. Additionally, International Student Internship Program (OIC-ISIP), in which we aim to enhance the quality of workforce employed in OIC Member Countries and strengthens integrity and convergence of labour markets, and promote competitiveness of OIC Economies through increasing knowledge and skills of university students about to enter into the labour market. Moreover, Skill Development for Youth Employment (SDYE) was initiated in order to contribute to the solution of the unemployment problem through improving necessary skills for the current labour market.

Distinguished participants,

Ladies and Gentlemen,

The problem of unemployment in the OIC community and the strategies for its reduction should be considered with a new vision at both the individual country and OIC cooperation levels. The objectives for and the efforts to address employment in our Member Countries should be outlined specifically in the national employment strategies, but through a process of creating a supportive OIC environment.

In this spirit, we came together today in this workshop to deliberate and exchange our views and expertise on one important aspects of cooperation in the field of labour and employment. I am confident that the deliberations you will hold and the recommendations and proposals you will make will contribute significantly to the efforts of the OIC and its Member Countries towards eradicating or reducing unemployment in their societies and, ultimately, approximate the collective welfare for the Islamic Ummah. As we all look forward to the successful outcome of this workshop, I wish you all the success.

Thank you for your kind attention.

Wassalamu Alaykum we Rahmatullahi we Barakatuh

ANNEX IV:



The First Meeting on the Public
Employment Services
in
OIC Member Countries

29–30 April 2014

SESRIC Headquarters, Ankara, Turkey

Turkish Employment Agency (İŞKUR)

Statistical, Economic and Social Research and Training Centre for Islamic
Countries (SESRIC)

The First Meeting on the Public Employment Services in

OIC Member Countries

29-30 April 2014

SESRIC Headquarters, Ankara, Turkey

Draft Agenda

- 1. Inauguration of the Meeting**
- 2. Adoption of the Draft Agenda and Programme**
- 3. Keynote Presentation on Labour Market in the OIC Member Countries**
- 4. Sharing Country Best Experiences of Public Employment Services**
- 5. Brainstorming on intra-OIC Collaboration for Sharing Knowledge & Experience and Joint Action for Enhanced Public Employment Services**
- 6. Drafting and Adoption of Recommendations**
- 7. Any Other Business**
- 8. Closure of the Meeting**



**The First Meeting on the Public Employment Services in
OIC Member Countries**

29-30 April 2014

SESRIC Headquarters, Ankara, Turkey

Draft Programme

Purpose of the Meeting:

In accordance with the “Resolution on the Cooperation on Labour, Employment and Social Protection among the OIC Member States” adopted by the Second Islamic Conference of Labour Ministers held in Baku, Azerbaijan, in April 2013 to establish a forum among public employment authorities of OIC Member States to promote collaboration on transfer of knowledge and experience, as well as generate joint action towards enhanced employment services and overcoming common challenges in the field of employment.

Monday, 28 April 2014

Arrivals Tuesday, 29 April 2014

09:30 –10:00 Registration

10:00 –10:40 Inaugural Session

Recitation from the Holy Quran

Welcoming Statements

SESRIC

IDB

OIC

IŞKUR

Regional Representatives of OIC MCs: Indonesia, Mauritania and Cameroon

10:40 –11:15 Keynote Presentation on “Labour Market in the OIC Member Countries”

Dr. Kenan Bağcı, Senior Researcher, SESRIC



11:15 –11:30 Tea&Coffee Break

11:30 –13:00 Sharing Country Best Experiences on Public Employment Services

The participants will share information about the policies/strategies, as well as selection of past and on-going programs/projects of their institutions in addressing one or more of the challenges of the unemployment in their respective countries. The session will be briefed about the scope, beneficiaries, results, and lessons learned of such programs/projects.

13:00 –14:00 Lunch Break

14:00 –15:30 Sharing Country Best Experiences of Public Employment Services, *cont'd*

The participants will share information about the policies/strategies, as well as selection of past and on-going programs/projects of their institutions in addressing one or more of the challenges of the unemployment in their respective countries. The session will be briefed about the scope, beneficiaries, results, and lessons learned of such programs/projects.

15:30 –15:45 Tea&Coffee Break

15:45 –18:00 Brainstorming on intra-OIC Collaboration for Sharing Knowledge & Experience and Joint Action for Enhanced Public Employment Services

Country representatives will be divided into breakout sessions in order to construct views and ideas for tangible and practical proposals on means and ways of potential collaboration among public employment authorities for sharing knowledge & experience and joint action for enhanced public employment services. Proposals might be both about scaling up ongoing programs/projects or initiating new ones. The session will be informed about the added value, scope, beneficiaries, expected results of each proposal. The groups will be deliberating on a set of questions that will guide the discussion.

19:30 –21:00 Social Dinner



Wednesday 30 April 2014

09:30 –11:00 Integration of the Ideas and Proposals

Presentation of the summary of group deliberations for further discussion by the meeting for integration of areas of overlap/complementarity among the presented future projects and programs. Accordingly, the participants will discuss required multilateral coordination and opportunities of integrating current efforts and programs to be co-implemented by the institutions concerned.

11:00–11:15 Tea&Coffee Break

11:15 – 13:00 Drafting of Recommendations

Drafting recommendations that will highlight the findings from the meeting and chart out a new direction for establishment of a sound network among relevant Public Employment Authorities in OIC Member Countries to be forwarded to the OIC Steering Committee on Labour for consideration to submit to the Third Session of the Islamic Conference of Labour Ministers for final adoption.

13:00 –14:00 Lunch Break

14:00 –15:30 Finalisation of Recommendations

Comments and suggestions provided during the previous session by the attendants will be incorporated into the document and then refined for final version of the recommendations.

15:30 –15:45 Tea&Coffee Break

15:45 –17:00 Looking Ahead

Next Practical Steps for Further Actions

Date and Venue of Next Meeting

Any Other Business

17:00 Closing of the Meeting

ANNEX V:

First Meeting on Public Employment Services in OIC Member Countries

29-30 April 2014
SESRIC HQ, Ankara, Turkey

FINAL COMMUNIQUÉ

We, the representatives of relevant authorities on public employment services in OIC member countries participating in the “First Meeting on Public Employment Services in OIC Member Countries” held in Ankara, Republic of Turkey on 29-30 April 2014:

Having been informed by the detailed presentations made by the representatives of the different participating institutions in this meeting, highlighting the presence of a wide range of expertise in areas crucial to contribute to national strategies for reducing unemployment, including expertise in supporting capacity building, strategy development, project and program planning/designing, resource mobilization, mentoring capability etc.;

Inspired by the OIC Framework for Cooperation on Labour, Employment and Social Protection adopted by the Second Session of Islamic Conference of Labour Ministers held in Baku, Republic of Azerbaijan on 25-26 April 2013;

Recalling that the Baku Declaration adopted during the Second Session of the Islamic Conference of Labour Ministers urged member countries to establish networks among relevant institutions of member states and ensure exchange of experiences and best practices among them to promote development of skilled and competitive labour forces and occupational standards;

Recognizing that the present challenges and accelerating changes pertaining to higher average unemployment rates in member countries call for the OIC to intensify its efforts and strengthen its capacity to stimulate cooperation among the Member States in the area of labour, employment and social protection;

Reaffirming commitment and support to the efforts made by international organizations, such as the World Association of Public Employment Services (WAPES) and International Labour Organization (ILO), to promote and intensify research and development efforts for decent work, productive employment and safe work places that are important elements to ensuring the sustainability of societies and combating poverty;

Expressing our profound gratitude and deep appreciation to the Turkish Employment Agency (İŞKUR) and the Statistical, Economic and Social Research and Training Centre for Islamic Countries (SESRIC) for organizing and hosting the First Meeting on the Public Employment Services in OIC Member Countries;

Inspired by the shared common views towards addressing the employment challenges in the OIC member countries, hereby recommend the followings:

1. **Acknowledge** the need for the provision of international integrated efforts in OIC community to facilitate, implement and monitor programs to mitigate collective challenges in employment domain faced by the OIC member countries;
2. **Expose** strong aspiration in the establishment of a network among relevant institutions of OIC member countries to ensure exchange of experiences and best practices of public employment services, with the purpose of promoting better employment policies and development of skilled and competitive labour forces;
3. **Establish** the OIC Public Employment Services Network (OIC-PESNET) as one of the means to contribute to the achievement of the aspirations of the OIC Framework for Cooperation on Labour, Employment and Social Protection;
4. **Call upon** OIC member countries to designate National Focal Points (NFPs) for the OIC Public Employment Services Network (OIC-PESNET), which shall be a national public or governmental body with the responsibility of managing employment or implementing labour market policies;
5. **Recommend** that private employment bureaus or organizations, employer organizations, trade unions and private individuals shall not be eligible to attend the meetings of OIC-PESNET unless they are entrusted by their respective NFP's to represent the member states;
6. **Invite** the future members of OIC-PESNET to develop, strengthen and maintain global partnerships and undertake joint actions to ensure solidarity, trust, transparency and optimal synergy and impact through exchange of experts, capacity building and training programs, joint projects, and study visits for the benefit of the member states;
7. **Welcome** the proposal of the Republic of Azerbaijan with respect to establishment of the OIC Labour Centre in Baku which will promote OIC-PESNET in the area of labour, employment and social protection.
8. **Request** SESRIC and IDB to coordinate for developing a Capacity Building Program with respect to improving Public Employment Services;
9. **Request** SESRIC to undertake the role of the Secretariat of the OIC-PESNET to represent, publicize and raise awareness in both OIC and international level, and establish an e-mail and social media groups which will facilitate and ease the communication among the members of the Network;
10. **Request** SESRIC to analyse and report the state needs and challenges of the labour markets of OIC member countries;
11. **Recommend** developing an OIC-PESNET Web Portal, where knowledge sharing related to experiences, projects and best practices of Public Employment Services is facilitated, which will also involve a roster of experts involving specialists on (i) employment/placement, (ii) active labour market policies, (iii) passive labour market policies, (iv) consulting services and (v) labour market statistics separately;
12. **Encourage** member countries and relevant international institutions to actively support the Network and participate in the implementation process for the exchange of knowledge and experience in the field of public employment services;

13. **Request** Gambia, Maldives, Mali and Turkey, the volunteering countries, in coordination with SESRIC, to develop a draft Terms of Reference (ToR) for the OIC-PESNET to be adopted through circulation to the participants of the “First Meeting on Public Employment Services in OIC Member Countries”, before 17th of June 2014;
14. **Convene** the Meeting of the OIC-PESNET on an annual basis and to adopt a Final Communiqué at the end of each Meeting which shall stipulate the consensus, common views, decisions and recommendations of the members of the Network.