



**(CAMEROON)**



**The National  
Employment  
Fund**

MEETING OF THE PES OF THE OIC MEMBER COUNTRIES

«The situation of the job market in Cameroon,  
and attempts of solutions ... »

**The experience of Cameroon's  
National Employment Fund (NEF)**

**Presented by:**

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Director General NEF,  
WAPES Honorary President**

**Ankara , April 2014**



Dear Representatives of International Organizations;

Dear counterparts

Dear Moderator

Ladies and gentlemen, dear participants,

I am really happy to take part in this first meeting of the PES of the OIC member countries jointly organized by the Turkish Employment Agency (*ISKUR*), and the Statistical, Economic and Social Research and Training Centre for Islamic Countries (*SESRI*C).

I wish to seize this opportunity to express thanks my two colleagues, Dr. Nusret YAZICI and Prof. Savas ALPAS who, once again, invited me in TURKEY; this is a proof of esteem to me, and the National Employment Fund (*NEF*), Cameroon's Public Employment Service (*PES*).

I also extend my gratitude to their to their collaborators for the friendly welcome they granted my delegation.

Ladies and gentlemen, this meeting which falls within the scope of our World Association of Public Employment Services (*WAPES*) is an initiative i highly appreciate, much so because of the 10th world congress of WAPES due to take place here in TURKEY.



Among other expectations, sharing good practices between our public employment services from various horizons, should remain the focuss of such a meeting, as these practicies can help us in better mastering our respective environments. Of course, this justifies the salience of the subsequent theme i am going to present; that is, »The situation of of the job market in Cameroon, and attempts of solutions... »

My exposé will focuss on four main points:

\*the general context in Africa, and the situation of the job market in Cameroon;

- the attempts of solutions brought in by the government;
- The NEF (*strategy, programmes, and tools*);
- conclusion.

## I- The context

Africa in general is witnessing one the highest unemployment rate in the world, specifically, as concerns youth unemployment . with 17.7% unemployment rate, the youth are the most affected group.

The causes :



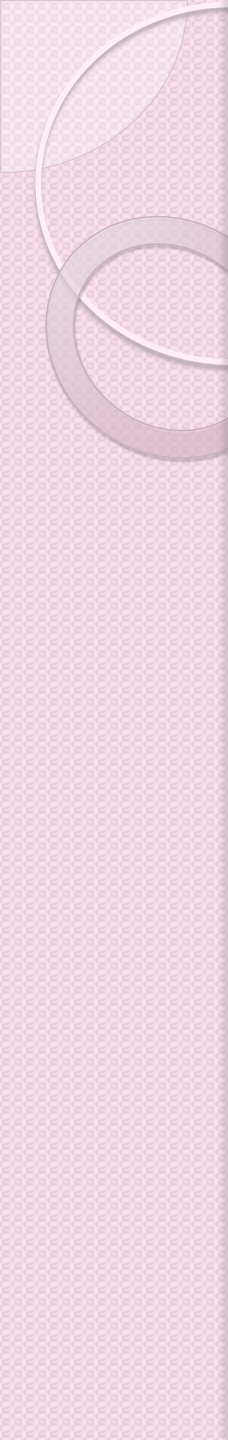
- The education system in the country is oriented to comprehensive education, completely unsuited to the needs of the job market;
- Relatively poor economies (*few productive investments, markets and production fields not organized*);
- Weak PES (*poor resources to enable the attainment of goals*);
- Employment policies not implemented, where available;
- The situation of the job market in Cameroon cannot be different from what depicted above.

## II- The situation of the job market in Cameroon

### II-1) The General situation

Located at the bottom of the GUINEA gulf, Cameroon thanks to its climate, social and cultural variety, its mineral resources, its fauna and flora, happens to be « *Africa in miniature* ».

With an estimated population of about twenty million inhabitants (*following BUCREP's last census*); about 40% of This population are aged between 17 and 40.



Cameroon's socio economic context is characterized by a terrific demand for jobs in a market where the modern sector of the economy nearly covers 10% of jobs, while the 90% remaining are covered by the informal sector, under precarious conditions. Within the 17 – 40 age group, unemployment is a rampant phenomenon, especially in the two big cities of Douala and Yaoundé.

Although the unemployment rate, as defined by ILO, happens to be relatively low, this hides a serious phenomenon, that of global underemployment (*sort of disguised unemployment*) which affects about 70% of those who have jobs. University graduates are the most affected either by underemployment, or employment for those who have succeeded, in securing a job.

certainly, it is evidenced that for jobs security reasons, the majority of jobless youth from secondary or higher education prefer the public service or the private modern sector.

In order to tackle this situation, Cameroon government has launched a series of measures, with the aim of bringing in solutions to the fight against unemployment, namely youth unemployment.



## II-2) Thrusts of employment policy in Cameroon

The major thrusts of employment policy in Cameroon are centered round the following :

### a) The job market openness :

- Reinforcing operating organizations , namely the PES;
- Reinforcing the information systems;

### b) Improving job seekers profiles, thanks to:

- Adequate training system;
- Quality training centers;
- Permanent improvement of tools;

### c) Measures to maximize decent jobs offer, by way of :

- Incentives;
- Reinforcing existing compainies;
- Facilitating, and promoting the creation of new companies;



d) Launching of infrastructures and public works.

This policy is translated into actions, both at political, and operational level. These measures are translated as follows :

### **At the strategic level**

- A new development strategy to relate growth to employment (*thanks to growth and employment strategy document*);
- Putting in place and implementing conducive laws and regulations, to boost more jobs creation;
- Increased and significant jobs offer from the state (*public service*);
- Allocation of more resources to our PES (*these resources still remain limited*);
- A better services offer, by way of developing appropriate programmes and tools;
- Improving the job market openness;
- Giving more chances to job seekers, through high quality training centers;
- Promoting private placement Agencies



- Facilitating a more open job market, by reinforcing;
- Promoting more private placement agencies.

## **At the operational level**

Many projects exist within this scope :

- PIAASI;
- PAJER U;
- PIAJA.

Finally, the National Employment Fund, Cameroon's PES under my responsibility.

- NEF's mission, strategy, programmes and tools put in place to contribute to de fight against unemployment will be presented to you subsequently.





## II – the experience of the National Employment Fund

### **Creation:**

Created by presidential decree, on 27 April 1990, the National Employment Fund (**NEF**) is twenty four years old.

### **funding**

The major resource of the National Employment Fund is the 1% contribution of gross salaries from the private sector (*and parastatals*).

### **Organisation:**

- board of Directors,
- General Management,
- Network of Branches (*10 regional and 04 local*).

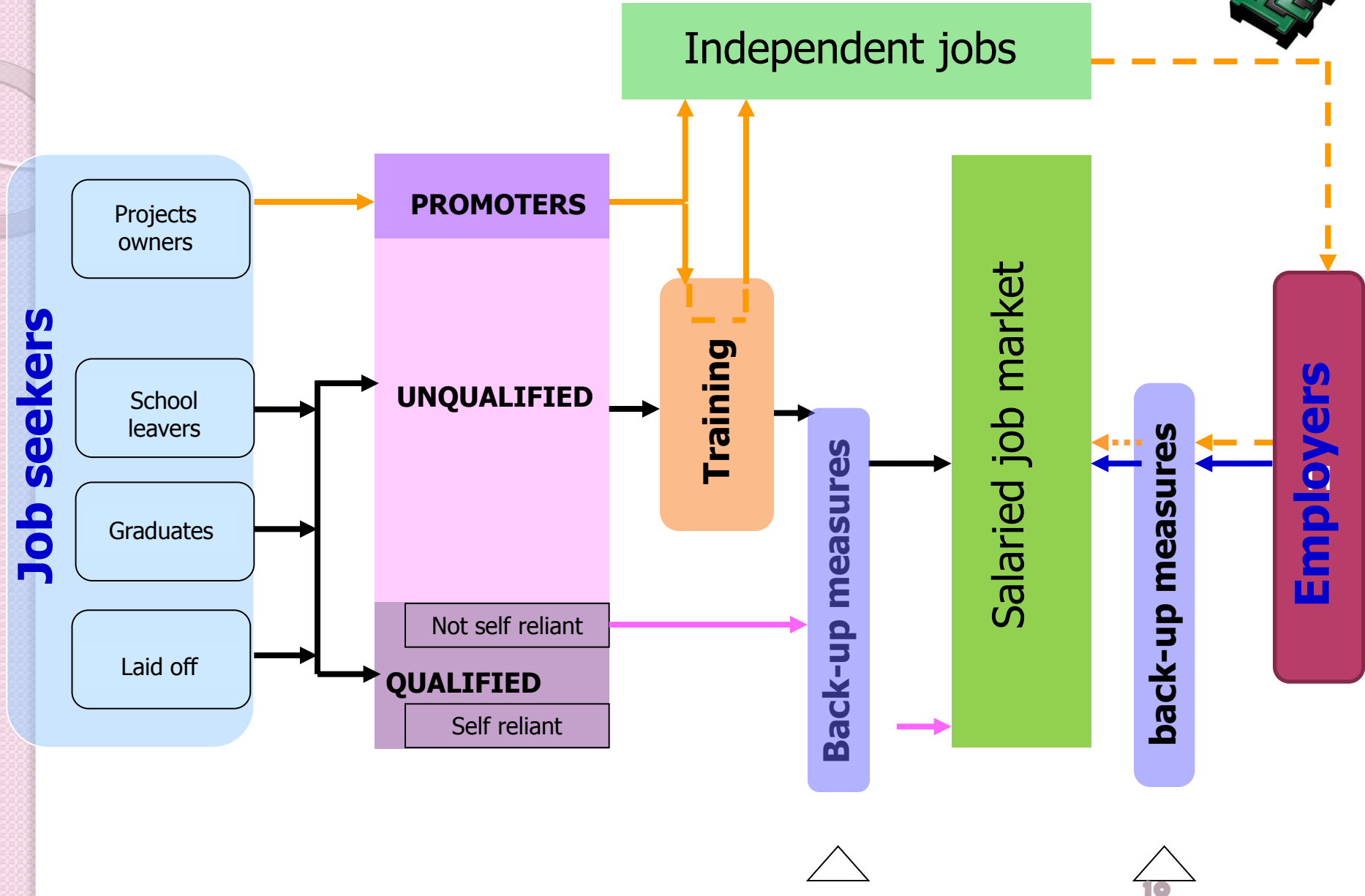
### **Mission:**

Promoting employment throughout the national territory, through four thrusts:

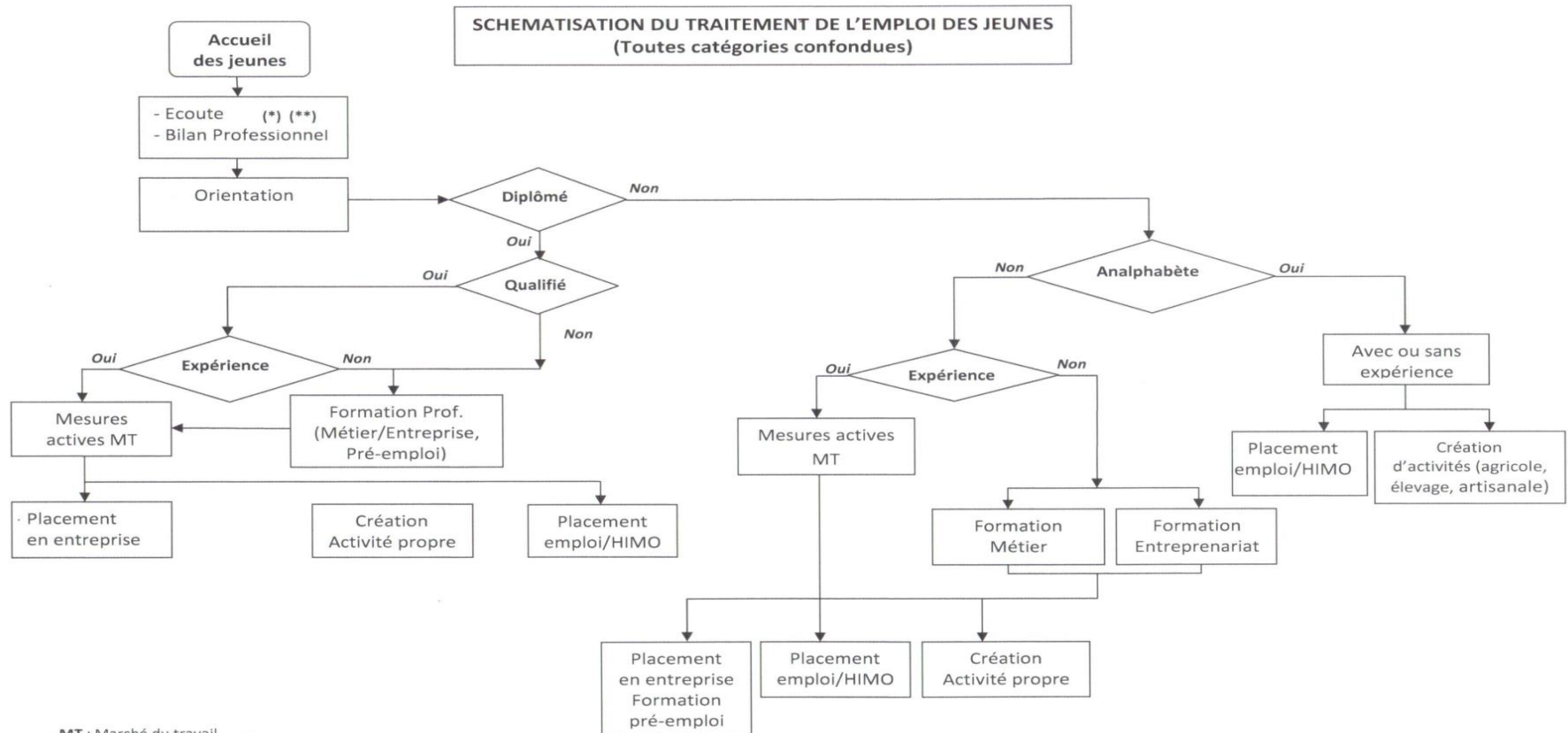
- ✦ Intermediation;
- ✦ Vocational training;
- ✦ creation of activities (*self-employment; micro enterprise*);
- ✦ Dissemination of information related to the job market.

These four thrusts are backed-up by the following strategy:

**Our strategy:**



Depending on the targets, this strategy enables to formulate active measures. As far as the young job seekers are concerned the diagram for their handling is shown below:



MT : Marché du travail  
 \* : Jeunes handicapés  
 \*\* : Jeunes en situation précaire  
 (Ces deux catégories feront l'objet de traitement spécifique dans le présent schéma)



## Our actions :

### i-) Intermédiation

a team of **195** job counsellors, and job developpers are in charge of:

- Welcoming and orienting job seekers (*interview, professional assessment*); about **441.621** job seekers handled;
- Collection and traitment of job offers, through visits of companies;
- Support to companies through the configuration of offers, positions and candidate profiling, selection test. **40.000** companies are our clients;
- Available computerized data base matching job seekers and enterprisies needs; more than **250.000** job seekers have found jobs;
  - programs formulated and launched to that effect : USEP, PARIC, TRE, ARE (*Bureau Cadre*), PRAIDES, OPP, OPS, OPU, SIVE, BOURSE DE L'EMPLOI;
  - some tools put at the disposal of target populations : *Guide du chercheur d'emploi, Mesures d'appui du FNE, Guide du Recruteur, Entretien d'embauche, Rédiger son CV, Stratégie et Mesures d'Appui en Faveur des Jeunes, Clubs de Recherche d'Emploi (CRE)*;
  - Sectorial meetings organized in favour of enterprises.



## ii-) Vocational training:

- training in engineering;
- welcoming, interviewing, choosing the training :
  - Profiles,
  - Aspirations,
  - Abilities.
- vocational training, for requalification or refresher training :
  - Formal training (*Audit and management control, judiciary and fiscal assistance, etc...*);
  - on the job training/apprenticeship (*computer maintenance, metal works, mechanics, etc...*)
- Close support to candidates for training;
- Financing of training;
  - About **20 000** job seekers benefited from formal training,
  - About **70 159** job seekers have undergone apprenticeship,
- follow up and placement of job seekers.

All sectors of activities with great potential are entitled to training, subject to trends in the job market; also concerned are all categories of jobless.

Some programmes and tools have been formulated to that effect :

PED, PREJ.



### iii-) Creation of activities (*self-employment; micro enterprise*)

- Handling and support to project owners;
  - Interviews,
  - Assessment of entrepreneurship capability,
  - « *Entrepreneurship* » Test.
  
- Assistance to the appropriation of the project idea;
- Support to finalizing the business plan;
- Training the promoter in small and medium-sized enterprises management;
- Financing the project (*expansion of existing or new one*);
  - PADER : **46 400** promoters received their funds,
  - PAME : **4 119** promoters received their funds; **87 758** jobs created from the projects.
  
- Follow up of promoter and project,
- Debt collection.

Some tools and programmes have been put in place :

PADER (*rural jobs development support programme*);

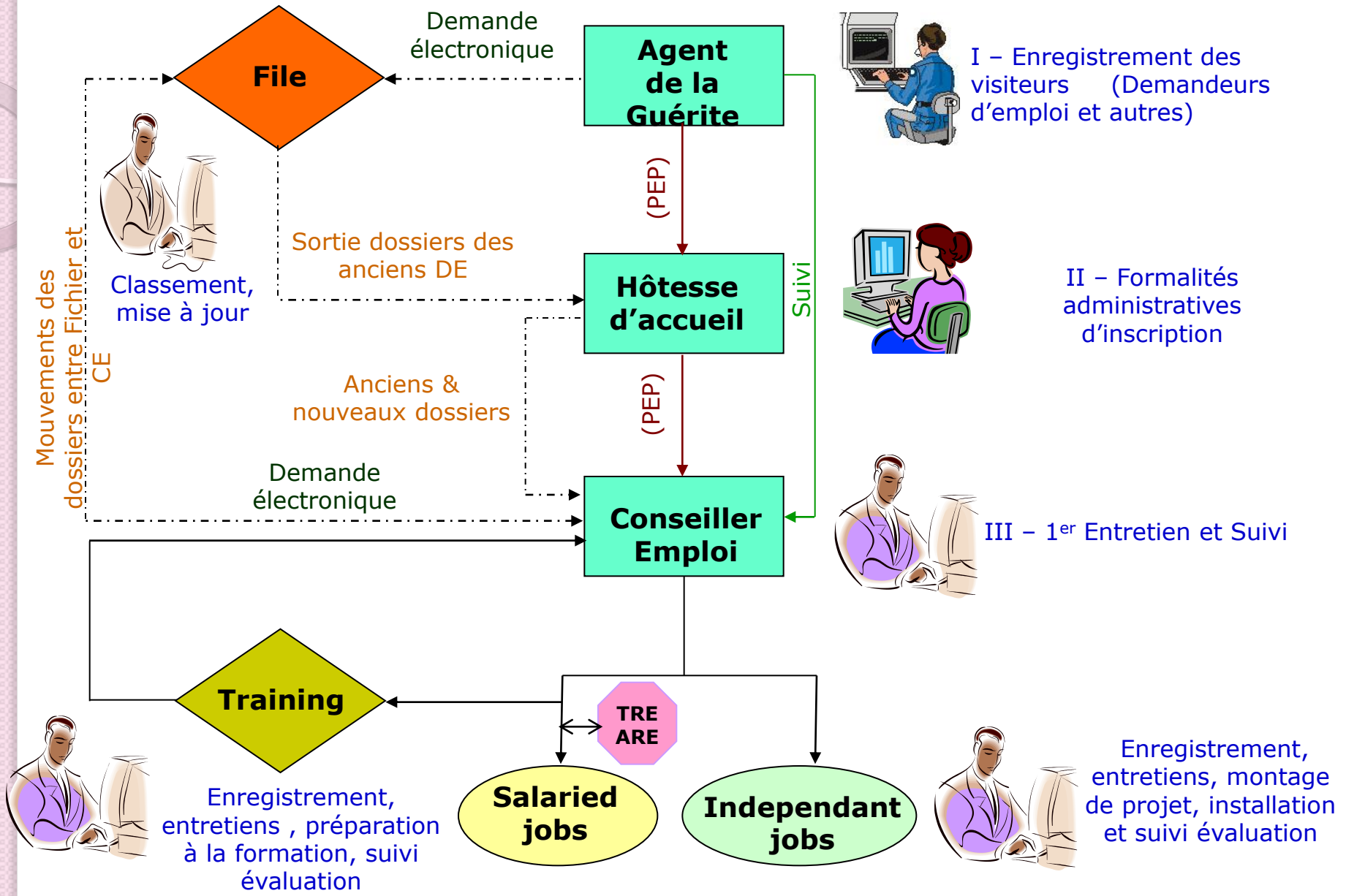
PAME (*self employment and micro-enterprise programme*).

#### **iv-) Information of the job market**

- ✓ Collecting handling and disseminating information on the job market,
- ✓ Wath system, through **ACBF** (*African Capacity Building Fondation*)
  - Statistician
  - Economist
- ✓ Production of news bulletins:
  - « **CONJONCTURE EMPLOI** »,
  - Journal « **TRAIT D'UNION** »,
  - « **TRAIT UNION - OFFRE D'EMPLOI** »,
  - Notes de conjoncture,
  - Activity reports, etc ...
- ✓ Full-contained reading room;
- ✓ NEF's Documentation Centers;
- ✓ NEF's radio times;
- ✓ Television impulse (*Didactic, and creation of activities, through a national competitive exam*);
- ✓ Web site [fnecm.org](http://fnecm.org)
- ✓ Partnership with GICAM;
- ✓ Project of launching of an economic information center, with the back up of ILO, and other partners.

This approach is backed up by our computer information system NEFISYS.  
The diagram for the handling of our job seekers is as follows :

# Our job seekers handling diagram.





### III. Conclusion



Dear Colleagues, dear participants,  
Ladies and gentlemen,

Those are the main lines of the job market situation in Cameroon, and the answer our government is giving to the serious issue of unemployment, especially youth unemployment.

Our organization, by dint of its strategy, programmes and tools got to the result we presented in the previous lines.

By and large, our role has gained greater recognition from Cameroon government whose project is to make NEF « ***the unique actor for employment issues*** » in our country.

In fact, PES remain central « pillars » in fighting unemployment, but their efficiency depends on a strong support from the states,

It should be recalled that these ways are clearly listed in the 14 recommendations in my book **published in 2009**, entitled « ***Employment in sub-Saharan Africa: What solutions?*** ». The most important recommendation among these is recommendation N°1 which consists in dealing with the economies, rather in the sense of the creation of jobs which, definitely, can boost growth.

In this respect, it should be necessary to provide for :

- Employment national policies, to be shared, and implemented by all, through a « National jobs pact »;
- Acceptance by all, for which should be with our culture of solidarity;
- Appropriate financial resources allocations to employment issues.

to sum up, our governments should invert the paradigms.

Thank you for your kind attention.



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