

**NEPAD -EMPLOYMENT AND HUMAN RESOURCE
SHARING/EXCHANGE SEMINAR**

CONFERENCE THEME :

“NEPAD -Employment and Human Resource Sharing/Exchange Seminar-
engaging with the African Diaspora”

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“Without companies or firms we can't have jobs”. It is this note that we can consider as our springboard towards our development.

I. The General Employment Policy in Cameroon

1. The Institutions

Prior to the 8th of December 2004, there was the Ministry of Employment Labour and Social Insurance. From the above date, this Ministry has been sub-divided into two ministries namely : the Ministry of Employment and Professional Training and the Ministry of Labour and Social Security. The two institutional structures specialised in labour matters in Cameroon are : the National Employment Fund (NEF) responsible for the promotion and creation of jobs; the National Employment and Professional Training Observatory responsible for professional training.

2. Labour Code N° 92/007 of August 1992

This law came into existence in a context with harsh economic crisis. This law allows the employer and the employee to negotiate the rate of remuneration. In this circumstance, academic diplomas became a mere criterion to which other criteria have to be considered before classifying an employee on a predefined professional category. Whatever the circumstance, partially and imbalance must arise because the employer has the tendency to impose his conditions on the employee in the process of negotiation. This situation expands with the overwhelming majority continuously cultivating the spirit of wage-earning.

3. The influence/effect of the Structural Adjustment Programme (SAP)

Generally the SAP has had a very harmful effects on the entire social policy in Cameroon and most especially a terrible influence on the national employment policy in Cameroon. The SAP has been characterised by an uncaring emaciating requirements with loss of employment, salary reductions...

II. Absence of formal or institutionalised Micro-Finance structures of facilities

In the absence of employment, another option could be to create self-employment. But, are the resources available? This stems out as the main issue within the employment pattern in Cameroon. The difficulties

faced in securing a job are doubled if one attempts to create one. This resulted in the huge rate of employment especially amongst the youth. This situation is transforming into an important development within the informal sector (generally made up of resourcefulness), to the extent that one could be so distant from the recommendations of the International Labour Organisation, especially those concerns related to proper employment.

III. Unsuitability between training and employment

Currently in Cameroon, the public and private training institutions provide varied training courses and programmes. Yet, the award of qualifications hardly ties in with the expressed needs of companies.

In order to cure this deteriorating situation, the Cameroon Employers Association (GICAM, www.legicam.org) is currently developing a Project to create an observatory of academic qualifications and skills, with the aim of matching coinciding vacancies with applications, and to bring about appropriate training/employment scenery.

IV. The potential role of the Diaspora

A huge number of Cameroonians travel abroad with the main aim of studying because they can not attend their desired training in-country and / or to reach greener pastures. Once training has been completed, most of Cameroonians can't return to Cameroon because of the difficulty in finding employment.

This group of Cameroonians who possess an unquestionable expertise can't put this into practice for the interest of Cameroon. This institutionalisation of a policy intended to prevent or limit the exodus or flight of resourceful brains is necessary because these could be the potential creators of employment somewhere else.