

**CONSTITUTION OF  
SUB-SAHARAN AFRICA  
SKILLS AND APPRENTICESHIP  
STAKEHOLDERS NETWORK  
(SASASNET)**



**April 2023**

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## **P R E A M B L E**

Recognising that the mission of the African Union’s Continental Education Strategy for Africa (AU CESA 2016-2025) is to be Reorienting Africa’s education and training systems to meet the knowledge, competencies, skills, innovation and creativity required to nurture African core values and promote sustainable development at the national, sub-regional and continental levels;

Taking note of the Continental Strategy for Technical and Vocational Education Training (TVET) to Foster Youth Employment (African Union 2018) which aims to bring a paradigm shift in TVET by developing the idea that TVET prepares youth to become more of job creators than job seekers so that the public discard the idea that TVET is a refuge for those who failed in general education;

Recalling that the Economic Community of West African States (ECOWAS) and South African Development Cooperation (SADC) Protocols on Education and Training, and the respective national strategies, all recognise apprenticeship in the informal economy as a pathway for skills development and highlight the need to improve it;

Noting that the Abidjan Declaration adopted at the International Labour Organisation (ILO) 14<sup>th</sup> African Regional Meeting in December 2019 calls for making decent work a reality for Africa’s youth, developing skills, technological pathways and productivity for a brighter future in Africa, transforming Africa’s informal and rural economy for decent work;

Whereas the French-speaking countries in Africa have already established a Network to promote and coordinate a common approach towards the upgrading of their skills and apprenticeship systems;

Aware of the vacuum created by the lack of a similar Network in the English- speaking countries in Sub-Saharan Africa;

Taking cue from the spirit, aims and the key outcomes or resolutions of the Cotonou Regional Workshop on ‘Strengthening the Informal Economy in Africa to Promote Quality, Innovation and Transition to Formality’, held from 22 – 23 February, 2023, in Cotonou, Benin;

The participants from the English-speaking countries resolved to establish a Network on skills and apprenticeship for follow-up interventions and coordination, as a first step towards potential merger with the existing similar network of stakeholders in French-speaking and others countries in sub-Saharan Africa.

## **ARTICLE I**

### **NAME AND ESTABLISHMENT OF SUB-SAHARAN AFRICA SKILLS AND APPRENTICESHIP STAKEHOLDERS NETWORK**

The name of the organisation shall be Sub-Saharan Africa Skills and Apprenticeship Stakeholders Network (abbreviated as SASASNET).

There is hereby established an organisation known as Sub-Saharan Africa Skills and Apprenticeship Stakeholders Network (SASASNET) whose responsibility shall be to support informal apprenticeship training and development.

**SASASNET** shall be duly registered in accordance with the law of the host country of its headquarters. Provided that the operations of SASASNET shall be governed by this Constitution.

## **ARTICLE II**

### **2.1.0 AIMS AND OBJECTIVES**

The aims and objectives of Sub-Saharan Africa Skills and Apprenticeship Network (SASASNET) called the ‘SASASNET’ shall be:

- i. To promote and share good practices on the development of informal apprenticeship and its integration into national training and skills development systems in the English-speaking Countries in Sub-Saharan Africa.
- ii. To organise and coordinate skills competition for Sub-Saharan English-speaking countries Sub-Saharan Africa Skills and Apprenticeship Stakeholders Network (SASASNET).
- iii. To promote and support the implementation of a qualification system for informal apprenticeships, including the use of Recognition of Prior Learning (RPL) systems.
- iv. To support the strengthening of the organisations of formal and informal apprenticeship system actors, i.e. professional/craft associations and the mapping of existing associations and promotion of employment creation policies.
- v. To advocate for sustainable and innovative funding to improve informal apprenticeship, including through the training levy.
- vi. To promote the improvement of the learning, monitoring and evaluation processes, the introduction of digital technology for the apprenticeship systems and knowledge sharing in identifying decent work deficits and avenues to address them.
- vii. To advocate for and support the states in the process of inclusive and ongoing dialogue to regulate apprenticeships systems the prioritisation of putting in place formal and informal apprenticeships in the context of the African Continental Qualifications Framework (ACDF).
- viii. To promote and support policy dialogue and contribute technical reflections on how to preserve and upgrade existing apprenticeship systems in the informal economy to promote quality, innovation, economic development, social justice, and transitions to formality where suitable.
- ix. To raise awareness among member countries for more effective formal and informal apprenticeship systems, capacity and innovation at local level to trigger a process of structural transformation leading to more inclusive development.
- x. To improve and foster collaboration among member countries, study and adopt the advances, as best practice, on the inclusion of formal and informal within national training systems in Africa, and stimulate dialogue through knowledge sharing and exchange of experience.

xi. To secure the support of member country governments to advance the apprenticeship agenda forward by information, data and resource sharing to strengthening apprenticeship systems in the informal economy.

xii. To collaborate with appropriate and complementary trans-national and regional organisations in supporting the integration and upgrading of apprenticeship systems in their interventions in Sub-Saharan African countries.

xiii. To advance the agenda in support of ‘green apprenticeships’ and relevant international imperatives for international development. In particular, the link with the UN sustainable development agenda.

## **ARTICLE III**

### **3.1.0 STATUS**

3.1.1 SASASNET shall be an independent organisation with competence to further its aims and objectives. Hence, it shall seek the necessary recognition from the governments in countries it draws its membership.

3.1.2 The Stakeholders Network shall negotiate observer status and any other appropriate status with the Economic Community of West African States (ECOWAS), East African Community (EAC), South African Development Community (SADC), African Union Commission (AUC) and other international agencies and organisations engaged in activities consistent with its aims and objectives.

3.1.3 The SASASNET shall negotiate a Headquarter agreement with the host government.

## **ARTICLE IV**

### **4.1.0 MEMBERSHIP**

4.1.1 Membership of the SASASNET will comprise three categories namely:

Country Delegation: Member countries shall determine their compositions, which shall include members of the tripartite committee.

Institutional Membership – Institutions relevant to skills and apprenticeship from member countries.

Associate Membership – comprising experts in apprenticeship and resource persons and non-English-speaking countries.

4.1.2 Country Delegations will consist of the three representatives from the tripartite representation of government, employers and workers organisations/trade associations of the member countries of English speaking Sub-Saharan Africa.

4.1.3 Institutional Membership representation comprises the relevant institutions/agencies engaged in skills and apprenticeship development, including regulatory bodies, training institutions, etc.

4.1.4 Associate Membership comprises Experts from within and outside of the English-speaking countries in Sub-Saharan Africa who share the Stakeholders Network's aims and are willing to abide by the provisions of this Constitution and can register as observers and provide specialist assistance, advice, research support and other professional contribution.

4.1.5 Associate Country Membership is open to any Non-English speaking country or countries in sub-Saharan Africa that subscribe to the objectives of the Network and willing to register in an Observer Status capacity until such time when the Executive Committee decides that such a country or countries is or are eligible to be accorded full membership with voting rights.

## **ARTICLE V**

### **5.1.0 RIGHTS AND DUTIES OF MEMBERS**

5.1.1 Members of SASASNET shall enjoy the same rights and privileges and have the same duties.

5.1.2 The rights accorded to members of SASASNET by this Constitution, may be suspended by a decision of the Executive Committee in the case of those members who do not fulfil their obligations, referred to in Article VI and elsewhere.

5.1.3 Each paid up member will have one vote and will be eligible to stand for election into the committees.

5.1.4 Experts can be co-opted into the executive as required.

5.1.5 Bye laws shall be adopted by the Executive Committee to take care of violations and other interpretations that may be necessary.

## **ARTICLE VI**

### **6.1.0 FINANCIAL CONTRIBUTIONS**

6.1.1 Annual subscription shall be paid by each category of the membership of the Network at the beginning of each year.

6.1.3 Within guidelines approved by the General Meeting, the Executive Committee may accept subventions and donations for purposes that are consistent with the objectives of the Network.

6.1.4 Contributions may be paid into SASASNET Account in any Member country designated by the Committee.

## **ARTICLE VII**

### **7.1.0 ORGANS AND COMMITTEES**

The Network shall have the following principal organs:

7.1.1 The General Assembly

7.1.2 The Executive Committee

7.1.3 The Finance and General Purposes Committee of the Board

7.1.4 The Secretariat

7.1.5 Tripartite Committee on Skills and Apprenticeship development.

7.1.6 Special Committees as established by the Executive Committee, e.g. Industry-linkage, etc.

## **ARTICLE VIII**

### **8.1.0 THE GENERAL ASSEMBLY**

8.1.1 The General Assembly shall be the highest authority of the Network. It shall:  
Determine the general policies of the Network.

- a. Determine the general policies of the Network.
- b. Approve the programmes and budget of the Network.
- c. Set out general policy directives to be executed by the Executive Committee.
- d. Receive a report from the Executive Committee on the activities of the Network.
- e. Elect the Chairperson of the Network, and the members of the Executive Committee.
- f. Approve the terms, conditions, and procedure for the appointment of a Secretary General by the Executive Committee.
- g. Direct the Executive Committee to undertake such other tasks as are compatible with the aims and objectives of the Network.

8.1.2 The General Assembly shall be composed of representatives of each member country delegation. The quorum at a General Assembly shall be one-third of the registered voting members of the Stakeholders. If no quorum is formed at a General Assembly, an adjournment may be made for a new date. The members present at the new date shall hold the General Assembly regardless of the number of members present. The General Assembly may be open to observers; each such observer may speak with the consent of the Chairperson but shall not vote.

8.1.3 (a) The General Assembly shall ordinarily meet once annually. The member countries shall be responsible for financing the attendance of their representatives.

(b) An extraordinary session of the General Assembly shall be convened on written request, addressed to the Secretariat by a majority of the members of the Network, or following a decision of the Executive Committee taken by a two-third majority.

(c) Notice convening the General Assembly shall be issued by the Secretary General, at least two months before the Meeting.

8.1.4 (a) All decisions of the General Assembly shall be taken by simple majority of those present and voting, except where otherwise provided for in this Constitution.

(b) The business of the General Assembly, including amendment to Constitution, may be conducted by alternate mechanism (including by post, virtual meetings or other as deemed as appropriate) if the Executive Committee directs by a specific minute. In that case, a decision shall require two-third of the registered members of the Network.

8.1.5 (a) The General Assembly shall elect the Chairperson of the Network from amongst the members of the delegations of member countries by an absolute majority. S/he shall remain in office for a tenure of two years and eligible for re-election for another two and final term, making it four years.

(b) Where the Chairperson ceases to exercise his/her functions by resignation, or any other circumstance making it impossible to carry out her/his duties, one of the Vice Chairpersons shall be selected by a special Executive Committee Meeting to take over the duties of the Chairperson. S/he shall all hold office until the next ordinary General Assembly.

(c) The Chairperson of the Network shall also be the Chairperson of both the General Assembly and the Executive Committee.

## **ARTICLE IX**

### **9.1.0 THE EXECUTIVE COMMITTEE**

9.1.1 The Executive Committee shall be elected by the General Assembly from amongst the heads of its member country delegations.

(a) It shall consist of the Chairperson, four Vice Chairpersons, who shall be chosen from the English-speaking countries, Secretary General and the head of a TVET Regulatory Agency in each member country.

(b) The Executive Committee shall define the Terms of Reference of all other Committees mentioned in Article 7.

## **ARTICLE X**

### **10.1.0 THE FINANCE AND GENERAL PURPOSES COMMITTEE**

10.1.1 (a) The Finance and General Purposes Committee of the Committee shall be constituted within a week after the General Assembly.

(b) The Committee shall be composed of the Chairperson, the four Vice Chairpersons, and Committee Member in the country for the time hosting the Secretariat and the Secretary General or the Officer of the Stakeholders for the time exercising the functions of the Secretary General.

(c) The quorum for the Committee meetings shall be three members, provided that at each meeting there must be at least the Chairperson and the Secretary General or their representatives.

10.1.2 The Finance and General Purposes Committee shall execute regular business on behalf of the Committee.



## **ARTICLE XI**

### **11.1.0 THE SECRETARIAT**

11.1.1 The headquarters of SASASNET shall be seated in a town or city in one of the member countries, selected by the Executive Committee. The Secretariat of SASASNET shall be at the headquarters. The Secretariat shall negotiate for the Network with the host country for such privileges, immunities and exemptions as are considered desirable for the efficient execution of its duties and functions. Such negotiations shall be as directed by the Executive Committee.

11.1.2 The Secretariat shall be the Permanent Executive Organ of the SASASNET and, in that capacity, shall fulfil all tasks assigned to it by the Executive Committee, in accordance with general policies laid down by the General Assembly.

11.1.3 (a) The Secretary General shall be appointed by the Executive Committee to be the executive head of the Secretariat for a term of three years, subject to extension of another non-renewable three years.

(b) The Secretary General exercises general direction and control of the staff of the Secretariat.

(c) The Secretary General shall be a signatory of the bank account(s).

(d) The Secretary General shall be the Secretary of the General Assembly and of the Executive Committee. He may participate in the deliberations and discussions of the General Assembly Meeting and of the Executive Committee but shall not have the right to vote.

11.1.4 The Secretariat of the Network shall operate under the direction of the Secretary General. It shall:

(a) Organise a centre for documentary materials, on matters of educational and general interest to formal and informal apprenticeship system in the member countries, and a digital platform.

(b) Provide appropriate means for the resources of the documentation centre, to be made available to members and to other interested educational bodies in the member countries.

### **11.2.0 Country Focal Committee**

11.2.1. There shall be a Country Focal Committee of Stakeholders who shall implement decisions of the SASASNET in the country.

11.2.2. The Country Focal Person shall be an Executive Member of the Network and shall serve as Chairperson of Country Focal Committee.

11.2.3. The Country Focal Committees shall make their own by-laws for their operations.

## **ARTICLE XII**

### **12.1.0 AMENDMENTS, REVISION, RULES AND REGULATIONS**

12.1.1 The Constitution may be amended by two-third (2/3) majority of the members of the Network present and voting at any Ordinary Session of the General Assembly Meeting, provided

that the total number of votes cast in favour of the amendment is equal to at least a simple majority of the entire membership.

12.1.2 Any proposed constitutional amendment must be sent in writing to the Secretary General at least three months before the General Assembly.

## **ARTICLE XIII**

### **13.1.0 COLLABORATIONS**

13.1.1 (a) SASASNET shall maintain close collaborations with the relevant local and national bodies.

(b) SASASNET shall also maintain regular contact with other appropriate international bodies.

(c) SASASNET shall collaborate with the International Labour Organisation (ILO), African Union (AU), regional bodies and other development partners/organisations.

## **ARTICLE XIV**

### **14.1.0 RIGHTS AND OBLIGATIONS OF MEMBERS**

14.1.1 Members shall have the right to attend and participate in activities of SASASNET.

14.1.2 Members shall be obliged to pay their membership fees to SASASNET in a timely manner.

14.1.3 Members shall promote the image and interests of SASASNET in regional and international meetings and fora.

14.1.4 Paid up Members shall have the right to vote in meetings of SASASNET organs.

## **ARTICLE XV**

### **15.1.0 FINANCING OF MEETINGS**

15.1.1 The cost of attending SASASNET's meetings shall be borne by individual members, provided that the costs of convening meetings shall be derived from funds generated through dues paid by members and the host country.

## **ARTICLE XVI**

### **16.1.0 SETTLEMENT OF DISPUTES**

16.1.1 Any dispute arising from the interpretation or application of this Constitution, which cannot be settled amicably, shall be referred to the General Assembly for determination. The decision of the General Assembly shall be final.

## **ARTICLE XVII**

### **17.1.0 ACCESSION TO THE CONSTITUTION**

17.1.1 After the coming into force of this Constitution, any applicant admitted into membership or member who has not signed this Constitution shall submit to SASASNET a letter of accession to the Constitution indicating full acceptance of the obligations provided in the Constitution.

**ARTICLE XVIII**

**18.1.0 DISSOLUTION**

18.1.1 A proposal for Dissolution signed by two third (2/3) majority of the membership shall be submitted as a substantive motion to a session of the General Assembly and must reach the Secretary General not less than six months before the date of the General Assembly at which the motion is to be considered.

**ARTICLE XIX**

**19.1.0 LANGUAGE OF SASASNET**

19.1.1 The official language of SASASNET shall be English.

**ARTICLE XX**

**20.1.0 DEPOSITORY OF THE CONSTITUTION**

20.1.1 (a) The Constitution shall be deposited in its original English form with the Secretary General.

(b)The Secretary General shall transmit certified copies of the Constitution to the members.

**APPROVED THIS 27 DAY OF APRIL 2023.**

**FOUNDING MEMBERS OF THE SUB-SAHARAN AFRICA SKILLS AND  
APPRENTICESHIP STAKEHOLDERS NETWORK**  
**27 APRIL 2023**

1	Isaac Tolu Akanle	Business Development Executive	Universal Learn Direct Academia (ULDA)	Nigeria
2	Prof. Salim Akoojee,	Freelance Consultant, International Education and Training TVET for African Development		South Africa
3	Joseph Kingsley Amuah	Employer Delegate	Ghana Employers Association	Ghana
4	Engr. Ismail Bello –	Deputy General Secretary	Nigeria Labour Congress, FTC, Abuja	Nigeria
5	Prof. Idriss Bugaje	Executive Secretary	National Board for Technical Education (NBTE), –Kaduna	Nigeria
6	Hilary Businge –,	Assistant Commissioner of Labour	Ministry of Gender, Labour and Social Development	Uganda
7	Deborah Freeman Danquah	Executive Secretary	Informal Economy Workers' Forum (INFORUM)	Ghana
8	Opio Douglas	Executive Director	Federation of Uganda Employers (FUE), Kampala	Uganda
9	Eichie Idemudia	Centre Manager	Universal Learn Direct Academia (ULDA)	Nigeria

10	Engr. Babatunde Olawaseun Faleye –	Dean of School, Consultant/Civil Engineer and Chairman of FIBIS Nigeria Ltd	Universal Learn Direct Academia (ULDA) (A Construction Trades Training Academy)	Nigeria
11	Abubakar Ibrahim Garba	Secretary General	Panteka Market Development Association, Kaduna,	Nigeria
12	Engr. Olawunmi Gasper	President	Universal Learn Direct Academia (ULDA) Training Academy	Nigeria
13	Fatou Janneh	Principal Tertiary and Higher Education Officer	Ministry of Higher Education Research, Science and Technology (MoHERST)	The Gambia
14	Engr. Bolaji Mojeed Kolawole	Civil Engineer/Certification Executive	Universal Learn Direct Academia (ULDA)	Nigeria
15	Francis Lodeyo Lenarum	Senior Labour Officer	Ministry of Labour and Social Protection	Kenya
16	Robert Masatu Masingira		Ministry of Labour and Employment	Tanzania
17	Francis Asuma Mitiambo	Director, National Human Resource Planning and Development	State Department of Labour and Skills Development, Ministry of Labour and Social Protection	Kenya
18	Eng. Abbati D. K. Muhammad	Project Manager	IDEAS PMU, NBTE, Kaduna	Nigeria
19	Engr. Hussaini H. Muhammad	Deputy Director, Head of Non-Formal, Informal and Apprenticeship Division (NIATED)	National Board of Technical Education (NBTE), Kaduna State	Nigeria
20	Richard Muteti	CEO	Kenya National Federation of Jua Kali Associations and Head of Secretariat for the Confederation of Micro and Small Enterprises Organisation of East Africa, Nairobi	Kenya
21	Stephen Ogenga –,	Director General	National Industrial Training Authority (NITA), Nairobi	Kenya
22	Blessing Eli Ogwu	National Coordinator	IDEAS Project	Nigeria

23	Vincent Adelaja Ohioma	Senior Carpentry Instructor and Head of Administration,	Universal Learn Direct Academia (ULDA) Training Academy	Nigeria
24	Anthony Okwa –,	Director General	C-STEMP Skills Training & Empowerment Partners Ltd/guarantee, Abuja,	Nigeria
25	Bldr Oresanya Adeyemi Sakiru	Chartered Project Manager, Head Plumbing Department	Universal Learn Direct Academia	Nigeria
26	Dr. Mona Pielorz ,	Research Associate and Consultant	German Institute of Adult Education, based in France	France
27	Alpheas Shindi	Chief Executive Officer	Voltman Educational Training	Namibia
28	Hon. Ousman Sillah –The Gambia	Founder and Board Chair	Crab Island TVET Foundation/Centre Banjul	The Gambia
29	Engr. Olugbenga Babajide Soyemi PhD	Director,	Innovation Centre, The Federal Polytechnic Ilaro,	Nigeria
30	Dr. Sabrina Foka Terles	Guidance Psychologist	Ministry of Education	France
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