

A Call for Action from the African Social Partners' Jobs & Skills Summit to the Specialised Technical Committee on Social Development, Labour and Employment of the African Union

Algiers, Algeria, 22-23 April 2017

The African social partners have grown increasingly concerned that high rates of growth on the African continent have not translated into jobs, especially for our women and young people, and that many have been driven to extreme measures, such as crossing the Mediterranean in search of opportunity, too often with fatal consequences. Others have been drawn into extremist groups, posing a threat to social cohesion and security.

At a Social Partners' Summit on Employment in Africa held in Casablanca in December 2015, representatives of the African social partners came together to build on their individual work in addressing this issue. Supported by the International Labour Organization (ILO) they shared a common vision of transforming the demographic dividend represented by Africa's youth into a competitive advantage that contributes to inclusive growth, job creation, sustainable development and security on the continent.

The outcomes of the social partners' deliberations were captured in the [Blueprint for Jobs in Africa](#), a reference framework which sets out ten recommendations for a collective approach to the creation of decent jobs and employability, and acknowledges the need for all stakeholders to assume their distinct roles and responsibilities in this endeavour.

At a further summit held in Tunis in December 2016, the social partners developed an Action Plan for the implementation of the [Blueprint for Jobs in Africa](#), which was endorsed by the social partners at the Algiers Jobs & Skills Summit on 22-23 April 2017¹ and must now be taken forward without delay, whilst bearing in mind national specificities.

The African social partners hereby invite the Labour and Social Affairs Commission of the African Union to commend the following recommendations to their heads of state and government and to join with the social partners in realising the vision of inclusive growth that provides a future for our young people on their continent.

1. Create the conditions for growth that generate decent and productive jobs:

- Foster a business environment that supports investment
- Support research and development
- Implement structural reforms and sectoral strategies
- Strive for peace, security and good governance
- Enhance productivity and business competitiveness
- Respect and promote fundamental principles and rights at work
- Support SMEs and SMIs
- Enable the transition from the informal to the formal economy
- Include income and working conditions

¹ List of participants at Annex

2. Formalise social dialogue through:

- Independent and representative social partners
- Effective and sustainable institutions for dialogue
- The involvement of the parties in developing the agenda and timescale
- A commitment to implement and comply with the agreements

3. Promote entrepreneurial activities by

- Advocating for a culture of entrepreneurship in education curricula at all levels
- Developing income-generating activities
- Promoting self-employment among young people and women
- Establishing an incentive framework and setting up sites (start-up hothousing)
- Introducing mobile centres for the development of income-generating activities and promoting co-operatives
- Training in setting up and managing a business
- Developing the social and socially-supportive economy

4. Develop training that is aligned with the labour market by

- Promoting vocational training with a view to facilitating entry into the labour market
- Strengthening the links between businesses, schools, technical and vocational educational and training (TVET) institutes and universities
- Making TVET an attractive choice for youth
- Providing on-going vocational training
- Developing different types of training: apprenticeships, sandwich- , distance training
- Making work experience compulsory
- Reviewing and adapting educational curricula according to the needs of the labour market
- Involving the private sector in educational curricula/training programmes
- Introducing an upgrade plan for soft skills

5. Design, develop and regulate for labour market intermediation systems by

- Promoting International Labour Organisation (ILO) Convention 181 on private employment agencies
- Adapt national regulatory systems on private employment agencies
- Enabling workforce mobility in compliance with migrant rights
- Emphasize the issue of social protection

6. Establish a tripartite employment and employability observatory for

- Identifying current and future jobs and skills needs
- Practising anticipatory management of jobs and skills

7. Implementation of an incentive plan to encourage businesses and associations to hire through

- Promoting an incentive policy to assist jobseekers, companies and associations to promote job creation
8. **Negotiate, sign and implement a tripartite social pact at regional and national level with stakeholders (the State, employers and workers) for inclusive growth that generates decent jobs through**
 - Creating the conditions for mutual trust between the social partners, through the respect of each party's prerogatives
 9. **Enhance capacity-building for and with the social partners**
 10. **Implement a follow-up and assessment system for the implementation of these recommendations.**

Algiers, 23 April 2017

ANNEX

African Social Partners' Jobs & Skills Summit

Algiers, Algeria, 22-23 April 2017

LIST OF PARTICIPANTS

The African social partners, supported by the Jobs for Africa Foundation, the International Organisation of Employers (IOE), Business Africa, the International Labour Organization (ILO) and the European Commission, came together in a spirit of cooperation and with a shared vision to take forward their joint work to date.

COUNTRY	GIVEN NAME	FAMILY NAME	GROUP
ALGERIA	El Mahfoud	Megateli	Employer
ALGERIA	Saïda	Neghza	Employer
BURKINA FASO	Anderson	Drabo	Worker
CONGO	Jean-Jacques	Samba	Employer
CONGO (DRC)	Albert	Yuma	Employer
COTE D'IVOIRE	Edouard	Ladouyou	Employer
GHANA	Yvonne	Asare-Yeboah	Employer
GUINEA	Lucrèce	Camara	Employer
KENYA	Jacqueline	Mugo	Employer
MALAWI	Beyani	Munthali	Employer
MAURITIUS	Pradeep	Dursun	Employer
NIGER	Tahirou	Garba	Worker
RWANDA	Jeanne	D'Arc	Worker
SENEGAL	Diagne	Moustapha	Worker
SOUTH AFRICA	Mthunzi	Mdwaba	Employer
TANZANIA	Cornelius	Kariwa	Employer
TUNISIE	Sami	Silini	Employer
TUNISIE	Khalil	Ghariani	Employer
ZIMBABWE	Josephat	Kahwema	Employer
ORGANISATION	GIVEN NAME	FAMILY NAME	
African, Caribbean and Pacific States (ACP)	Maximin	Emagna	
African Development Bank (AfDB)	Oussama	Ben Abdelkarim	
International Labour Organisation (ILO)	Aggarwal	Ashwani	
ILO	Youcef	Ghellab	
ILO	Michael	Mwasikakata	
ILO	Ould	Sidi	
ILO	Eric	Oechslein	
International Organisation of Employers (IOE)	Linda	Kromjong	
IOE	Frederick	Muia	
IOE	Anetha	Awuku	

IOE	Linda	Hotham	
Jobs for Africa Foundation	Jamal	Belahrach	
International Trade Union Confederation (ITUC) Africa	Ghislaine	Saizonou	
Organisation of African Trade Union Unity (OATUU)	Abdoulaye	Diallo	