

28 February 2017

Objective 1/ Conditions for growth that creates decent and productive jobs			
Targets	Actions	Actors	Timeframe
<ul style="list-style-type: none"> • Create an environment and climate for business that is conducive to investment 	<ul style="list-style-type: none"> ▪ Adoption of an investment law or code ▪ Creation of an observatory to detect anomalies in the investment environment ▪ Follow up, analysis and study of the World Bank’s “Doing Business Report” and the World Economic Forum’s “Global Competitiveness Report” rankings 	Tripartite SP ¹ , parliamentary commissions, high-level engagement	
<ul style="list-style-type: none"> • Invest in research and development 	<ul style="list-style-type: none"> ▪ Tax incentives for businesses with dedicated R&D budgets ▪ Establishment of a national plan for digital transformation ▪ Creation of regional exchange and partnership mechanisms around R&D 	Trade unions, employers, governments, universities +	
<ul style="list-style-type: none"> • Promote peace, security and good governance 	<ul style="list-style-type: none"> ▪ Elaboration of Practical Guides ▪ Organization of seminars for information exchange ▪ Establishment of national and regional anti-terrorism policies ▪ Creation of an African good governance label/stamp 	ILO, tripartite SP, international and regional institutions	
<ul style="list-style-type: none"> • Implementation of structural reforms and sectoral strategies 	<ul style="list-style-type: none"> ▪ Development of strategies for sectors with growth potential and development projects (Energy/ Agriculture – agro-food/ ITC) ▪ Reforms in the areas of education, taxation, sectoral policies ▪ Inclusion of the value-chain dimension in industrial policy ▪ Development of a legislative and institutional framework that is robust, effective and clear for PPPs 	Governments, SP, Employers, Technical institutions, AfDB	

¹ SP=social partners

28 February 2017

	<ul style="list-style-type: none"> ▪ Organization by Business Africa of an agri-business Summit to elaborate an agricultural investment policy that allows access to the proper exploitation of productive land ▪ Guaranteed data access via high-speed internet ▪ Abolition of monopolies in strategic sectors and introduction of competition that allows for the creation of quality jobs and improves product/service delivery to end-users ▪ Development of new economic ICT areas: e-learning, e-government, e-health... ▪ Development of research and investment in clean and renewable energies ▪ Creation of regional networks for energy (production, transport, distribution...) 	
<ul style="list-style-type: none"> • Increase the productivity and competitiveness of enterprises 	<ul style="list-style-type: none"> ▪ Training Action and upgrading of qualifications ▪ Productivity-oriented negotiations and remunerations ▪ Improvement of the transportation and logistics environment ▪ Launch and encouragement of innovation and creativity initiatives (through awards, sponsorship, etc...) 	<p>Governments, SP, universities, national and regional institutions, large and multinational enterprises</p>
<ul style="list-style-type: none"> • Guarantee the respect and promotion of the fundamental principles and rights at work 	<ul style="list-style-type: none"> ▪ Creation of instruments and levers (CSR) ▪ Promotion of a decent work culture ▪ Launch of awareness-raising campaigns ▪ Strengthening of inspection and control 	<p>Employers' and workers' associations, labour inspection administrations</p>
<ul style="list-style-type: none"> • Support Small and Medium Size Enterprises (SMEs) and Investments (SMIs) 	<ul style="list-style-type: none"> ▪ Launch of specific financing programmes ▪ Creation of administrative and fiscal support centres ▪ Facilitation of procedures 	<p>Governments, employers' organizations</p>
<ul style="list-style-type: none"> • Facilitate the transition from the informal to the formal economy 	<ul style="list-style-type: none"> ▪ Establishment of national transition policy 	<p>Tripartite SP, Media</p>

28 February 2017

	<ul style="list-style-type: none"> ▪ Creation of some instruments to incentivize transition and others to discourage informality ▪ Platforms for sharing and exchanging regional and international experiences 	ILO	
<ul style="list-style-type: none"> • Include income and work conditions 	<ul style="list-style-type: none"> ▪ Negotiate a model for pay reviews linked to productivity, inflation and growth ▪ Make improved employment conditions a factor in strengthening competitiveness ▪ Include earnings as a driver in growth policy (consumption and savings/investment) 	Governments, SP, technical institutions (studies, statistics)	
Objective 2/ Formalized social dialogue			
Target(s)	Actions	Actors	Timeframe
<ul style="list-style-type: none"> • Promote independent and representative social partners 	<ul style="list-style-type: none"> ▪ Guarantee the right of association ▪ Define representativity criteria (law, agreements) ▪ Strengthen the capacity of social partners in the area of social dialogue 	Tripartite SP, Governments, Parliamentarians ILO	
<ul style="list-style-type: none"> • Create effective and sustainable institutions for dialogue 	<ul style="list-style-type: none"> ▪ Promulgation of legal dispositions for the creation and functioning of institutions of social and societal dialogue (economic and social councils or other) ▪ Application and implementation of texts for institutionalisation 	SP, Governments, Parliamentarians, ILO Jobs for Africa	
<ul style="list-style-type: none"> • Involve all the parties in the elaboration of the programme and schedule 	<ul style="list-style-type: none"> ▪ Organization of national consultations for better coordination/cooperation ▪ Adoption of a participatory approach in all dossiers linked to economic, social and environmental development 	Governments, SP, National social dialogue institutions	
<ul style="list-style-type: none"> • Commit to implementing and respecting agreements 	<ul style="list-style-type: none"> ▪ Adoption of a National Charter / high-level commitment 	Governments, SP, National institutions	

28 February 2017

Objective 3/ Development of entrepreneurial activity			
Target(s)	Actions	Actors	Timeframe
<ul style="list-style-type: none"> Advocate for an entrepreneurial culture and strengthen the links between enterprises, schools and universities 	<ul style="list-style-type: none"> Create entrepreneur clubs within universities Include modules on entrepreneurial culture in educational, training and university courses Bring entrepreneurs into university training courses 	Universities, Employers' organizations	
<ul style="list-style-type: none"> Develop income-generating activities 	<ul style="list-style-type: none"> Creation of an occupations and jobs observatory Launch environmental and infrastructure building sites in localities through PPPs. 	Governments Local authorities SP	
<ul style="list-style-type: none"> Promote self-employment among youth and women 	<ul style="list-style-type: none"> Launch of specific support programmes: <ul style="list-style-type: none"> * Idea bank * Guidance and facilitation help desk * Financing + micro financing 	Governments Employers' associations Associations	
<ul style="list-style-type: none"> Set up an incentives framework and put sites in place (start-up incubators) 	<ul style="list-style-type: none"> Creation of business incubators Elaboration of a legal framework for start-ups and freelancers Elaboration of a legal framework, and a financing and support system for spin-offs 	Governments Employers' organizations	
<ul style="list-style-type: none"> Launch a mobile centre for the development of income-generating activities and promote cooperatives 	<ul style="list-style-type: none"> Share experiences of piloting mobile centres Strengthening cooperatives and their creation within the framework of a national action plan for the promotion of the SSE² 	Governments SP	
<ul style="list-style-type: none"> Offer training on the creation and management of enterprises 	<ul style="list-style-type: none"> Organization of action for ILO training modules such as Start and Improve your Business Programme (SIYB); Start your Business (SYB) etc. 	Tripartite SP and ILO	
<ul style="list-style-type: none"> Develop the social and solidarity economy (SSE) 	<ul style="list-style-type: none"> Elaboration of a legal framework: legal dispositions for organising SSE (concepts and institutions) Identification of categories and target groups: study 	Governments and SP	

² Social and Solidarity Economy

28 February 2017

Objective 4/ Training that meets the needs of the labour market			
Target(s)	Actions	Actors	Timeframe
<ul style="list-style-type: none"> • Promote professional training aimed at facilitating labour market entry 	<ul style="list-style-type: none"> ▪ Introduction of professional training as an integral part of national education policy and an essential element of teaching reforms ▪ Classification of “Private Training Operator” occupations as priority activities for assisting enterprises 	Governments and SP	
<ul style="list-style-type: none"> • Invest in continuous professional training 	<ul style="list-style-type: none"> ▪ Grant tax incentives linked to the realization of continuous training operations 	Governments	
<ul style="list-style-type: none"> • Develop different types of training: apprenticeships, “sandwich” training, remote learning 	<ul style="list-style-type: none"> ▪ Recognition of the use of work placements/internships in business as complementing practical training, benefiting from all the incentives available for professional training ▪ Strengthening of the capacity of enterprises to develop “sandwich” training ▪ Allocation to candidate private enterprises of the necessary measures to develop their status as training businesses (training staff, hardware, financial incentives...) ▪ Digitalization of training programmes and development of e-learning platforms at national and regional level 	Governments and SP, Universities, Associations, ILO, International cooperation	
<ul style="list-style-type: none"> • Make work experience obligatory 	<ul style="list-style-type: none"> ▪ Establishment of a validation and recognition system for skills acquired through experience 	Governments SP	
<ul style="list-style-type: none"> • Revise and adapt teaching programmes in line with the needs of the labour market 	<ul style="list-style-type: none"> ▪ Adoption of a participatory approach with the private sector to design professional and teacher training programmes at all levels 	Governments SP	
<ul style="list-style-type: none"> • Involve the private sector in teaching and training programmes 	<ul style="list-style-type: none"> ▪ Jointly develop training modules 	Government SP Universities	
<ul style="list-style-type: none"> • Establish an upgrading programme for general skills 			

28 February 2017

Objective 5/ Elaboration, development and regulation of labour market intermediation systems

Target(s)	Actions	Actors	Timeframe
<ul style="list-style-type: none"> Promote ILO Convention 181 on private employment agencies 	<ul style="list-style-type: none"> Design of a promotion kit, including a guide, meetings and good practices Launch of a ratification campaign for C.181 Creation of a continental platform of recruitment agencies 	Employers' organizations, Social partners, Governments, ILO, Jobs for Africa	
<ul style="list-style-type: none"> Apply skills mobility in the respect of migrants' rights 	<ul style="list-style-type: none"> Organization of an African Fair Recruitment Conference Networking of African private employment agencies 	IOE Jobs for Africa Business Africa	

Objective 6/ Tripartite observatory for employment and employability

Target(s)	Actions	Acteurs	Timing
<ul style="list-style-type: none"> Identify current and future needs 	<ul style="list-style-type: none"> Launch a study to identify needs: survey a large sample of enterprises Establishment of a technological monitoring system that allows the identification of needs and to anticipate the demands of future changes in human resources Strengthen international cooperation and technology transfer allowing transfer of know-how and identification of future needs 	Employers' associations and ACT/EMP + Jobs for Africa	
<ul style="list-style-type: none"> Establish forward-looking management of jobs and skills 	<ul style="list-style-type: none"> Mix the outcomes of economic and social perspectives with educational and training agenda 		

Objective 7/ Incentive plans to encourage enterprises and associations to hire

BLUEPRINT FOR JOBS IN AFRICA/ ACTION PLAN

28 February 2017

Target(s)	Actions	Actors	Timeframe
<ul style="list-style-type: none"> Promote an incentives policy to support job seekers, enterprises and associations in order to encourage job creation 	<ul style="list-style-type: none"> Develop instruments of Active Employment Policies /country Exchanges of experience and good practice guides 	SP, labour and employment ministries, ILO Jobs for Africa	
Objective 8/ Negotiation, signature and implementation of a tripartite social compact with stakeholders at regional and national level for inclusive growth that creates decent jobs			
Target(s)	Actions	Actors	Timeframe
<ul style="list-style-type: none"> Create conditions of mutual trust between the social partners in the respect of each other's prerogatives 	<ul style="list-style-type: none"> Organize opportunities for exchanges and cooperation between the SP (meetings, seminars, study trips) Conclusion of framework agreements 	SP and ILO, Jobs for Africa IOE and ITUC and regional organizations	
Objective 9/ Continuous strengthening of capacities for and with the social partners			
Target(s)	Actions	Actors	Timeframe
	<ul style="list-style-type: none"> Programming of training activities designed for management of employers' and workers' organizations 	Jobs for Africa ILO/ ACTEMP/ ACTRAV International cooperation	
Objective 10/ Follow-up and evaluation system for the implementation of these recommendations			
Target(s)	Actions	Actors	Timeframe
	<ul style="list-style-type: none"> Future sessions of African tripartite social partner summits 	IOE, Jobs for Africa BUSINESS AFRICA ITUC Africa, ILO, AfDB, EU	