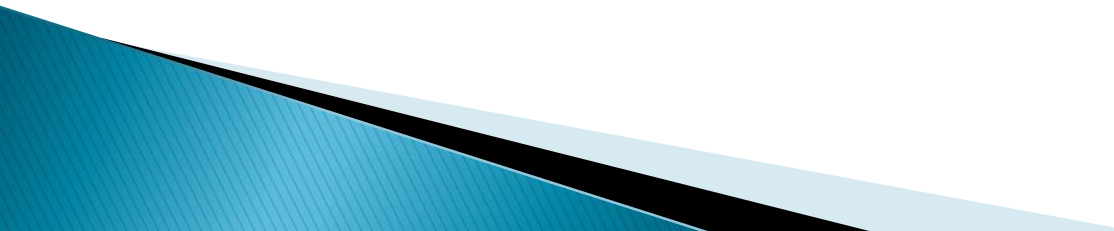


Overview of Social Partners Summits and Regional Actions

5TH SOCIAL PARTNERS SUMMIT
Developing, Implementing and Monitoring National Action Plans for Employment
Abidjan, Côte d'Ivoire – 13 – 14 September 2018

ROSE KARIKARI ANANG, IOE 13th September, 2018


Outline

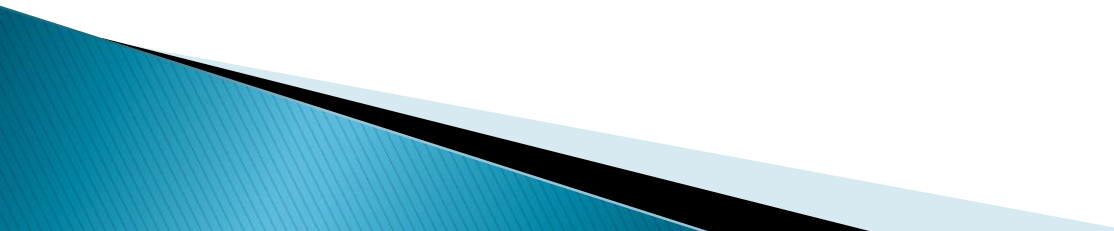
- ▶ Introduction
 - ▶ Themes and outcomes of the various Social Partners Summits on Employment Creation
 - ▶ Employers' Organisations Regional Actions on Employment Creation
 - ▶ What Next?
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Introduction

ECONOMIC GROWTH, EMPLOYMENT AND EMPLOYABILITY IN AFRICA

- ▶ • 63 % of the population is less than 25 years' old • Every month, 1 million young people enter the job market • Every year, our working population grows by 18 million • 80% of jobs are in the informal economy
- ▶ The rate of under-employment and of work in the informal economy is estimated at around 50 – 70 % of the active African population;
- ▶ Productivity is low and there is an 80% trade deficit (export of low value raw materials and import of manufactured goods)

- ▶ These statistics show that we have the youngest population of any continent in the world, which can be a clear competitive advantage if we respond appropriately and offer prospects to our youth. – but if not Arab Spring etc
 - ▶ Employment and Employability – the worrying issue is that economic growth in Africa 2% to 6% is not creating enough decent jobs, and is not making it possible for the fruits of growth to be translated into improved employability for Africa's workforce
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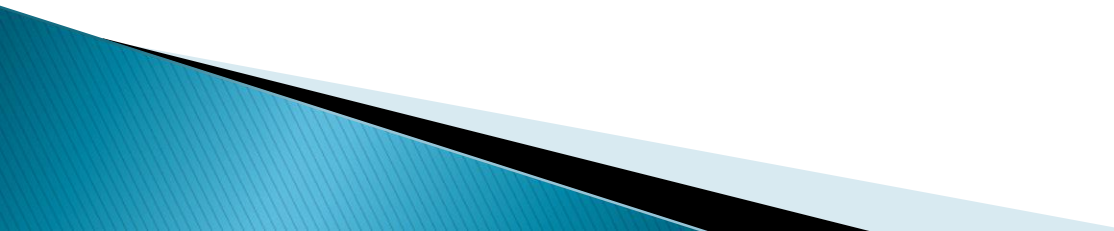
- ▶ .With less available purchasing power, the economy as a whole is affected by shortfalls in global demand and, indirectly, in production
 - ▶ Premised on this bleak situation that the Employers began coordinating the various summits calling on governments and trade unions as influencers not to resign ourselves to the scourge of the lack of jobs, but take take action!
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- ▶ This gave birth to the 1st Casablanca Declaration of IOE and Business Africa meeting in Casablanca in November 2013 on the theme: “Developing Job Creation Strategies for African Countries – the contribution of Sectoral Strategies.”

Ist Casablanca Declaration– November 2013

It called on Organisations of Employers, Governments and Organisations of Workers to play their role as follows:

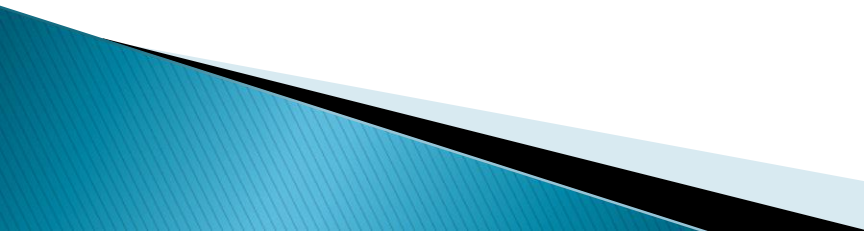
- ▶ Governments – Work towards the development of a national jobs strategy derived from sectoral strategies based on comparative advantages;
- ▶ Organisations of Employers – Develop capacities to get together with governments to develop tailored employment policies – i.e. enabling environment for enterprise development and growth to create jobs, skills development, job security, etc


- ▶ Organisation of Workers – Promote sustainable social dialogue in order to create a climate of confidence amongst economic operators and get involved policy development – employment policies.
 - ▶ In order to ensure the follow-up to this Declaration, the participants in the Casablanca symposium launched a task force of African employers on employment and employability to develop strategies to keep the dialogue on jobs for Africa at the forefront.
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First Social Partners Summit – 2nd Casablanca Declaration December 2015

- ▶ The Task Force formed in 2013 organised the first Social Partners Summit employment summit in Africa; bringing together employers and trade unions in partnership with Business Africa and the International Labour Office (ILO) called for a real comprehensive and coherent “Marshall Plan for Jobs” taking into account national specificities. They called for a 10 point recommendation built on:
 - ▶ Cooperation and put an end to rivalry, respecting the prerogatives of each stakeholder – Employers and Workers
 - ▶ Stakeholders – employers, trade unions and governments – must elevate the matter of employment to the status of a national priority.
 - ▶ Dialogue is an absolute necessity for creating the conditions for responsible economic development.

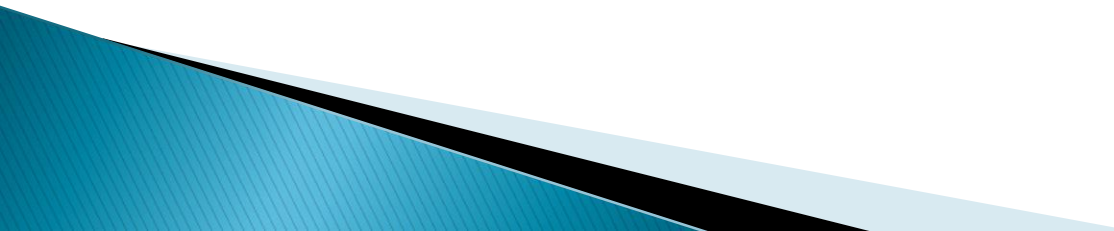
10 Point Recommendation for Employment

- ▶ Create the conditions for growth that generate decent and productive jobs
 - ▶ Formalise social dialogue through:
 - Independent and representative social partners
 - ▶ Promote entrepreneurial activities through a culture of entrepreneurship in education curricula at all levels, income generating activities etc
 - ▶ Develop training that is aligned with the labour market.
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- ▶ Design, develop and regulate for labour market intermediation systems
 - ▶ Establish a tripartite employment and employability observatory
 - ▶ Implementation of an incentive plan to encourage businesses and associations to hire
 - ▶ 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
 - ▶ Capacity-building for and with the social partners.
 - ▶ Implement a follow-up and assessment system for the implementation of recommendations.
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Agricultural transformation to create jobs for youth in Africa – June 2016

- ▶ Data from the McKinsey Global Institute – Africa has 52% of the world's arable land but, surprisingly, the continent still remains a net importer of food. According to the President of the African Development Bank, Africa's agricultural GDP grew by 3.4% while overall GDP grew by 6% annually between 2000 and 2008. This means that the agricultural sector is underperforming compared to its potential,
- ▶ Re-launching the 10 point Recommendation the IOE had a panel discussion on Agricultural transformation to create jobs for the youth in Africa during the 105th session of the International Labour Conference

- ▶ The importance of the agricultural sector in Africa where agriculture is the mainstay of almost all economies and the need to boost production and facilitate intra-African trade
 - ▶ The Secretary General of UNCTAD, Dr. Mukhisa Kituyi called for better policies to promote trade in agricultural commodities by farmers in regional economic blocs particularly those that engage in cross-border trade.
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Social Partners Summit – Tunis

Plan of Action, Tunis, December 2016

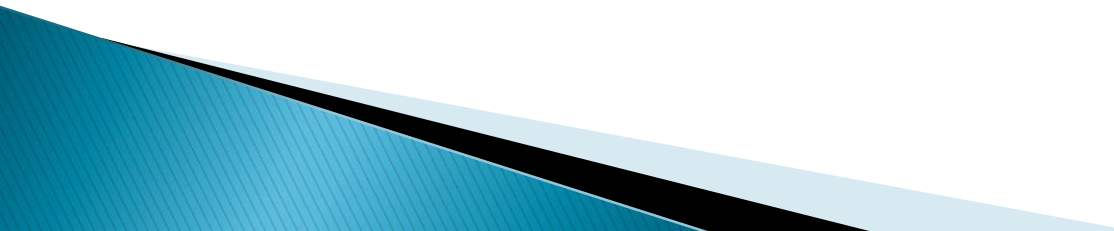
- ▶ In December 2016 Social Partners converged again in Tunis to adopt the Tunis Action Plan, which spelt out a series of activities and programmes that governments can put in place at national level, in collaboration with social partners , to create employment and endow young people with the skills for employability.
- ▶ The Tunis Plan of Action was fashioned on the 10 Point Recommendation forming the basis of the framework for employment creation – **Refer Tunis Plan of Action**

Social Partners Summit – Jobs and Skills Algiers, Algeria, April 2017

- ▶ The Social Partners not relenting on their quest and action for the creation of jobs for the teeming youth and vulnerable women of Africa, met again at the 4th Social Partners Summit Algiers April 2017
- ▶ Made a Call of Action on ‘Jobs and Skills’ to the **Specialised Technical Committee on Social Development, Labour and Employment 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 the continent. – Ten Point Recommendation on Employment Creation.

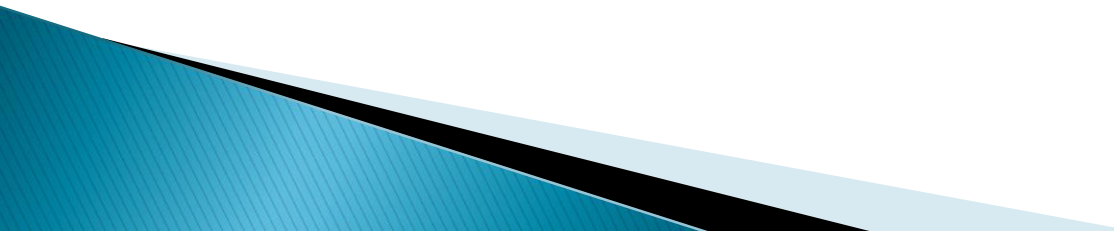
East and Central Africa Employers Organisation Conference –Walvis Bay, Namibia – February, 2017

- ▶ In Walvis Bay on 14 and 15 February 2017 East, Central and Southern Africa Employers Organisations Conference dedicated their 41st annual meeting to the theme of *Skills Development for Youth Employment on the 10 Point Recommendation on Employment Creation in Africa.*
- ▶ Risk to the realisation of United Nations Sustainable Development Goal 8 “*to promote inclusive and sustainable economic growth, employment and decent work for all*”, to the eradication of poverty, as well as to security, and enterprise, social and economic development, committed themselves to follow-up actions on the Walvis Bay Declaration (**Refer**)

- ▶ Survey of Employers Organisations Actions on their Commitment to Walvis Bay Declaration
 - ▶ Various employers organisations had taken actions ranging from skills development initiatives (skills needs survey, internships, STEM and ICT skills, TVET, apprenticeships), SME development with tax incentives and BDS Services, entrepreneurship development, etc (**Refer to Programme Brochure**)
 - ▶ Most challenges – lack of funding for various intended actions.
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East and Central Africa Employers Conference – Kampala – April 2018


- ▶ In April 2018, the Annual Conference of the East, Central and Southern Africa Region held in Kampala, Uganda saw the SPSF and EAEO develop action plans for implementation at the sub-regional level:
 - Replicating best practice towards enterprise development and growth at the SPSF and EAEO
 - SPSF – Completion of Compendium of SADC Labour Laws to be accessed by businesses.
 - Advocate for labour migration policies accessing skills needs of industry at the SADC and EAC

- ▶ Assess and document skills at the East Africa level supporting internships at developing skills and employability of the youth.
 - ▶ Promote and access Global Apprenticeship Network tools for youth training, entrepreneurship and employability at the SADC and EAC.
 - ▶ Advocating for policies deepening regional integration and trade.
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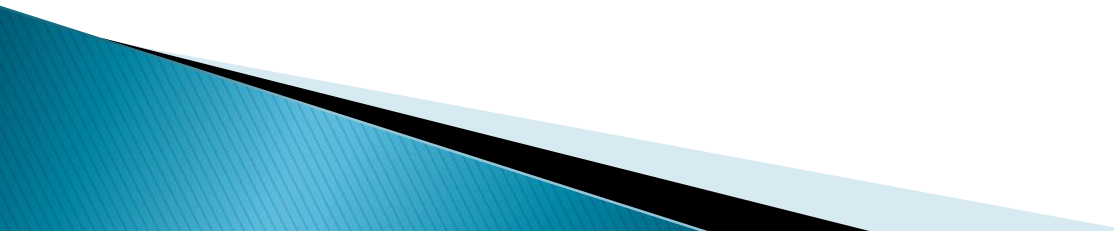
What next after all the Symposiums, Panel Discussions, Summits, Sub-Regional Conference.

Employment creation is not by decrees but by

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- ▶ How can social partners advocate for policies transforming businesses to create jobs?
 - ▶ What are drivers of inclusive growth that translate to decent jobs?
 - ▶ How can Africa transform its population – the youngest in the world – into a competitive advantage to create jobs?
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- ▶ How can Africa's agriculture be transformed and its potential exploited to feed its growing population and enhance food security by reducing food imports and creating jobs?
 - ▶ How can Africa's agriculture be made more attractive to the youth by promoting value addition, transformation and the use of innovative technologies?
- 

- ▶ How can we transform the ICT revolution into jobs?
 - ▶ So what does the future hold for employment and employability in Africa, at national, regional and continental level but also in urban, suburban and rural areas and particularly for the young people of an emerging continent?
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Thank you for your kind attention.

