



International Organisation of Employers  
Organisation Internationale des Employeurs  
Organización Internacional de Empleadores  
*The Global Voice of Business*

# SET ENTERPRISE FREE, UNLOCK JOB CREATION IN AFRICA

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## DEMAND SIDE POLICIES

***The private sector is the creator of jobs***



**It requires:**

- |  |   |   |
|--|---|---|
| <ul style="list-style-type: none"><li>▪ Conducive environment for enterprise creation and development</li><li>▪ Stable macro-economic conditions that facilitate access to finance and that guarantee fair competition</li></ul> | <ul style="list-style-type: none"><li>▪ Political stability</li><li>▪ Economic predictability</li><li>▪ Infrastructure (road, rail, water &amp; sanitation, airports, seaports, ICT)</li><li>▪ Reducing red tape and bureaucratic obstacles</li></ul> | <ul style="list-style-type: none"><li>▪ Policy coherence in economy, finance, trade &amp; investment</li><li>▪ Incentives for domestic and foreign direct investment</li><li>▪ Attracting investments to job rich sectors such as agriculture</li></ul> |
|--|---|---|



## DEMAND SIDE POLICIES

- ✓ ***Position the country in the global economy*** based on national context & competitive advantages (natural resources, geography, traditions, historical links) to obtain the market opportunities of globalisation and global supply chains
- ✓ ***Identify job-rich sectors*** - food processing, retail, hospitality and tourism, textile & clothing, construction, transport, telecommunications and ICT can be enabling sectors



## DEMAND SIDE POLICIES

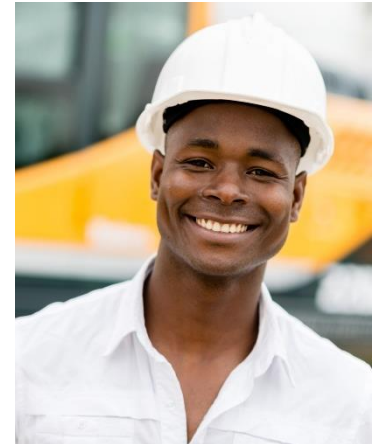
- ✓ Build a ***strong and competitive private sector*** through entrepreneurship and SME development; productivity and innovation is critical
- ✓ Implement a programme to promote the ***transition from informal to formal economies***
- ✓ Useful monitoring tools for the business environment:
  - Ibrahim Index of African Governance
  - ILO's Enabling Environment for Sustainable Enterprises (EASE toolkit)
  - World Bank Doing Business Report



## SUPPLY SIDE POLICIES

### African countries

- Need ***better preparation*** of labour within the education and training system
- There is a ***mismatch*** between education & training and the needs of enterprises
- Must expand ***access to education***, average years of schooling should be increased and quality of education curricula particularly in STEM subjects (science, technology, engineering, mathematics) must be improved





## SUPPLY SIDE POLICIES

- Investment in **education infrastructure** and teacher training to adapt learning processes into modern life and economy
- Emphasis on development of **entrepreneurial culture**
- Listen to the **needs of business** in increasing human capital, monitoring skills gaps and anticipating future shortages
- Further investment in life skills and **21<sup>st</sup> century skills** which include soft skills in curricula (problem solving, creative/critical thinking, communication, collaboration ), ICT literacy & foreign languages





## SUPPLY SIDE POLICIES

Technical and vocation education and training (TVET)

- **More investment** in TVET
- **Make TVET more attractive** to prospective students by facilitating transfers between general and vocational courses
- **Change the mind-set** that you can only succeed through university education and that TVET is a ticket to failure in your professional career
- **Adopt TVET** to modern industries and design new programmes
- Adult (continuous) training



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## SUPPLY SIDE POLICIES

- On the job/in-company training and active labour market programmes
- For example: the IOE supported the **Global Apprenticeships Network (GAN)** which is looking to launch national networks in Malawi, Tanzania, Nigeria and Namibia and support work based training for youth



- We need to give young people that **first job opportunity**
- Disadvantaged groups in Africa could be targeted for skills development such as women, youth, disabled, ethnic minorities





## LABOUR MATCHING AND PLACEMENT SERVICES

Improved public employment services

Profiling registered job seekers

Transparency in recruitment processes

Open/competitive recruitment mechanisms

Efficient information on job seekers, vacancies, skills and jobs which should be publicly available and accessible

Promoting work based learning

Improving career guidance and counselling



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