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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

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	<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...) 	Governments, SP, universities, national and regional institutions, large and multinational enterprises
<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 	Employers' and workers' associations, labour inspection administrations
<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 	Governments, employers' organizations
<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 	Tripartite SP, Media

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	<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	

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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

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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 			

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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

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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	