



jobsforafrica



SET ENTERPRISE FREE, UNLOCK JOB CREATION IN AFRICA

BACKGROUND DOCUMENT



DEMAND SIDE POLICIES

The private sector is the creator of jobs



It requires:

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

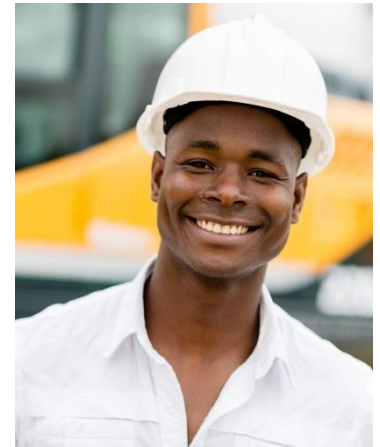
- ✓ Build a ***strong and competitive private sector*** through entrepreneurship and SME development; productivity and innovation is critical
- ✓ Implement a programme to promote the ***transition from informal to formal economies***
- ✓ Useful monitoring tools for the business environment:
 - Ibrahim Index of African Governance
 - ILO's Enabling Environment for Sustainable Enterprises (ESEE 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 **21st 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



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

Transparency in recruitment processes

Open/competitive recruitment mechanisms

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

Profiling registered job seekers

Improving career guidance and counselling

Promoting work based learning



jobsforafrica

Jobs for Africa Foundation – Fondation Jobs for Africa

Avenue Louis-Casai 71

C/O Organisation Internationale des Employeurs

1216 Geneva Switzerland – Tel: +41 22 929 00 05

Fax: +41 22 929 00 01

www.jobsforafrica.org

info@jobsforafrica.org



Twitter: @africajobsforce



Instagram: @africajobsforce