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COMMITTEE ON SOCIAL DEVELOPMENT,
LABOUR AND EMPLOYMENT (STC-SDLE-2)
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**Theme: “Investment in Employment and Social Security for Harnessing
the Demographic Dividend”**

**AFRICAN UNION
FIRST FIVE YEAR PRIORITY PROGRAMME ON EMPLOYMENT,
POVERTY ERADICATION AND INCLUSIVE DEVELOPMENT**

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ACRONYMS

AfDB	African Development Bank
AIDA	African Industrial Development Agenda
APRM	African Peer Review Mechanism
ARLAC	African Regional Centre for Labour Administration
AU	African Union
AUC	African Union Commission
CAADP	Comprehensive African Agricultural Development Programme
ECA	Economic Commission for Africa
ECOSOCC	Economic and Social Commission
FAO	Food and Agriculture Organisation of the UN
HoSG	Heads of State and Government
ICT	Information and Communication Technology
IOM	International Organisation for Migration
JCID	Job Creation and Inclusive Development
KPA	Key Priority Area
LMI	Labour Market Institution
LMIS	Labour Market Information System
MDGs	Millennium Development Goals
MS	Member State
MSMSE	Micro, Small and Medium Scale Enterprises
M&E	Monitoring and Evaluation
NEPAD	New Partnership for African Development
NSO	National Statistics Office
PIDA	Programme for Infrastructural Development of Africa
PPP	Public/Private Partnership
REC	Regional Economic Community
SDG	Sustainable Development Goals
SPIREWORK	Social Protection Plan for the Informal Economy and Rural Workers
STEM	Science, Technology, Engineering and Mathematics
STI	Science, Technology and Innovation
TVET	Technical and Vocational Education and Training
UNIDO	United Nations Industrial Development Organisation
UNDP	United Nations Development Programme
UNOAU	United Nations Office to the African Union
WAEMU	West African Economic and Monetary Union

Background and introduction

It is generally accepted that economic growth creates conditions that stimulate the labour demand which then increases employment and incomes and reduces poverty. The paradox of Africa's high and rapid economic growth of some 5% per annum in the last decade is that this high growth rate has not made much of a dent on the unemployment problem of the continent. Even though over 40 million jobs were created during that period, that level of job creation could not keep pace with the increases in the numbers of young workers seeking jobs. Youths comprise the vast majority of new entrants into the labour force and are the major victims of this situation. Youth unemployment is estimated to be twice as high as the unemployment rate for adults. It adds to Africa's already heavy dependency burden and contributes to compounding poverty on the continent. Women have not fared any better. Because of their skills deficits due largely to limited access to education and training opportunities, many have become discouraged and have resorted to self-employment mostly in the low productivity informal sector which is mainly urban-based. They also abound in the subsistence sector of the rural economy and account for the lion's share in food production on the continent.

It must be said that open unemployment mainly affects workers in the formal wage sector of the economy. In Africa, this sector accounts for only 10%-15% of the labour force. Of the approximately 400 million workers that constitute the continent's work force today, some 250 million are engaged in agriculture either as wage earners in commercial establishments, or as subsistence farmers. The latter who comprise the vast majority of workers in the agricultural sector are beset by problems of low productivity caused by inadequate production inputs, low production skills, lack of market access, and lack of, or inadequate infrastructure.

Across the African economy, problems circumscribe efforts to boost production efficiency. These are caused by inefficiencies in the utilization of the mix of inputs – capital, labour, technology, energy, etc. - in the production of goods and services. This situation has contributed to depressing productivity levels within the economy as well as limiting possibilities for increasing employment and incomes and reducing poverty.

Productivity levels in the urban-based informal sector are somewhat higher than in the agricultural sector, even though they could be significantly enhanced if operators were provided support in the form of greater access to credit, finance and markets; better infrastructure, especially electricity; skill upgrading opportunities; and stronger fiscal incentives.

Africa's paradox of jobless growth can be explained by the fact that growth has been commodity-driven, mainly by the high global demand for the continent's minerals and oil – two commodities whose production is highly capital-intensive - and to a lesser extent, agriculture. For growth to positively impact employment, the structure of Africa's economies must be transformed away from this commodity dependency towards manufacturing-based employment-generation production activities, strongly anchored on commodity-based value addition, using the continent's natural resources in highly sustainable ways.¹

¹Report, AU-ECA Joint Conference of Ministers of Finance, Economy and Development Planning, Lilongwe, March 2010
ILO ARM Meeting declaration

Resolution L9 on implementation of the First five-year priority programme for the implementation of the Declaration and Plan of Action on Employment, Poverty Eradication and Inclusive Development, AU-ECA Joint Conference of Ministers of Finance, Economy and Development Planning on implementation of the First Five Year Priority Programme, Addis Ababa, April 2016

Problems of unemployment and underemployment, inequalities and weak social protection coverage account for the most part, for the continent's poverty situation. Although poverty ratios have declined significantly in the last ten years, the absolute numbers of poor people subsisting on less than US\$1.90 a day has actually increased. Eliminating this scourge in the next fifteen years, as required by the Agenda 2063 and the Sustainable Development Goals, will constitute a major challenge to Africa's policy and decision makers. Formulating a determined and focused programme of action to significantly boost employment levels and drastically reduce the incidence of low productivity will go a long way in supporting the drive to eradicate poverty from the face of the continent.

Income inequality in Africa is very high as measured by the Gini coefficient, which shows the proportion of the national wealth that goes to the various segments of the population. If income inequalities are high, basic services will not be accessed uniformly or fairly by all citizens. The biggest losers are the poorest 20%-30% of the population. In conditions of high inequality, it is difficult to reduce poverty and protect vulnerable groups. Addressing issues of equity and inclusiveness must therefore be an integral part of any strategy that seeks to tackle the problem of poverty through employment and social protection strategies.

Problems of underemployment and low incomes in agriculture and the informal sector are compounded by the added vulnerabilities of those affected, stemming from a lack of inadequacy of social protection. Workers in these sectors have very little or no protection from adversities such as natural disasters, old age, financial or economic crises, etc. Social security coverage is limited to the formal sector workers only, leaving the vast majority of Africa's labour force especially women, exposed to an uncertain future. Social protection enables households to invest in productive activities and make productive social investments in education and health thereby enhancing productivity and income levels. Unemployment and underemployment are expected to remain high in the medium to long run, keeping three out of four workers – mainly women - in vulnerable employment and rendering them unable to fully meet all their most basic needs.

Countries are therefore to establish and maintain national social protection floors, in recognition of the fact that social security is a basic human right and a social and economic necessity. The floors constitute a set of nationally-defined basic social security guarantees including effective access to essential health care and basic income security so as to help eradicate poverty and reduce vulnerability and social exclusion, while building more inclusive societies and economies. Basic social security guarantees should be established by law, and national legislation and regulation should specify the range, qualifying conditions and levels of benefit that would give effect to these guarantees.

Restrictions on the mobility of labour within the continent also serve to limit the potentialities for Africa's workers to find jobs that are commensurate with their skills, qualifications and aptitudes anywhere within their respective regions or in the continent at large. This runs counter to the AU's objective of regional integration. Yet an important reason behind the AU's call for the free movement of goods and persons, is precisely for Africa to free the space for intra-African trade to be significantly increased and for skills and manpower to circulate freely and be kept within the continental economy.

This is in the process obviating the need for them to migrate to other regions of the world while addressing the problem of the brain drain and significantly advancing the objective of regional integration. Because of its importance therefore, the issue of labour migration and mobility will feature in a KPA of its own.

At present and into the future, one discerns a trend that is not all too comforting. At current rates of growth, Africa will have to contend with a huge population increase rising to some 1.6 billion people in the next fifteen years. By 2050, the total number of people on the continent will be twice as many as it is today with 60% being youths aged 16 to 24. By that date, the continent's labour force will be larger than that of India and China combined. Unless measures are instituted to turn this huge youth bulge from being a liability, to serving as a development asset, Africa will have failed to harness the expected demographic dividend to fuel the total socio-economic transformation of the continent. The implications of such a failure are too frightening to contemplate.

These demographic trends will be accompanied by an equally rapid rate of urbanization. By 2050, most Africans - some 1.26 billion - will be resident in the continent's towns and cities. They will have to be accommodated in the formal urban-based economy and be made to function as productive agents in the public and private sectors as well as in industry and the services, if excessively high urban unemployment, poverty and squalor are to be avoided.

Cognisant of all these issues and challenges, and determined to lay the groundwork for them to be fully addressed going forward, the Heads of State and Government of the African Union at their 21st Ordinary Session, adopted a Declaration and Plan of Action on Employment, Poverty Reduction and Inclusive Development. The Plan of Action is anchored on six Key Priority Areas:

1. Political Leadership, Accountability and Good Governance;
2. Youth and Women Employment;
3. Social Protection and Productivity for Sustainable and Inclusive Growth;
4. Well-functioning and Inclusive Labour Market Institutions;
5. Labour Migration and Regional Economic Integration;
6. Partnership and Resource Mobilization.

The African Union Commission, in collaboration with the ILO and other international partners, was requested to draw up a Five-Year Priority Programme based on these six Key Priority Areas. Accordingly, the AUC set up thematic working groups to cover each of the key priority areas and prepared a five-page programme outline, containing the outcomes expected to be achieved under each of the six Areas. The outline was approved for elaboration into a fully-fledged Programme covering a five-year period, by the First Ordinary Session of the AU Special Technical Committee on Social Development and Labour in Addis Ababa in April 2015. It was later endorsed by the Summit of Heads of State and Government Meeting in Johannesburg, South Africa in June 2015.

The present Programme is the culmination of the work of the Thematic Groups. It seeks to invest African countries with the capacity to move from intent to action and results in their bid to create decent jobs for their people, significantly increase their social protection and raise them out of poverty. The AUC and RECs and their international partners will serve as major catalysts in this transition, initiating those measures that would help invest member states with capabilities to actually bring down unemployment, underemployment and poverty, while meaningfully enhancing social protection.

The Programme will assist countries to formulate strong macro-economic frameworks that are employment-focused and provide them with the tools and capacities to undertake those actions that would hasten the objectives of this Programme – actions such as strengthening institutional and human capabilities; having planners and policy makers invested with the

skills and knowledge required for formulating and implementing employment programmes and plans; exposing decision makers to successful employment generation, poverty reduction and social protection experiences within the continent and elsewhere; and improving capacities for data gathering, analysis and reporting on the labour market, poverty and social inclusion.

Because of the heterogeneity of countries on the continent, the Programme seeks, to the extent possible, to get homogeneous groups of countries to act in concert to address some of its concerns, hence the strong focus on actions by the RECs

The policy context

The priorities and thrust of the Programme derive from a number of major policy frameworks laid down by the African Union and which define the direction of change to be pursued at the national, regional and continental levels, towards the attainment of its objectives of socio-economic transformation, development and integration. In particular, it is fully anchored on the AU's Agenda 2063 and its First Ten Year Implementation Plan, and seeks to serve as the vehicle through which the objectives, policies and strategies of the Agenda and the Plan could be realized in the areas of employment creation, poverty reduction, social protection for all and inclusive development. In addition, it should be recalled that one of the major planks of the Agenda is the search for strategies for significant productivity increases of the type that would positively impact employment and income levels, and eradicate poverty. The Programme will lay the foundation for action to be initiated towards the ultimate realization of this objective.

Furthermore, the Key Priority Areas of the Programme respond to the programme priorities laid down in other frameworks of relevance, notably the overarching blueprint for continental action on employment, social protection and inclusive development – the Ouga + 10 Declaration and Plan of Action that was adopted by AU Heads of State and Government in January 2015 – but also the Social Policy Framework (SPF); the Social Protection Plan for the Informal Economy and Rural Workers (SPIREWORK); the Programme on Upgrading the Informal Economy; the Productivity Agenda for Africa; the Youth and Women Employment Pact; the Comprehensive Africa Agricultural Development Programme (CAADP); the Solemn Declaration on Gender Equality in Africa; the AU Charter on Values and Principles of Public Service and Administration; the Post-Conflict Reconstruction and Development Policy (PCRD). The Productivity Agenda for Africa (2010 and the AU Assembly Decision on Productivity, Competitiveness and Industrialization [Assembly/AU/Dec. (XXVIII)], provided further guidance on improving productivity, in particular in manufacturing.

All these are encapsulated within the outcomes, outputs and activities of this programme.

Major programme considerations

1. Regional economic integration and labour mobility

The objective of integration of the African continent will not be achieved without the free movement of capital, labour and services. Policies and measures that facilitate the free movement of skilled, semi-skilled, professional and technical workers anywhere within the respective regions and indeed within the continent as a whole will only prove salubrious to the rapidly growing African economy. This imperative for integration lies squarely within the

strategies being designed in the present Programme for the empowerment of Africa's labour force, based on the Free Movement of Persons regimes existing at regional level.

2. Principle of subsidiarity

While the AUC will be responsible for oversight on the implementation of the Programme, it will keep in focus the fact that the RECs are the building blocks of economic integration of the continent and are in many ways closer to member states. RECs are at the central stage of the implementation. According to the approach defined by the First Ten Year Implementation of the agenda 2063, RECs must domesticate the First Five Year Priority Programme (5YPP) as an entry point down to member States. RECs and member states should use their regional and national planning mechanisms and systems to integrate the 5YPP into their plans and policies.

At the end of the day, it is at the country level that jobs will be created and poverty eradicated. The Programme will therefore seek those outcomes that would ultimately produce the desired results at that level.

3. Resources and partnerships

Evidently, the Programme will not take off without resources and the mobilization of effective partnerships within the international community, given the realities of our present globalized world order. Every effort will be made to deepen existing partnerships in support of this Programme, especially with the UN system, and multilateral donors such as the EU. Efforts will also be made to more strongly engage other partners in the international community such as the ILO Declaration on multinational Enterprises and Social Policy, the UN Guiding Principles on Business and Human Rights/Ruggie Principles, the UN Global Compact, the OECD Guidelines for Multinational Enterprises and the G20, World Economic Forum. The support of partners for strengthening of staff and institutional capacities for implementation at the continental, regional and national levels will be key to the Programme's success.

Global and international frameworks for employment, poverty eradication and social inclusion such as the UN's Social Protection Floor, the EU's Agenda for Change, the World Bank's Social Protection Strategy for Africa, the ILO's Decent Work Strategy for Africa and AfDB's Strategy 2013-2022, will all be tapped into for elements in support of the Programme.

Programme Implementation and Management

The Implementation process:

The programme implementation is a three level stage involving African Union and its organs, regional economic communities and member states. RECs and Member States will domesticate the First 5YPP into their regional and national planning systems and processes, as requested by the First ten Year Implementation Plan of the Agenda 2063. RECs and MS must domesticate the 5YPP using the following key responsibilities and mechanisms:

Level 1: The Regional Economic Communities:

They are the entry point for continental level initiatives for Member States in the region, regarding the Ten Year Plans on labour, employment, social protection and social security and productivity.

The key responsibilities of the REC's Secretariat are:

- At inception provide leadership in the Regional/National Consultative Process;
- Adapt/align continental long/medium term Agenda 2063 10 Year Plans/ Guidelines to regional plans;
- Coordinate the preparation and execution of regional projects/programmes;
- Issue regional guidelines to Member States;
- Coordinate the integration of Monitoring and Evaluation reports of Member States in the region and submit to the Ministerial Committee for their consideration; and
- Lead in the mobilization of resources to implement regional projects and programmes.

Level 2: Member States

The government leads the national level, with full participation of the private sector, national level associations etc.

Through the national planning framework, the key responsibilities of national level are the following:

- Align national vision / plans to Agenda 2063 long/10year plan perspectives;
- Lead / coordinate the resource mobilization process and allocation efforts; and
- Lead/coordinate the execution of Agenda 2063 driven national medium term plans
- participate in the setting of goals / targets and monitoring and evaluation.

According to the Resolution L9, the African Union Commission must engage with member States and regional economic communities to provide assistance and support in the development of national and regional plans in 2016 and 2017. Ministers of Finance, Economy and Development Planning committed to 'integrate the Declaration and Plan of Action on Employment, Poverty Eradication on Employment and Poverty Eradication and its first five-year priority programme into national and regional long-term, medium-term and short-term planning systems, using the relevant goals, priority areas and targets of the first 10-year implementation plan of Agenda 2063, and the related baseline information matrix'².

Just as this Programme has been adopted by the AU's Summit of Heads of State and Government, so also should it be embraced by national legislative bodies, i.e. Parliaments and National Assemblies. Equally, the RECs will ensure that ownership is secured by having their respective policy organs take appropriate action.

² AUC-L9. First five-year priority programme for the implementation of the Declaration and Plan of Action on Employment, Poverty Eradication and Inclusive Development, Ninth Joint Annual Meetings of the African Union Specialized Technical Committee on Finance, Monetary Affairs, Economic Planning and Integration and the Economic Commission for Africa Conference of African Ministers of Finance, Planning and Economic Development, Addis Ababa, 4 and 5 April 2016

The Programme management system:

The AUC and each REC will prepare an implementation plan in readiness for Programme take-off. The plan will address capacity issues such as material, financial and human resource requirements, as well as arrangements for monitoring and the periodicity of evaluation. It will also set clear timelines for activities to be carried out.

The distribution of roles and responsibilities brings into play various relevant actors invested in main roles cascading down from coordination, evaluation and cross-fertilization and cross-learning, to implementation at country level.

Member States	Regional Economic Communities	African Union
Domestication and Implementation	Domestication and Implementation	Coordination
	Implementation guidelines	
	Coordination	
Resource mobilisation	Resource mobilization	M&E
Institutional capacity development	Institutional capacity development, assessment of national capacities for the implementation of the First 5YPP	Cross fertilization and cross learning
	M&E, and Knowledge management	Resource mobilization
	Advocacy and communication, visibility of the First 5YPP	Advocacy and communication

Programme Support Unit

To help strengthen the capacity of the Department to effectively take on the added responsibilities imposed by this new Programme, a Programme Implementation Unit will be created in the Division of Labour of the Department of Social Affairs. It will be responsible for the day-to-day management of the Programme under the overall supervision of the Director. It will see to the administration and substantive implementation of all aspects of the Programme, and for the preparation of all requisite reports. It will be responsible for coordinating resources mobilization and partnerships for programme implementation and the deployment and disbursement of these resources, and accounting for their use.

AUC/DSA Technical capacity enhanced:

The AUC being the lead actor in Programme implementation, will have to have its present capacity significantly strengthened through supplementary staff support in the form of Resident Advisers, Technical Assistance staff and *ad hoc* consultants. Provision is being made for Programme support staff to be recruited to ease Programme development and implementation.

The Department will also monitor the implementation of the Programme at the regional and country levels and ensure that all requisite reporting and accounting are duly undertaken.

Coordination with RECs and MS:

At the country level itself, an appropriate focal point will be designated in Government to oversee and monitor those elements of the Programme that are to be implemented in-country. A national intersectoral committee will also have to be set up to assist with the development and implementation of such a programme and provide advocacy with the political leadership, the private sector and other stakeholders.

Certain elements of the Programme have been devolved to the RECs. Each of them will be required to designate a focal point to monitor programme implementation, liaise with member states and the AUC, supervise the preparation of the necessary reports and accounting on the use of resources including resources such as Technical Assistants.

Financial management:

Financial management will be in conformity with the financial and accounting rules and regulations of the Commission. In collaboration with the ILO, the Department will solicit and coordinate the inputs of all collaborating partners and donors for enhanced synergy and effective delivery of results.

The RECs will also provide annual reports to their policy organs on Programme performance.

Monitoring, Evaluation and Reporting

A Programme of this duration and size requires close and effective monitoring for results. The M&E framework will serve the following purposes, in line with the Ten Year Implementation Plan of the Agenda 2063:

- Reinforcing the culture of managing for results
- Enhancing Accountability
- Deepening Integration
- Encouraging Participation and Ownership

Reports on the implementation of the Programme will be furnished as required the Follow-Up Mechanism on the Implementation of the Declaration and Plan of Action on Employment, Poverty Eradication and Inclusive Development. They also will align with the reporting mechanism of Agenda 2063.

Reporting process:

The M&E reporting line is as follows:

Step 1: Member States prepare and submit their country implementation report to their REC's Secretariat. The preparation of the report should be consultative, involving social partners and other non-state actors. The report should be validated by the national intersectoral structure on employment, poverty eradication and inclusive development. International partners provide their inputs and participate in the validation.

Step 2: REC's Secretariat consolidate country reports from their Member States and submit the regional consolidated report to the AUC Chairperson. It is advised that the regional consolidated report is validated by regional competent organs such as the conference of ministers of labour or/and the regional social dialogue institution. International partners provide their reports and participate in the validation.

Step 3: AUC consolidate REC's report to develop the continental follow-up report on the implementation of the Five Year Priority Programme. AUC must include reports from international partners. The continental report will be submitted to the Specialized Technical Committee on Social Development, Labour and Employment, the Executive Council and the Assembly of Heads of States. AUC can also share the report with ECOSOSS and PAP. The report must be shared with the AUC-RECs-AfDB-ECA Coordination Committee which will annually oversees the implementation.

Reporting timeline:

- a) Biennial implementation review: In order to ensure that implementation is firmly on track, periodic, formative evaluation exercise will to be undertaken every two years at national, regional and continental level. This would enable the management of the Programme to identify obstacles and bottlenecks impeding progress with a view to instituting the appropriate corrective measures.
- b) Mid-term Evaluation: A mid-term evaluation is envisaged in Year 3 of Programme implementation, through the development of the First Comprehensive Follow-up report.
- c) Final comprehensive evaluation at the end of the Programme.

A bi-annual score card will be prepared and published on the progress made towards the implementation of the Programme at the national level.

Outcomes of evaluation exercises will be integrated into those of Agenda 2063 as well as its results framework, and the APRM process.

The Programme Substantive Components

Key Priority Area 1: Political Leadership, Accountability and Good Governance Introduction

The KPA provides the overall context within which the 5-Year Priority Programme will be implemented, including the appropriate attention to accountability, good governance, reporting, and monitoring and evaluation. The overall objective of this KPA is to guarantee the emergence of the necessary transformative leadership and commitment at the highest political levels and to nurture a culture of inclusion, self-evaluation and monitoring for results. Political leadership should be demonstrated and enhanced at the level of the Member States and RECs, including their Parliaments. The transformative leadership is needed for Africa to build a cohesive and inclusive society and providing equal employment opportunities to youths, women and other vulnerable groups lies totally and squarely within their civic and political responsibilities. Through enhanced transformative leadership, Human Rights in African labour markets will cement the promotion of labour rights as essential strategy to guarantee sustainable development and poverty eradication.

The ultimate goal is to ensure a full alignment of the continental, regional and national policies in the area of employment, poverty eradication and inclusive development with the objectives and outcomes of the First Ten Year Plan of Agenda 2063. In this regard, this KPA will serve as the basis for the domestication of the AU's Declaration and Plan of Action on Employment, Poverty Eradication and Inclusive Development at national and regional levels. It will seek to foster a stronger engagement with more of the relevant AU organs on the issues of employment, poverty and social inclusion. To this effect, the implementation of this KPA will keep in view, the requirements of the First ten Year implementation Plan of the Agenda 2063, and of Resolution -L9 on the First five-year priority programme for the implementation of the Declaration and Plan of Action on Employment, Poverty Eradication and Inclusive Development³.

Targets

Agenda 2063 targets improvements in governance across the board and heightened public accountability in member states. In pursuing actions under KPA 1, member states should aim for the attainment of the targets set under Priority Areas “Institutions and Leadership”, and “Participatory Development and Local Governance” of the First Ten Year Plan of Agenda 2063, such as:

- at least 70% of the public acknowledge the public service to be ... accountable, impartial and corruption free;
- at least 70% of member states are implementing the African Charter on the Values and Principles of Public Administration and all local governments have full administrative and institutional capacities and appropriate fiscal powers while local communities have a fair share of the exploitation of natural resources.

The labour market governance must meet these targets if it is to be inclusive, effective and responsive to the needs of customer groups.

Strategy

- *Enhanced political and institutional leadership built in Member States*
- *Promote Human Rights in African Labour Markets*
- *Ouaga+10 fully domesticated at RECs and MS levels*
- *Improved quality of employment policy planning through strengthened knowledge and information to promote evidence based policies formulation at all levels*
- *Develop guidelines and tools for planning, monitoring and evaluation, including indicators on employment, social protection and inclusive development*
- *Conduct regular dialogue by the AU and the RECs*
- *Enhance policy coherence and harmonization*
- *Citizens and non-state actors empowered to participate more meaningfully*
- *Policy guidelines, formats, mechanisms and tools developed to guide legislation and programme development*

The Programme therefore provides for actions towards strengthening knowledge and information on Africa's employment and poverty challenges as a basis for the formulation of realistic policies, programmes and plans for implementation at the national, regional and continental levels. It will also assist in bringing together stakeholders to agree on strategies for addressing particular issues.

³ AU-ECA Joint Conference of Ministers of Finance, Economy and development Planning, Addis Ababa, April 2016

Capacity will be developed for the identification of indicators on employment, social protection and inclusive development as well as guidelines and tools for planning, monitoring and evaluation at the country, regional and continental levels. Institutional leadership particularly at the AU/AUC and the RECs will be significantly strengthened. Mechanisms will be put in place for regular dialogue by the AU and the RECs to secure stronger commitments to the Programme as well as to keep track of Programme implementation at the regional and continental levels.

Measures will be under taken to enhance policy coherence and harmonization among all major stakeholders on issues of relevance to the Programme. The UN, international financial institutions, bilateral and multilateral institutions, regional and continental development banks are called to adopt policies in coherence with the present Declaration and its Plan of Action, including UNDAF processes the Decent Work Country Programme at country level.⁴

Citizens and non-state actors will be empowered to participate more meaningfully in the economic, social and political governance of their countries by seeking out more forcefully for greater transparency and accountability. Measures will be put in place to investigate the impacts of corruption on jobs creation and for mitigation.

Governments bear the ultimate responsibility for employment creation and poverty eradication. The Programme seeks not only to assist in strengthening their ability to prosecute evidence-based policies and programmes, but also to create platforms and opportunities for their leadership to account for their actions to their citizens, their partners and their peers. The Programme will also assist them in having Ouaga+10 fully domesticated in their countries and in their respective RECs. Policy guidelines, formats, mechanisms and tools will be developed to guide legislation and programme development for decent job creation, social protection and inclusive development.

The AUC in particular, being the lead actor in Programme implementation, will have to have its present capacities strengthened through supplementary staff support in the form of Resident Advisers. Provision is also being made for Technical Assistance and Programme support staff to be recruited to ease Programme development and implementation.

A system will be developed to measure the effectiveness of labour market institutions based on criteria such as professionalism, efficiency, responsiveness, accountability, impartiality, absence of corruption, etc. The system will be tested in selected member states.

The KPA is to achieve the following outcomes:

Outcomes

Outcome 1: Improved political leadership, accountability of AUC, Regional Economic Communities (RECs) and Member States (MS) demonstrated on the implementation of Ouaga+10 Declaration and Plan of Action.

Outcome 2: Improved policy coherence achieved through enhancing the nexus amongst employment, social protection, macroeconomic and other policies to achieve optimal inclusive development and poverty eradication.

⁴ Declaration on Employment, Poverty Eradication, Inclusive Development in Africa Assembly/AU/Decl.6(XXIV)

Outcome 3: Framework in place and implemented for measuring and reporting on the state of Inclusive Development (social inclusion), with findings integrated into relevant policies.

Outcome 4: Citizens and non-State actors enabled to participate in political, social and economic governance, accountability and transparency in matters of Employment, Poverty Eradication and Inclusive Development.

Key Priority Area 1: Political Leadership, Accountability and Good Governance

KPA1 outcome 1: Improved accountability of AUC, Regional Economic Communities (RECs) and Member States (MS) demonstrated on the implementation of the First Five Year Priority Programme of Ouaga+10 Declaration and Plan of Action

Indicator 1.1: Improved engagement and accountability of AUC, AU organs, in particular, PAP, ECOSOCC, Anti-corruption Agency, etc., RECs and MS in implementation of the First 5YPP

Output 1.1: Employment, Social Protection and Inclusive Development incorporated into AUC/RECs/AfDB/ECA Joint Coordination Committee to provide oversight for the implementation of the First 5YPP

Indicator 1.1.1: Follow up on Employment, Social Protection and Inclusive Development integrated into the mandate of the Joint Coordination Committee by 2017

Indicator 1.1.2: TORs for the Coordination Committee when discharging its roles and responsibilities on follow-up on the implementation of the First 5YPP

- Activity 1.1.1. Drafting of ToR for the Committee
- Activity 1.1.2: Put the First 5YPP of Ouaga+10 as standing agenda of the AUC-RECs-AfDB-ECA Joint Coordination Committee

Output 1.2: Mechanisms in place to assess and act on the impacts of lack of transparency and inadequate governance on the processes of decent job creation and inclusive development

Indicator 1.2.1: Appropriate mechanisms to assess the lack of transparency and governance

Indicator 1.2.2: Analytical reports and recommendations on transparency and governance from listed bodies

- Activity 1.2.1: Develop appropriate mechanisms, measurement and assessment systems and guidelines for use by MS, RECs and AU organs in particular PAP, Advisory Board on Corruption and ECOSOCC to follow up on their legal and policy frameworks on employment, social protection and inclusive development
- Activity 1.2.2: Undertake information, sensitization and communication campaigns with AU organs, MS and RECs on the guidelines
- Activity 1.2.3: Support joint follow-up activities by PAP, ECOSOCC, Advisory Board on Corruption, etc
- Activity 1.2.4: Conduct case studies in at least 10 MS on the impact of lack of transparency and inadequacy of governance on decent job creation

Output 1.3: Policy guidelines and standardized formats and tools developed for monitoring the implementation of the First 5YPP

Indicator 1.3.1: Compendium of guidelines and standardized formats

- Activity 1.3.1. Development of guidelines and standardized formats and tools
- Activity 1.3.2.: Development of a model labour and employment law and policy
- Activity 1.3.3. Conduct one 3-day capacity building workshop including RECs

Output 1.4: Biennial and Mid-Term evaluation progress reports on implementation of the First Five Year Priority Programme prepared and considered by competent AU policy organs

Indicator 1.4.1: Progress reports on the implementation of the First Five Year Priority Programme produced and considered by the AU competent policy organs

Indicator 1.4.2: Findings/recommendations of the biennial and mid-term evaluation reports disseminated

- Activity 1.4.1. All member states prepare and adopt their national biennial reports on the implementation of the First Five Year Priority Programme in 2016 and 2018, their First Comprehensive Report in 2019
- Activity 1.4.2. RECs Collect and Consolidate MS reports into regional reports
- Activity 1.4.3. Preparation of the consolidated continental implementation follow-up report, and hold follow up M&E consultation on the First Five Year Priority Programme with the RECs in 2018 and 2019
- Activity 1.4.4: Facilitate consultations between Ministries of Finance, Labour and Planning, social partners, international partners and other key stakeholders in 2018 and 2019

Output 1.5: Independent external evaluation of the 5YPP conducted

Indicator 1.5.1: Mid-term report produced and considered on 5YPP

- Activity 1.5.1. Conduct of the evaluation and preparation of a report
- Activity 1.5.2: Dissemination workshop organized and a plan to implement the evaluation recommendations prepared and implemented

Output 1.6: Alignment of continental, regional and national employment, labour, productivity and social protection policies for greater coherence with the First 5YPP of Ouaga+10 policies and decent work

Indicator 1.6.1: Continental, regional and national policies are aligned for greater coherence with the First 5YPP of Ouaga+10 policies and decent work

- Activity 1.6.1: Support the domestication of the First 5YPP of the Declaration and Plan of Action in RECs and member states, aligning national and regional employment policies to the ILO Convention 122 and AU First Five Year Priority Programme

- Activity 1.6.2: All member states use the AU stylized framework to draw their national information baseline on the implementation of the First 5YPP

Output 1.7. Employment, social security and social protection indicators integrated in the existing AU accountability mechanisms, including APRM

Indicator 1. 7.1: Employment, social security and social protection indicators included in the APRM

- Activity 1. 7.1. Review the APRM to incorporate employment, social security and social protection indicators

KPA 1. Outcome 2: Improved policy coherence achieved through enhancing the nexus amongst employment, labour rights, social protection, macroeconomic and other policies to achieve optimal inclusive development and poverty eradication

Output 2.1: Guidelines, mechanisms, methodology and analysis approaches developed and used to track and monitor greater policy coherence and enhance the nexus

Indicator 2.1. Monitoring and tracking guidelines, mechanisms, methodology and analysis approaches in place

Indicator 2.2. Number of MS using the guidelines, mechanisms, methodology and analysis approaches

- Activity 2.1.1. Development and validation of guidelines, mechanisms, methodology and analysis approaches to track and monitor greater policy coherence and enhance the nexus
- Activity 2.1.2. Provide Technical assistance to Member States and RECs on the use of the mechanisms, methodology and analysis approaches to foster policy coherence
- Activity 2.1.3. Implement Pilot projects on policy coherence based on selected projects of development partners (AGOA, EU, AfDB, World Bank, IMF, etc)
- Activity 2.1.4. Undertake policy coherence assessment in selected countries and in 2 RECs
- 2.1.5. Align national and regional employment policies to the ILO Convention 122 and AU First Five Year Priority Programme

2.1.6. Develop and implement a training and capacity building programme on policy coherence (macroeconomic policies, fiscal policies, sectoral development policies, international development partner's policies, etc) towards decent work and poverty eradication

Output 2.2: Tripartite Dialogue in place on Doing Business, Labour Market efficiency and effectiveness, Poverty Eradication and Inclusive Development.

- Activity 2.2.1 Facilitate establishment and functioning of Technical Working Groups on i) social protection and productivity and ii) youth and women employment
- Activity 2.2.2: Convene biennial meeting of social dialogue institutions in all RECs

Output 2.3: Human Rights promoted in African Labour Markets

Indicator 2.3.1. Handbook available for practitioners

Indicator 2.3.2. Training programme designed

Indicator 2.3.3. Number of RECs and MS implementing Human Rights in Labour Markets

Indicator 2.3.4. Number of social partners' organizations engaged

Indicator 2.3.5. Number of policy dialogue and cooperation projects

Activity 2.3.1. Develop a Handbook on Human Rights in African Labour Markets for practitioners

Activity 2.3.2. Design a training programme on Human Rights in African Labour Markets

Activity 2.3.3. Engage with social partners on the protection and promotion of Human Rights in African Labour Markets

2.3.3. Support oversight, assessment, monitoring and evaluation of Human Rights in African Labour Markets

Activity 2.3.4. Support policy dialogue, experience exchange, knowledge sharing and cooperation on Human Rights in African Labour Markets

Activity 2.3.5. Support RECs and MS to implement Human Rights on Labour Markets

KPA 1. Outcome 3: Framework in place and implemented for measuring and reporting on the level of Inclusive Development (social inclusion), for improved formulation of national and regional policies in line with African Agenda 2063.

Indicator 3.1: Indicators on social inclusion developed and adopted, and integrated into relevant policies in AU, at least 3 RECs and at least 10 MS

Indicator 3.2: Existence of framework for measuring and reporting on the state of inclusive development

Output 3.1: Output 3.1: Criteria agreed and implementation tools developed to measure and report on the state of social inclusion

Indicator 3.1.1: Criteria and tools developed to measure and report on social inclusion

Activity 3.1.1. Consulting service to develop criteria and tools

Activity 3.1.2. Consultation to validate criteria and tools

Activity 3.1.3. Advisory services to 10 Member States on the use of criteria and tools for measuring and reporting on social inclusion

Output 3.2. Capacity developed for measuring and reporting on the state of social inclusion

Indicator 3.2.1. Number of member States using the tools and reporting

Indicator 3.2.2. Number of MS benefiting from advisory services

Activity 3.2.1. Build capacity of member states on the use of criteria and tools for measuring and reporting on social inclusion

Activity 3.2.2. Provide advisory services to MS on the use of criteria and tools for measuring and reporting on social inclusion

Output 3.3: Virtual platform established for collaboration with relevant agencies on good practices and knowledge sharing among RECs and MS to assess social inclusion and overcoming exclusion.

Indicator 3.3.1. Number of Reports of the platform

Indicators 3.3.2. Number of Publications of the platform

Activity 3.3.1. Define the format, content and knowledge sharing tools of the platform

Activity 3.3.2. Coordinate members of the platform for active exchange and knowledge sharing

Outcome 4: Citizens and non-State actors enabled to participate in political, social and economic governance, accountability and transparency in matters of Employment, Poverty Eradication and Inclusive Development.

Output 4.1: Platforms created that enable citizens and non-State actors (NGOs, CSOs, community-based organizations, including organisations of women, youth and groups of disadvantaged and marginalised people) to project their voices on issues of accountability and transparency

Indicator 4.1. Number of effective engagement platforms for Non States Actors in RECs, MS and AU Organs

Indicator 4.2. Number of joint undertakings with Non State Actors at all levels

Activity 4.1.1. Facilitate On-line institutional consultation with PAP, ECOSOCC

Activity 4.1.2. Establish/strengthen partnerships and joint projects on employment with Non-State actors

Activity 4.1.3. Facilitate AU Organs, AUC, MS and RECs on-line Consultation with Non-State actors on the preparation of national follow-up biennial reports

<i>Actors: RECs, MS, PAP, ECOSOCC, NEPAD, AUC, UNDP, ECA, ILO, EU, IMF, World Bank, Non State Actors</i>
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Key Priority Area 2: Youth and Women Employment

Introduction

Aspiration 6 of Agenda 2063 refers to an “... Africa where development is people-driven, unleashing the potential of its women and youth”, reinforced in Goal 14 on Gender Equality, and within the Ten-Year Planning framework. KPA-2 on Youth and Women Employment is also in line with the African Youth Decade Plan of Action, AU Gender Policy (2013) and African Women Decade (2010-2020), the “Grassroots Approach to Gender Equality and Women’s Empowerment”⁵, all of which put the employment of youth and women as a major driver and catalyst of poverty eradication and inclusive development. Employment and social protection are at the heart of demographic benefits.

⁵Grassroots approach to Gender Equality and Women’s Empowerment (GEWE); AU’s Women Empowerment and Development – Towards Africa’s Agenda 2063; Joint Programme on Youth Employment.

Over the last three decades gender issues and women's empowerment have received greater visibility and attention on Africa's transformation agenda at the global, continental, regional economic community, and member state levels. However, transforming gender inequalities in terms of access to employment opportunities in RECs and MS has received little or no investment. The main objective of this KPA therefore is to kick start action in addressing the serious problem of youth and women unemployment, underemployment and marginalization in the labour force.

Targets

The Five Year Priority Programme will contribute to the achievement of specific targets of the Ten Year Implementation Plan of Agenda 2063. Under the Priority Area "Incomes, Jobs and decent work", and the Priority Area "STI driven Manufacturing / Industrialization and Value Addition of the Ten Year Plan, member states will endeavour to:

- (i) Reduce 2013 unemployment rate by at least 25% and
- (ii) Reduce Youth and Women unemployment rate by 2% per annum⁶
- (iii) Increase the share of labour intensive manufacturing output by 50% over its 2013 level
- (iv) "Increase youth and women participation in integrated agricultural value chains by at least 30%".

For the post-conflict countries, under the Priority Area "Maintenance and Restoration of Peace and Security", member states must reduce the level of conflict emanating from ethnicity, all forms of exclusion, religious and political differences by at least 50% of 2013 levels.

The Programme takes into account in this KPA, some of the SDGs, notably those under SDG 8 "...sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all". Targets under this goal are the achievement of "higher levels of economic productivity through diversification, technology transfer and innovation, including through a focus on high value-added and labour-intensive industrialization development-oriented policies that support productive activities, decent work and entrepreneurship...and encourage formalization and growth of micro-, small- and medium- size enterprises including through access to financial services".

SDG 4 aims to 'Ensure inclusive and quality education for all and promote lifelong learning'. One of the targets is, by 2030, substantially increase the number of youth and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs and entrepreneurship. SGD 5 seeks to achieve gender equality and empower all women and girls. Gender equality in workplace, markets and community can be promoted through the effective application of the Women's Empowerment Principles (WEPs)⁷. The 5YPP will contribute to end all forms of discrimination against all women and girls in the labour markets, recognize and value unpaid care and domestic work and ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in labour markets.

⁶Declaration on Employment, Poverty Eradication and Inclusive Development, Assembly/AU/20(XXIV)

⁷ Women Empowerment Principles, United Nations Entity for Gender Equality and the Empowerment of Women (UN Women) and the United Nations Global Compact, 2010

SDG 8 also seeks to protect labour rights and to promote safe and secure working environments for all, including migrants, particularly women migrants, and develop and operationalize a global strategy for youth employment. The SDGs also seek to “achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value”, by 2030 (Target 8.5), and to “substantially reduce the proportion of youth not in employment, education or training”, by 2010 (Target 8.6). By 2020, develop and operationalize a global strategy for youth employment and implement the Global Jobs Pact of the International Labour Organization.

Strategies

This first Five-Year Priority Programme (FYPP) seeks to identify key strategies, policies and programmes that ensure the creation of robust, transformational employment for youth and women, in line with the two per cent annual target for reducing unemployment⁸, and supporting other targets and success indicators of the AUC Agenda 2063, as well as the CAADP 2015-2025 Results Framework, and the Malabo Declaration, among others. The AUC/ILO/ECA Initiative on Youth Employment will be implemented as a flagship programme under this KPA. Particular attention will be placed at promoting decent rural employment for youth and women employment, including in agriculture and food systems; in ICT through the Digital Africa Work project; in culture and social development through the AU Social Business Strategy; and in post-conflict recovery and reconstruction through the Post-Conflict Reconstruction and Development Policy.

fram and dev	<ul style="list-style-type: none"> • <i>Develop youth- and women-sensitive macro-economic frameworks, guidelines, formats and training materials</i> • <i>Enhance the capacity of planners and policy makers</i> • <i>Formulate better strategies and legislation for employment creation and skills development</i> • <i>Undertake training activities on planning techniques</i> • <i>Conduct studies on employment-generation initiatives</i> • <i>Implement pilot projects to test strategies identified for increasing employment and productivity levels</i> • <i>Conduct training programmes on mainstreaming techniques</i> • <i>Align TVET and other educational and training policies and programmes to needs of the labour market</i> • <i>Create or expand employment opportunities for women, youths, refugees and IDPs in post-conflict countries;</i> • <i>Promote implementation of the Womens’ Empowerment principles</i> 	the programme will develop youth- and women-sensitive macro-economic frameworks, guidelines, formats and training materials to enhance the capacity of planners and policy makers at the national, regional and continental levels, and to develop youth and women-sensitive macroeconomic g the quality of existing jobs, yment creation and skills sabilities and other groups
	disadvantaged in the labour force. It will undertake a number of training activities on planning techniques, labour standards, labour market information, etc. These guidelines will take into account lifecycle approach and looking at decent work deficits such as child labour and age and gender-related discrimination. It will conduct studies on employment-generation initiatives including value-addition and beneficiation activities with a view to proposing strategies for use by African countries in their employment creation programmes particularly in agriculture, agri-business and the informal sector. Handbooks, CD-ROMs and guidelines on employment planning and strategies for increasing productivity will be developed for use by planners. Action will be initiated to harmonize policies, programmes	

⁸ AUC Decision “Accelerating Youth Empowerment for Sustainable Development” Malabo 2011

and practices at the regional and continental levels in fields such as TVET and STEM, and the Fund for African Women.

Also, to address the problem of skill mismatches that hamper the employment prospects of women and youths, action will be taken to align TVET and other educational and training policies and programmes to needs of the labour market. Particular attention will be paid to the need to create or expand employment opportunities for women, youths, refugees and IDPs in post-conflict countries, in line with the AU Post Conflict Reconstruction and Development policy (PCRD).

Value addition and beneficiation are now accepted transformational strategies that have been acclaimed as potentially strong drivers of decent job growth. The industrialization and transformation objectives of the major relevant AU frameworks – Vision 2063, AIDA, the Mining Vision, PIDA, CAADP, etc. – all place a premium on these two development enablers. In terms of decent work, efforts will be made to support jobs creation in labour intensive sectors with high productivity and to promote productivity in labour intensive sectors with low productivity. Best practice studies will be conducted with a view to having them tested through pilot projects and evolving strategies for replicating them in a large number of countries. Youth and women are most affected by workplace injuries and need specific actions.

Every effort will be made to ensure that actions are evidence-based and that the capacity for data and information gathering on the plight of women and youth in the labour force is sufficiently developed.

There are three outcomes envisaged in the implementation of this KPA.

Outcomes

Outcome 1: Youth and women employment mainstreamed and given appropriate prominence (e.g. through pro-women and pro-youth initiatives) in relevant AU, RECs and Member States' policies, programmes and laws

Outcome 2: Continental TVET and employment policies, strategies and programmes harmonized and operational in support of employment of Women and Youth

Outcome 3: Inclusive participation of women and youth in employment initiatives in post-conflict countries achieved in line with AU Post Conflict Reconstruction and Development policy (PCRD)

KPA 2 outcome 1: Youth and women employment mainstreamed and given appropriate prominence (e.g. through pro-women and pro-youth initiatives) in relevant AU, RECs and MS laws, policies and programmes

Indicator 1.1: Women and youth employment concerns integrated in policies of AU, MS and RECs

Indicator 1.2: Guidelines and tools developed for improved capacity to mainstream youth and women employment in macro-economic and development policies at all levels

Indicator 1.3: Decent work for women and youth promoted through the revision of labour laws in MS

Output 1.1: Guidelines developed and implemented to mainstream employment for youth and women in all relevant AU and RECs for harmonized laws, policies and programmes

Indicator 1.1.1: Guidelines operational in AUC and RECs, and evidenced in policy and programme documents

- Activity 1.1.1: Preparation of guidelines, tools and training manuals including in handbooks and CD-ROMs
- Activity 1.1.2: Training of trainers for staff of all RECs AUC and its operational structures (IBAR, etc.)
- Activity 1.1.3: Develop and implement a “Digital Work Africa” project
- Activity 1.1.4: Review and Operationalize the AUC/AfDB/ILO/ECA Joint Initiative on Youth Employment
- Promote implementation of the Women’s Empowerment Principles

Output 1.2: Workforce Safety and Security at Work places for Women and Youth promoted and implemented

Indicator 1.2.1: Standards for improving decent work context for Women and Youth systematised, documented and promoted through AUC and all RECs

Indicator 1.2.2: Youth and Women Workforce Safety training and capacity building programme developed and implemented

Indicator 1.2.3: Number of training sessions on Youth and Women Workforce Safety training and capacity building programme conducted

- Activity 1.2.1: Conduct training on workforce safety and security at work for HR and social security practitioners, social partners and Labour Inspectorates
- Activity 1.1.2: Develop special awareness and advocacy materials on children in general, with an emphasis on young girls included, to prevent early decent work deficits/child labour
- Activity 1.2.3: Develop and Introduce Safety and Health at Work modules in Schools, with specific modules for most hazardous sectors of employment (agriculture, construction, mining)

Output 1.3: Elaboration and promotion of key strategies for identification of successful beneficiation models leading to value addition, decent employment creation, skill acquisition/upgrading etc. for African Women and Youth

Indicator 1.3.1: Model Document on Beneficiation planning and implementation policies and processes

Indicator 1.3.2: Number of Pilot projects in RECs and MS

- Activity 1.3.1: Development of planning, implementation and evaluation processes on beneficiation policies and strategies at all levels including skilled workforce component in collaboration with Botswana Government;
- Activity 1.3.2: Promote pilot projects on agriculture/agribusiness and minerals in MS

Output 1.4: Regional cooperation enhanced for the up scaling of successful approaches for women and youth employment in agriculture/agribusiness

Indicator 1.4.1. Coordination and South-South Cooperation mechanisms are in place at the AUC/RECs level to support MS in the up scaling of successful approaches

- Activity 1.4.1: Develop and disseminate policy briefs, and document policies and programmes on decent work, rural employment/agribusiness for women and youth employment/women
- Activity 1.4.2 Facilitate South-South Cooperation (SSC) and experience sharing between countries to up-scale successful approaches for women and youth employment in agriculture/agribusiness
- Activity 1.4. 3. Develop a women and youth agricultural advisory services network
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Output 1.5: Labour Market Information on Women and Youth disaggregated by sex and age, collected and reported to facilitate planning and implementation, in collaboration with RECS to strengthen capacities of MS

Indicator 1.6.1. Biennial continental and regional report on youth and women employment

Indicator 1.6.2: Household surveys better integrate time use information to appreciate the quality and value of women's unpaid care work in AU Member States

- Activity 1.5.1: Facilitate production, publication and dissemination of biennial National, Regional and continental Youth and Women Employment Profile
- Activity 1.6.2: Support for the conduct of household surveys in 5 MS that better integrate time use information to appreciate the quality and value of women's unpaid care work

KPA2 Outcome 2: Continental TVET and employment policies, strategies and programmes harmonized and operational in support of employment of Women and Youth

Output 2.1: Regional TVET frameworks developed, harmonized and aligned with the continental framework

Indicator 2.1.1: Platform operational among AU and RECs for developing, harmonising and aligning TVET and employment policies in support of youth and women

- Activity 2.1.1. Reviews of TVET and career guidance and counselling policies in RECs and formulate harmonization strategies
- Activity 2.1.4 Technical assistance to have the regional harmonized policies and programmes domesticated

Output 2.2: Regional TVET systems facilitated to ensure greater access to STEM subjects by female youth and women

Indicator 2.2.1: Number of RECs with TVET systems promoting access to STEM for youth and women

Indicator 2.2.2: Number of women undertaking training and third-level education in STEM subjects

- Activity 2.2.1. Strategies and programmes for increasing the enrolment of women and youths in STEM in place in RECs and MS

KPA 2 outcome 2: Continental TVET and employment policies, strategies and programmes harmonized and operational in support of employment of Women and Youth

KPA 2 outcome 3: Inclusive participation of women and youth in employment initiatives in post-conflict countries achieved in line with AU Post Conflict Reconstruction and Development policy (PCRD)

Indicator 3.1: Number of AU Youth Employment Project in Post-Conflict Countries that adequately ensured the participation of women and youth participation

Indicator 3.2.: Number of Post-Conflict Countries sharing best practices and policy expertise on youth employment promotion, including international partners programmes

Indicator 3.3: Intra African Technical cooperation support provided to Post-Conflict countries to enhance their labour market policies and institutions

Output 3.1: Regional “quick impact” projects/programmes on youth and women employment in post-conflict countries designed and implemented

Indicator 3.1.1: Number of quick impact projects funded and operational in post conflict countries

Indicator 3.1.2: Number of Post-conflict countries with quick impact projects

- Activity 3.1.1. Facilitate the domestication of the Declaration and Plan of Action including identification and preparation of quick impact projects with adequate participation of youth and women in post-conflict countries in collaboration with RECs,
- Activity 3.1.2. Organize Validation consultation on the quick impact projects

Output 3.2: Post-conflict countries capacitated to implement Employment policies and programmes, for Youth, Women, refugees and IDPs

Indicator 3.2.1: Number of technical assistance projects in post-conflict countries

Activity 3.2.1: Technical assistance on strategies for implementing policies and programmes for employment creation in post-conflict countries, for Youth, Women, refugees and IDPs

- Activity 3.2.2: Consultation meeting of post-conflict countries on strategies for employment creation, for Youth, Women, refugees and IDPs
- Activity 3.1.3: Quick impact projects implemented in collaboration with and through RECs

<i>Actors: RECs, MS, PAP, ECOSOCC, NEPAD, AUC, AfDB, UNDP, ECA, ILO, FAO, UNESCO, UNFPA, World Bank, IMF, Non State Actors</i>
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Key Priority Area 3: Social Protection and Productivity for sustainable and inclusive growth

Introduction

This KPA aims at having the right to social protection and issues of productivity enhancement measures addressed by African governments with the seriousness they

deserve, by designing legal frameworks, policies and programmes at continental, sub regional and country levels to ensure that they are extended to all Africans.

Problems of productivity have dogged the majority of Africa's work force, especially workers in the informal sector, in MSMSEs and in subsistence agriculture, and account for the high levels of underemployment and poverty in the African economy and inequalities in the continent's labour markets.

Social protection and productivity improvement are key to efforts to reduce underemployment and poverty, and promote decent jobs in these sectors. KPA 3 therefore is anchored on Aspiration 1 of Agenda 2063 whose goal is the attainment of "a high standard of living, quality of life and well-being for all citizens" by ensuring affordable social security and minimum social protection for all; increasing incomes and decent jobs for the workforce; and enhancing the health and nutrition levels of the citizenry.

These goals and aspiration constitute the key pillars of the AU Social Policy Framework of 2008, and cohere with the UN Social Protection Floor, both of which stress the need for productivity levels to be improved and for social protection to be extended to all, including vulnerable workers in the economy, in ways that ease their transition into decent jobs.

In terms of concept of social protection countries in Africa move more and more toward multi-pillar approach to social protection that goes beyond social assistance (non-contributory). These are social insurance (or social security employment that is connected to the 'formal' employment), social assistance, access to basic social services; access to employment and livelihood; rights of vulnerable people.

The First Ten Year Implementation Plan of Agenda 2063 calls for 'Enhancing the productivity Agenda for Africa, as an essential engine for industrialization, progressively enhancing the competitiveness of the continent in the global economy'.⁹

Targets

To address Africa's challenges in the areas of social protection and productivity enhancement, Agenda 2063's targets are:

- at least basic social protection is available to all Africans through nationally defined social protection floors paying particular attention to the rights of vulnerable groups and in line with Recommendation No.202
- Extend social insurance regimes to cover at least 20% of workers in the formal sector and rural labour force by 2023
- reduce poverty among the African population by at least 30% and for women, by 50%.
- social security coverage for at least 20% of the informal sector and rural labour force and
- At least 30% of vulnerable populations including persons with disabilities, older persons and children provided with social protection.
- reduction of poverty among the African population by at least 30% and for women, by 50%.

⁹ A CALL TO ACTION, *Transform, grow and industrialise our economies through beneficiation and value addition of natural resources, Agenda 2063*

The Programme will support the attainment of these targets in addition to those that seek to improve productivity and competitiveness, namely:

- reducing underemployment by at least 50%;
- reducing inequalities by at least 20% over their 2013 level;
- having at least 20% of informal sector ventures graduate into the formal sector, 50% of which will be owned by women; and
- doubling agricultural factor productivity.

While calling on African Governments to “implement nationally appropriate social protection systems and measures for all, including floors...” they also seek to “... achieve substantial coverage of the poor and vulnerable” by 2030, SDG target 8.2 aims to “achieve higher levels of economic productivity through diversification, technological upgrading and innovation, including through a focus on high value-added and labour-intensive sectors”.

Target 8.3 calls for the promotion of “...development-oriented policies that support productive activities, decent job creation, entrepreneurship, creativity and innovation, and encourage the formalization and growth of micro-, small-, and medium-sized enterprises including through access to financial services”. Target 4 seeks to promote green productivity through progressively improving global resource efficiency towards ‘sustainable consumption and production patterns’ in production and consumption.

The KPA will contribute to SDG Goal 10 on inequality reduction, through appropriate wage and social protection policies that will “achieve and sustain income growth of the bottom 40% of the population at a rate higher than the national average”. It also contributes to the SDG Goal 1 on ending poverty.

Strategies

Frameworks, guidelines and tools will be developed for use by AUC, RECs and member states in programmes for increasing total factor productivity and social protection especially in the informal and agricultural sectors and for domestic workers. Studies will be conducted on various issues relating to productivity, competitiveness and worker protection and safety and security. Productivity capacity building programmes will be provided to MSMEs, the public and agricultural sectors. Green Productivity will also be promoted

Policies and programmes for upgrading and formalizing the informal sector will be promoted and action will also be taken to raise productivity levels for micro-, small- and medium-scale businesses. Data and information will be collected for a better understanding of the informal sector in efforts to formulate programmes for increasing their productivity levels or for their graduation into the formal economy. A Social Business Strategy for Africa will be developed to help increase benefits to be derived from the social economy.

- *Develop an AU Social Business Strategy*
- *Provide effective social protection coverage to workers in SMEs*
- *Domesticate the Social Protection Plan for the Informal Economy and Rural Workers (SPIREWORK)*
- *Draw up a Protocol on the Right to Social Protection and Social Security of the Charter on the Rights of Persons and a Social Agenda of Agenda 2063*
- *Assist Member states in formulating their social protection floors*
- *Assist MS in developing Unemployment Insurance schemes*
- *Design strategies for upgrading the informal to facilitate transitioning from the informal economy to the formal economy, including programmes for the development and promotion of small businesses.*
- *Formulate strategies and programmes that increase productivity and incomes, targeting MSMEs, the public service and agricultural sector;*
- *Promote Green Productivity*
- *Develop a Productivity and Competitiveness Index for Africa*
- *Establish an African Centre for Productivity and MSMEs Promotion*

Activities will also seek to initiate action by Governments and RECs to formulate policies and programmes, and strengthen existing mechanisms at both national and sub-regional levels or create mechanisms that would provide effective protection and coverage to all workers including those in the informal sector and in

agriculture, and in SMEs in ways that increase their productivity levels and reduce their vulnerabilities. Workers that are most deprived, such as domestic workers, small farmers and subsistence farmers will receive special attention. Action will be taken to have the Social Protection Plan for the Informal Economy and Rural Workers (SPIREWORK) domesticated and fully implemented by member states. The Special Initiative on Social protection in SMEs will be also implemented. In addition, MS will be encouraged and supported to set up unemployment Insurance schemes.

A Protocol on the Right to Social Protection and Social Security of the Charter on the Rights of Persons and a Social Agenda of Agenda 2063 will be drawn up.

Member states will be assisted in formulating their social protection floors and with strategies for funding the implementation of social security and social protection policies which would comprehensively cover workers in the informal economy, including domestic workers, migrant workers and workers in agriculture.

A productivity and Competitiveness Index for Africa will be created. In 2018, an African Productivity and MSMEs Promotion Center will be established.

Outcomes

Outcome 1: Social Protection and Social Security coverage expanded in Africa¹⁰.

¹⁰Particularly for the following vulnerable groups: excluded categories of workers and members of their families; domestic workers; people living with HIV, TB and Malaria, and people with disabilities. See expected outcome under the Plan of Action on Employment, Poverty Eradication and Inclusive Development in Africa KPA3.

Outcome 2: Productivity increased and competitiveness improved in African economies.

Outcome 3: Incremental transitioning of the Informal Economy to the Formal Economy facilitated.

KPA 3 outcome 1: Social Protection and Social Security coverage expanded in Africa

Indicator 1.1.: Number of countries reporting an increase social protection and social security coverage

Indicator 1.2 *Number of RECs and MS which have domesticated the Social Protection Plan for the Informal Economy and Rural Workers (SPIREWORK)*

Indicator 13. *Number of MS with Unemployment Insurance scheme*

Output 1.1. AU Social Protection and Social Security for All framework developed and implemented

Indicator 1.1. 1. The Protocol on Social Security of the Charter on the Rights of persons in place

Indicator 1.1. 2. The Social Agenda of the Agenda 2063 in place

- Activity 1.1.1. Develop and promote the Protocol on Social Security and Social protection to the African the Charter on Human and Peoples Rights of persons,
- Activity 1.1.2. Develop and promote the Social Agenda of the Agenda 2063
- Activity 1.1.3. Conduct study on funding of social security and social protection policies in Africa to substantiate policy and technical dialogue with Ministries of Finance, Economy and Development Planning
- Activity 1.1.4. Support the policy dialogue, including with the Pan African Parliament for an effective realization of the right to at least basic guarantees of social protection (income security and health) and the respect of the principles of equality and social inclusion,
- Activity 1.1.5. Establish Social Protection and Social Security Coordination Platform on Planning, Monitoring and Evaluation, at all levels
- Activity 1.1.6: Support to RECs, WAEMU and MS to domesticate SPIREWORK
- Activity 1.1.7: Organize a Continental conference on occupational security and health in Africa.
- Activity 1.1.8: Develop a Technical assistance programme to enhance quality service of the Social Security Institutions in Africa,
- Activity 1.1.9: Promote Unemployment Insurance Schemes in MS.

Output 1.2: Functional systems, guidelines and tools in place for planning, monitoring and evaluating SPIREWORK, and implemented at national, regional and continental levels

Indicator 1.1.1: Guidelines, tools, etc. in place and operational for implementation of SPIREWORK and the Special initiatives on Social Protection¹¹ in AU MS and RECs

Indicator 1.1.2. Number of RECs and MS domesticating and implementing SPIREWORK and the Special initiatives

Indicator 1.1.3. Increase in social protection coverage of informal economy and rural workers and members of their families

¹¹ Special Programme on Social Protection in SMEs; Special Initiative on Social Protection for Domestic Workers

Indicator 1.1.4. Proportion of female workers in informal economy and rural sector covered by social protection schemes

- Activity 1.1.1. Develop the technical documentation on SPIREWORK/Special initiatives planning, monitoring and evaluating in RECs and MS;
- Activity 1.1.2. Domesticating SPIREWORK and the AU Special Programme on Social Protection for SMEs and the AU Special Initiative on Social Protection for Domestic Workers into policy planning, implementation and monitoring processes of all RECS/WAEMU and their MS
-
- Activity 1.1.3. Disseminate and popularize SPIREWORK communication tools to MS, RECs, international partners and key stakeholders, decision makers, parliaments social and economic institutions, social partners, local governments, etc.

Output 1.3. Disaster Risk Reduction and social protection support mechanisms in place to address post-conflict and disaster situations in RECs and MS

Indicator 1.3.1. Activity 1.3.1. Support Disaster Risk Reduction and social protection support mechanisms to address post-conflict and disaster situations in RECs and MS

Output 1.4. Policy and programmatic coherence between Social Protection and productivity ensured

Indicator 1.41. Dialogue built and coordination facilitated between key players on policy and programmatic coherence

Indicator 1.5.2. Policy and programmatic coherence models promoted

- Activity 1.4.1. Organized regional/subregional workshops to discuss about enhancing the contribution of social protection to productivity increases and decent work (FAO, UNDP, ILO, EU, NEPAD, UNICEF, AUC, World Bank, and other) tools for policy and programmatic coherence between social protection, development policies, in particular agriculture
- Activity 1.4.2. Identify 2-3 countries where partners can explore the effective linkages of social protection beneficiaries with productive and livelihood promotion interventions, and use this experience to advocate for a long-term strategy around integrated poverty reduction strategies

KPA 3 outcome 2: Productivity increased and competitiveness improved in African economies

Output 2.1: Strengthening and development of inclusive platforms and processes for promoting competitiveness and productivity

Indicator 2.1.1. Number of technical cooperation established with productivity organizations in other regions and with international partners

- Activity 1.2.1: Forge partnerships with international organisations and institutions to promote competitiveness and productivity in African countries (e.g. ILO, PAPA, UNEP, UNIDO, Asian Productivity Organization, etc.)

- Activity 1.2.2: Facilitate Stakeholder meeting on strategies for cooperation on the promotion of competitiveness and high productivity in member states

Output 2.2: Productivity capacity building programmes for MSMEs, agricultural and public sectors developed and implemented at level of RECs, with targeted outreach to Women and Youth

Indicator 2.2.1. MSMEs Productivity Capacity building programmes developed and implemented

Indicator 2.2.2. Nb of MS with productivity programmes targeting MSMEs and Public sector

Indicator 2.2.3. AU Green Productivity and Sustainable Programme developed

Indicator 2.2.4. Number of RECs and MS with Green Productivity component in their policies and programmes

- Activity 2.2.1: Implement the Programme on Productivity Capacity building for MSMEs operational in all RECs, WAEMUs and 2 MS by REC,
- Activity 2.2.2: Support the Implementation of a Programme on Green Productivity and Sustainable Development in RECs and MS
- Activity 2.2.3: Promote Productivity Capacity Building programme in Public Services and Administration in MS RECs/WAEMU,

Output 2.3: Productivity and Competitiveness Index for Africa developed and in place

Indicator 2.3.1. : AU Productivity and Competitiveness Index created

Indicator 2.3.2. First AU productivity and Competitiveness Report produced

- Activity 2.3.1 Development of the index and testing in member states
- Activity 2.3.2. Workshop to validate the index and strategy by the AU Technical Working Group on LMIS and the Informal Economy
- Activity 2.3.3 First AU Productivity and Competitiveness Report,
- Activity 2.3.4. Productivity Agenda for Africa domesticated in all RECS

Output 3: Establishment of an African Centre for Productivity and Small Businesses

Indicator 3.1. Study report validated

Indicator 2.1. Decision on establishing the Centre is available

- Activity 3.1.1: Conduct of technical, financial and organisational feasibility study on the establishment of the Centre
- Activity 3.1.2: Obtain Assembly Decision on the modalities of establishing the Centre

Outcome 3: Incremental transitioning of the Informal Economy to the Formal Economy facilitated.

Output 3.1: Programme on Upgrading the Informal Economy domesticated by RECs and MS, in synergy with ILO Instruments (Recommendation 204 on transitioning from the informal economy to the formal economy, Recommendation 202 on Social protection Floors)

Indicator 3.1.1. Number of RECs and MS with programme on upgrading the informal economy to promote transitioning from informal to formal economy

Indicator 3.1.2: Proportion of informal economy enterprises upgrading to formal enterprises

Indicator 3.1.3: Percentage of upgrading informal enterprises owned by women

Indicator 3.1.4. Proportion of informal employment in non-agriculture employment, by sex

- Activity 3.1.1. Facilitate domestication of the Programme and ILO instruments by RECs/WAEMU and MS
- Activity 3.1.2. Develop National and in-house training workshops for RECs and AUC, on aligning Development policies, laws and regulation...with the needs, expectations and specificities of the I.E

Output 3.2: Statistics on economic and social status of Informal Economy

Indicator 3.3.1. Availability of AU Informal Economy measurement System

Indicator 3.3.2. Three Year Informal Economy Report Model

Indicator 3.3.3. First Three Year Informal Economy report

- Activity 3.2.1. Develop an AU informal economy measurement system for validation by the LMIS and Informal Economy Technical Working Group meeting
- Activity 3.2.2. Produce every 3 years the AU Informal Economy Report

Output 3.3: Programme for Development and Promotion of Small Businesses (SBs) in place at continental level, in RECs and in pilot MS

Indicator 3.3.1. Programme available

Indicator 3.3.2. Number of RECs and MS domesticating the programme

- Activity 3. 3.1: Study to draw up the programme,
- Activity 3. 3.2: Programme is delivered at ACPEP

<i>Actors: RECs, MS, PAP, ECOSOCC, AUC, PAPA, ILO, UNDP, ECA, UNFPA, UN-WOMEN, FAO, UNEP, IOM, UNICEF, Non State Actors</i>

Key Priority Area 4: Well-functioning and Inclusive Labour Market Institutions

Introduction:

KPA-4 builds on the Intra-African Technical Cooperation Platform and the Ministerial Panel Discussion Paper on the theme of the 9th Ordinary Session of the Labour and Social Affairs Commission¹². It is also linked to the AU Social Dialogue Guidelines, as well as the AU Public-Private Partnership Framework on Job Creation and Inclusive Development (PPPF-JCID). The Ouaga+10 Declaration and Plan of Action seek to strengthen the capacity of local authorities to develop, implement and monitor measures for local employment within the framework of the African Charter on the Values and Principles of Decentralization, Local Governance and Local Development.

¹²Intra African Technical Cooperation Platform (IATCP): Improving Labour Market Governance in Africa, LSC/EXP/7(IX) Panel discussion paper on Issues on the labour market institution LSC/EXP/1(IX) The theme of the 9th Ordinary Session is “Enhancing the Capacity of the Labour Market Institutions in Africa to meet the Current and Future Challenges”.

KPA 4 responds to Aspiration 3 of the First Ten Year Implementation Plan of Agenda 2063: an Africa of good governance, respect for human rights, justice and the rule of law. Aspiration 3 seeks to have gains in democratic processes consolidated, the quality of governance improved, respect for human rights and the rule of law increased, institutions for building a developmental state strengthened, and the emergence of development-oriented visionary leadership supported in all spheres and at all levels.

In many African countries, the capacity of labour and employment institutions to manage the labour force remains weak, rendering them ineffectual and unable to play a strategic role in the development process. KPA 4 is to have this weakness addressed so that effective labour market management and governance structures and institutions are created to add value to the labour force as an indispensable development asset. Labour market institutions of member states, AUC and RECs will be significantly strengthened and well positioned to take on the new roles and responsibilities imposed on them by the Programme.

Well-functioning labour market governance is essential to sustain rapid and inclusive economic growth in Africa. For successful implementation of the Ouaga +10 Declaration and Plan of Action, labour market management must be raised to the level of quality required for attracting and supporting investment, by combining natural, capital and human resources. This same strategic capability is required for the successful implementation of related AU policies on agriculture and agribusinesses, industrialization, decentralization, “Blue Economy”. Labour force strategies must also be identified as necessary complementary components of these frameworks and programmes.

Under the Human Rights perspective, KPA4 is in line with the Agenda 2030 Goal 1 by seeking to “protect labour rights and promote safe and secure working environments for all workers, including currently excluded categories of workers in the informal economy and rural sector in particular”.

Targets

The targets set by Agenda 2063 are that:

- at least 70% of member states are implementing the African Charter on the Values and Principles of Public Administration;
- at least 70% of the public acknowledge the public service to be professional, efficient, responsive, accountable, impartial and corruption-free; and
- all local governments have full administrative and institutional capacities and appropriate fiscal powers

Strategies

- *Increase institutional capacity to formulate and design impactful policies and plans*
- *Enhance capacity to generate statistics and data necessary to employment planning and programming*
- *Create or strengthen labour market information systems*
- *Strengthen interface between Ministries of Planning and Finance and Ministries of Labour*
- *Promote Human Rights in African Labour Markets*
- *Formulate human resources plans and programmes*
- *Integrate employment objectives and targets into national development plans and programmes*
- *Enhance capacity of local government entities for employment creation*
- *Professionalize labour market institutions by equipping them with the appropriate structures, technical capabilities and systems*
- *Conduct periodic labour force surveys and studies*

The Programme's success in achieving all its outcomes depends on the strength of institutional support it receives in member states, the RECs and at the AUC.

Labour Ministries in member states and AUC and RECs' Departments and Divisions responsible for labour and employment bear primary responsibility for successfully seeing this Programme through. Action will therefore be taken to increase their capacity for formulating and designing impactful

policies and plans, as well as for generating the type of data and information needed for realistic employment planning and programming. Labour market information systems will be created or strengthened at the national, regional and continental levels to serve as effective instruments in the implementation of labour market policies by *inter alia* conducting regular labour force and establishment surveys, manpower projections and forecasts, etc. Efforts will be made to strengthen interface between Ministries of Planning and Finance and Ministries of Labour at the policy formulation, planning, budgeting and operational levels.

And measures will be taken to formulate human resources plans and programmes in support of institutions and also in the implementation of projects of major continental frameworks such as CAADP, PIDA, and the Mining Vision as well as for the implementation of development policy frameworks within the RECs.

Capacity of local government entities for employment creation will be enhanced. Training programmes for labour market institutions' staff, capacity development and professionalization initiatives will be provided to enable these institutions to act as key players in the orderly implementation of their countries' development policies and programmes, deliver quality service to the private sector in particular the MSMEs, investors and TVET systems and strengthen labour inspection services focusing on enhancing social security, safety, health and working conditions.

At the continental and regional levels, structures and mechanisms will be put in place to enable the RECs to better advocate on the issues, and the AUC to more effectively harmonize and coordinate on Programme implementation.

The following are the expected outcomes of this KPA:

Outcomes:

Outcome 1: Defined Strategic leadership and planning role played by Ministries of Labour and Labour Market Institutions in the economic and social development agenda of Africa

Outcome 2: Productivity increased through labour, employment and social protection services provided by Labour Market Institutions

KPA 4 outcome 1: Defined Strategic leadership and planning role played by Ministries of Labour and Labour Market Institutions in the economic and social development agenda of Africa

Indicator 1.1: RECs and MS are engaged in economic and social agenda setting and budgets

Output 1.1: Stronger, functional and harmonized Labour Market Information System in place at continental, regional and MS levels

Indicator 1.1.1: 5 MS in each REC supported to establish national LMIS Coordination Unit
Indicator 1.1.2.: Labour Market Knowledge Management Model developed in Member States and RECs

Indicator 1.1.3.: Regional Networks of National LMIS for a platform to share tools, LMI products, expertise, formed, etc.

- Activity 1.1.1. Provide technical assistance to establish strong labour market information systems at all levels
- Activity 1.1.2. Provide technical assistance to MS to establish National LMIS Coordination Unit
- Activity 1.1.3. Set up national, regional and continental employment and social protection observatories
- Activity 1.1.4. Support training and capacity building programmes for LMIS managers.

Output 1.2: Enhanced advocacy for strategic leadership and capacity building (with support of the AU and RECs) in employment and social protection policy planning and M&E in, to enable LMIs and Ministries of Labour to play fuller role in economic planning and development

Indicator 1.2.1: Recognition of the strategic leadership of Ministries of Labour/Employment by all stakeholders

- Activity 1.2.1. Assess labour market institutions readiness towards more inclusive governance and better quality of service for MSMEs and vulnerable groups,
- Activity 1.2.2. Provide Training of officials from Ministries of Labour and Ministries of Planning and Finance, and other related Ministries on employment and social protection policies,
- Activity 1.2.3: Support RECs on promoting model public employment service hub in Member States

- Activity 1.2.4. Provide advisory services to MS on strengthening the planning, monitoring and evaluation capacities of labour market institutions
- Activity 1.2.5. Build the strategic leadership of the Ministry of Labour/Employment/Social security in close collaboration with Parliaments and Ministries of Finance/Planning, Higher Education, Agriculture, Industry, etc
- Activity 1.2.6. Develop the technical capacities of key labour market institutions (Public Employment Services, Labour Inspectorates, and Social Security Agencies) to provide professional services to micro, small and medium scale enterprises.

Output 1.3: Effective mechanism in place for strengthening and engaging social dialogue on issues of labour, employment and social protection in Africa

Indicator 1.3.1: Implementation of 5YPP and Ouaga +10 strengthened through engagement of Social Dialogue fora

- Activity 1.3.1. Include the Declaration and Plan of Action in statutory meetings of the relevant policy organs of the RECs and WMAEU
- Activity 1.3.2: Joint consultation of RECs and WAEMU Social Dialogue structures on the Declaration and Plan of Action
- Activity 1.3.3: Promote and enhance social dialogue institutions in RECs, WEAMU and MS

Output 1.4: Workforce/ HR Plan developed in support to the implementation of AU Policies such as industrialization (AIDA), Infrastructure (PIDA), agriculture (CAADP), mining and Blue Economy

Indicator 1.4.1. Number of AU Policies with Workforce plan developed

- Activity 1.4.1. Support formulation of human resources plans and programmes in support of AIDA, PIDA, CAADP, the mining vision and the blue economy
- Activity 1.4.2: Advisory services to 2 MS in each REC on workforce planning for Ministries of Industry, Energy and Agriculture

KPA 4 outcome 2: Value addition created through labour, employment and social protection services provided by Labour Market Institutions

Output 2.1: Agreed benchmarks for effective labour, employment and social protection policies and management systems in place and tracked within Labour Market Institutions

Indicator 2.1.1. Benchmarks developed and operational in AU MS and all RECs

Indicator 2.1.2. Number of MS with Public Employment Services engaged in any form of collaboration with actors across policy areas

- Activity 2.1.1. Develop benchmarks for effective labour, employment and social protection policies,
- Activity 2.1.2. Support MS to promote collaborative platforms between Public Employment Services and other actors across policy areas (TVET, Micro Finance, Decentralization and Local development, etc.)

Output 2.2: Knowledge sharing Platform on labour, employment and social protection in place

Indicator 2.2.1: Platforms for knowledge sharing operational

- Activity 2.2.1: Provide technical assistance to Member states and RECs/WAEMU on capacity building through the Intra-African Technical Assistance Platform,
- Activity 2.2.2: Set up the Knowledge sharing platform of the Intra-African technical Cooperation ,

Output 2.3: MS enabled to support local authorities to promote labour, employment and social protection programmes, including through local economic development (LED), development of social enterprises and cooperatives

Indicator 2.3.1: Local initiatives developed and operational (including through LED, cooperatives and social enterprises) in MS

- Activity 2.3.1. Develop and disseminate guidelines on local government employment generation strategies
- Activity 2.3.2. Training provided to local authorities development/employment planners on employment planning

<i>Actors: RECs, MS, PAP, ECOSOCC, AUC, ILO, UNDP, ECA, UNFPA, World Bank, EU, UN-WOMEN, FAO, IOM, UNICEF, Non State Actors</i>

Key Priority Area 5: Labour Migration and Regional Economic Integration

Introduction:

KPA-5 is linked directly to the AU-ILO-OIM-ECA Joint Labour Migration Programme. The African Union Migration Policy Framework recognized that “migration will be a major topic in the 21st Century and will therefore pose certain social, economic and political challenges for policy makers in the future management of migration for the betterment of African societies”. In AU’s Agenda 2063, Aspiration 2 refers to an integrated continent where people can move freely across national borders.

The main objective of this KPA is to broaden and enhance cooperation among member states in the harmonization of labour migration and mobility policies and programmes towards the achievement of the overall continental objective of economic integration.

It is perhaps in the area of labour migration that policy is most weakly articulated in African countries. Yet with current trends in a globalizing world it is imperative for the movement of people to be managed more rationally and systematically.

Equally, the SDGs “recognize the positive contribution of migrants for inclusive growth and sustainable development”. They also acknowledge the importance of migration to the countries of transit and destination, and call for “coherent and comprehensive reporting to ensure safe, orderly and regular migration in full respect for human rights and the humane treatment of migrants.”

Targets

The free movement of persons in all RECs and throughout the African continent by 2030 is a major target of Agenda 2063. All visa requirements for continental travel are to be waived by 2018.

Strategies

- *Formulate realistic and coherent policies on regional and continental labour mobility*
- *Strengthen knowledge and information on African labour migrants*
- *Design strategies to extend social protection to migrants through access and operationalize regional portability regimes compatible with international standards and good practice*
- *Enable the sharing of skilled manpower among African countries at the regional and continental levels through labour exchange agreements*
- *Create a Technical Assistance Programme at the AUC*
- *Harmonize regional skills, qualifications and accreditation systems*
- *Establish regional labour exchanges*
- *Conduct comparative analysis of labour migration policies across Africa*
- *Establish observatories on labour migration*
- *Establish tripartite fora for policy consultation on labour migration matters*
- *Set up an Advisory Committee on Labour Migration*

The Programme will assist member states and RECs to formulate realistic and coherent policies on regional and continental labour mobility in line with the vision and aspirations of the AU and international standards related to the protection of migrant workers. It will also strengthen knowledge and information on African labour migrants as well as design strategies for their social protection benefits. Action will be taken to

enable the exchange of skilled manpower among African countries at the regional and continental levels supported by the creation of a Technical Assistance Programme at the AUC. Initiatives will be taken to promote greater labour market integration in each of the RECs, including through programmes for the harmonization of regional skills, qualifications and accreditation systems and the operationalization of regional portable social security regimes.

Knowledge about the status, challenges and opportunities of labour migration in Africa will be improved through surveys and studies. Action will be initiated to establish labour exchanges at the regional level and to know more about the skill levels of migrants. Studies will be conducted on labour migration policies with a view to having them harmonized at the regional level. The Programme will support regional and continental tripartite dialogue on labour migration policy and instruments and set up observatories on labour migration at the AUC and the RECs, as well as an Advisory Committee. Advocacy activities will be conducted to increase ratification by African Governments of international instruments on labour migration.

There are six expected outcomes under KPA 5:

Outcomes:

Outcome 1: Increased ratification, domestication and implementation of key international labour standards on labour migration

Outcome 2: Improved use of databases on labour migrants' skills, economic activities, education, working conditions, and social protection

Outcome 3: Inter-regional and intra-regional skills and labour matching operational

Outcome 4: Social Security extended to migrant workers and their families through access and portability regimes compatible with International Standards and good practice.

Outcome 5: Labour migration governance, policy and administrative responsibilities effectively carried out by capable Labour Market Institutions in RECs and MS

Outcome 6: Tripartite policy consultation and coordination on Labour Migration operational at continental and regional levels

KPA 5 outcome 1: Increased ratification, domestication and implementation of key international labour standards on labour migration

Output 1.1: Ratification and domestication of International Labour Standards on Labour Migration be strengthened and extended

Indicator 1.1.1.: Number of MS that have ratified and domesticated ILS on labour migration

- Activity 1.1.1. Undertake advocacy with the Governments concerned and provide technical assistance on request

Output 1.2: application of International Labour Standards and Occupational Safety and Health protection covering places and conditions where migrants are working increased

Indicator 1.2.1: Number of Member States that have applied the ILS on Occupational Safety and Health, with particular reference to migrant workers,

- Activity 1.2.1: Undertake advocacy with Governments

Output 2.1: Data collection and analysis of labour migration at AU and REC levels improved

Indicator 2.1.1: Annual statistical reports on labour migration produced by AU and RECs

- Activity 2.1.1. Provide technical assistance to enhance capacity for the collection, analysis and reporting on labour migration at the level of AUC and RECs
- Activity 2.1.2. Provide Technical assistance for the establishment and strengthening the Labour Observatories to deal with the issues of Labour Migration

Output 2.2: Database on migration established

Indicator 2.2.1: Database established and operational in AU and RECs on profiles and characteristics of labour migrants/migration

Outcome 3: Inter-regional and intra-regional skills and labour matching operational

Output 3.1: Labour Market integration piloted within each REC

Indicator 3.1.1: Regional Labour Exchanges operational in RECs.

- Activity 3.1.1: Provide technical assistance for the establishment and strengthening of Labour Exchanges in RECs

Output 3.2: Regional Workforce Maps available (according to Joint Labour Migration Programme) and applied in all RECs

Indicator 3.2.1: Regional Workforce and Skills Gaps Maps established and documented

- Activity 3.2.1: Support the development of skills maps in RECs

Output 3.3: Regional Skills and Qualifications Accreditation systems harmonized

Indicator 3.3.1: Number of RECs that have adopted harmonized Skills and Accreditation Systems

Indicator 3.3.2: Good practices identified, documented and disseminated

- Activity 3.3.1. Provide technical assistance on harmonization of accreditation of skills and qualifications in RECs
- Activity 3.3.2. Carry out case studies on good practices in skills certification and accreditation in 3 RECs

Outcome 4: Social Security extended to migrant workers and their families through access and portability regimes compatible with International Standards and good practice.

Indicator 4.1. Number of RECs and MS with access and portability mechanisms

Output 4.1: Regional social security benefits portability regimes operational for RECs involving countries of origin, employment countries, as well as transit countries

Indicator 4.1.1: Portability regimes adopted by RECs and respective MS

- Activity 4.1.1. Provide all Consultancy services to All RECs on the creation of portability regimes

Output 4.2: Inter- and intra-regional technical cooperation established between social security agencies, as well as with African regional institutions and international partners (e.g. ILO, IOM, AfDB, World Bank, EU, OECD, GIZ)

Indicator 4.2.1: Annual (virtual) knowledge sharing and exchanges implemented and documented

- Activity 4.2.1. Support Technical cooperation among social security agencies in the RECs
- Activity 4.2.2. Support IGOs initiatives on social security
- Activity 4.2.3: Support the creation of regional and continental electronic platform of information exchange on social security
- Activity 4.2.4: Support RECs with technical expertise and logistics

Output 4.3: Good practices on labour migration policy, legal and regulatory frameworks identified and developed in all RECS and Member States

Indicator 4.3.1: LMIs' and MoLs' annual reports on labour migration

- Activity 4.3.1. Identification of best practices in labour migration policy, legal and regulatory good practices in all RECs
- Activity 4.3.2. Creation of an online continental good practices data base

Output 5.1: Functional regional tripartite policy consultation and coordination mechanisms on labour migration adopted and documented in all RECs

Indicator 5.1.1: Tripartite fora operational and engaged in labour migration issues in all RECs

- Activity 5.1.1. Convening of biennial tripartite fora on labour migration

Output 5.2: Continental Labour Migration Advisory Committee operational

Indicator 5.2.1. Number of advices and decisions based of advices of the Committee

- Activity 6.2.1: Establishment of the Labour Migration Advisory Committee (LMAC)
- Activity 6.2.2: Support to the LMAC
- Activity 6.2.3: Support to capacity building of LMAC members

Output 5.3: Coordination mechanisms established with other regions, building on existing AU partnership frameworks with EU, MENA, etc.

Indicator 5.3.1: Number of coordination mechanisms established

Indicator 5.3.2. Number of cooperation agreements/projects

Activity 5.3.1. Explore with other regions ways and means of establishing coordination and cooperation on labour migration

Activity 5.3.2. Develop cooperation projects

<i>Actors: RECs, MS, PAP, AUC, ILO, UNDP, ECA, UNFPA, World Bank, EU, UN-WOMEN, IOM, UNICEF, Non State Actors</i>

Key Priority Area 6: Partnerships and Resource Mobilization

Introduction:

KPA-6 elaborates on how the Programme will be implemented with and through a wide range of continental and international partnerships. It emphasizes the need to mobilize sufficient resources in order to make the programme operational and effective. Various AU partnerships and strategies are outlined in “Resource Mobilisation for Implementing the Ouagadougou Plan of Action for the Promotion of Employment and Poverty Alleviation” (Yaoundé, 2011). The funding strategies and mechanisms of the First Ten Year Plan of Agenda 2063 will be reference.

There are a number of challenges with regard to mobilizing resources to implement the Plan of Action and the 5YPP: (i) insufficient importance to employment and labour in the national budgets; (ii) difficulty in integrating employment objectives, goals and targets into development plans and programmes; (iii) institutional capacity weaknesses; and (iv) constraints linked to the persistence of the international financial crisis. KPA-6 proposes to achieve outputs to overcome these funding challenges, among others. A key driver will be the implementation of the decision adopted by the AU Ministers of Finance, Development Planning and Economy.

The AU itself is engaged in a series of strategic partnerships and cooperation frameworks with international partners which will be leveraged in the process of implementing the Programme. On a broader perspective, the implementation of the First Five Year Priority Programme will build on and enhance the various relevant elements of the UN agenda and other international organizations (ILO, OECD) on engaging the private sector in doing business with respect for human rights, labour rights, environment and anti-corruption.

The Human rights due diligence is one of these elements with the United Nations (UN) Protect, Respect and Remedy Framework in 2008 and its Guiding Principles on Business & Human Rights in 2011. They will be complemented with other instruments¹³. It will be instrumental for decent work promotion, poverty eradication and inclusive development. In addition, there is the AU Public/Private Partnership Framework on job creation and inclusive development which will be used at all levels - national, regional and continental – in support of this Programme. PPP Framework will be implemented to promote micro finance policy and schemes as an innovative funding strategy for employment policies, in particular instrumental to youth and women self-employment and empowerment.

A particular attention will be attached to the effective leverage of the AU-UN Agencies Regional Coordination Mechanism, as means of joint planning, joint programming and joint funding through the cluster and sub cluster business plans. Furthermore, specifically, the ILO African Regional Meeting of December 2015 provide room for alignment through the Decent Work Agenda to the Agenda 2063 and the Declaration on Employment, poverty Eradication and Inclusive Development at all levels¹⁴. Alignment of policies and programmes of international partners, including through the UNDAF processes, will be key mechanisms for resource mobilization. In addition, AU Ministers of finance have committed to ‘increase significantly and appropriately the budgetary resources allocation to employment policies and to work with international partners to place employment among the development priorities¹⁵.

Targets

An important target of Agenda 2063 and Agenda 2030 is the establishment of effective global partnerships among key stakeholders. The SDGs call for a “...revitalized Global Partnership for sustainable development supported by concrete policies and actions outlined in the Addis Ababa Action Agenda”.

¹³ OECD Guidelines for Multinationals; ILO Declaration on Fundamental Principles and Rights at Work; UN Global Compact;

¹⁴ Transforming Africa through Decent Work for Sustainable Development, Frameworks and prospects for inclusive and sustainable development, 13th African Regional Meeting, Addis Ababa, Ethiopia, 30 November–3 December 2015

¹⁵ Resolution L9 on implementation of the First five-year priority programme for the implementation of the Declaration and Plan of Action on Employment, Poverty Eradication and Inclusive Development, AU-ECA Joint Conference of Ministers of Finance, Economy and Development Planning on implementation of the First Five Year Priority Programme, Addis Ababa, April 2016

Strategy

- *Strengthen capacity for resource mobilization at the AUC, RECs and member states*
- *Formulate strategies for mobilizing resources*
- *Convene a donors' conference*
- *Ensure a robust involvement of the private sector, foundations and other institutions of the same type in the implementation of the 5YPP*
- *promotion of rights-based approaches¹ to strengthen private sector contributions in the delivery of the 5YPP*
- *Create strong national and regional frameworks for public/private partnerships*
- *Promote Micro Finance to support youth and women self-employment and empowerment*
- *Set up an Employment and Social Cohesion Fund*
- *Formulate a communications strategy*
- *Develop training programmes on partnerships management and resource mobilization*
- *Develop and implement a RCM 5YPP Business Plan*

The Programme will strengthen capacity at the AUC and through the AUC assist RECs and member states engage successfully with partners and stakeholders at the national, regional and continental levels. Training programmes on partnerships management and resource mobilization will be mounted for Member states and RECs. Advisory services will be provided on strategies for mobilizing resources at all levels. The funding strategies and

Mechanisms of the First Ten Year Plan of Agenda 2063 will be customized to the 5YPP¹⁷. The RCM 5 YPP Business Plan will be developed and implemented.

Support will also be provided for the convening of a donors' conference and other similar meetings to secure support for Programme implementation. Initiatives will be undertaken to secure a robust involvement of the private sector, foundations and other institutions of the same type by developing strong national and regional frameworks for public/private partnerships.

In collaboration with the AfDB, an Employment and Social Cohesion Fund will be set up to *inter alia*, support this Programme and a communications strategy will be formulated for greater visibility and ownership of Ouga+10 Declaration and Plan of Action, and the Present Programme. A high level eminent personality will be designated to serve as Ambassador for resource mobilization in support of the Programme.

The implementation of the decision adopted by the AU Ministers of Finance, Development Planning and Economy will facilitate resource mobilisation, in particular domestic funds¹⁸. The AUC and to a lesser extent the RECs, will require substantial institutional staff support perhaps in the form of technical assistance personnel over the entire life of the Programme. The Programme will provide for the establishment of an Implementation Unit in the Division of Labour of the AUC Department of Social Affairs.

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¹⁷ Financing agenda 2063 first 10-year plan Agenda 2063 financing, domestic resource mobilization and partnership strategy

¹⁸ Resolution L9. First five-year priority programme for the implementation of the Declaration and Plan of Action on Employment, Poverty Eradication and Inclusive Development, and Resolution L8. Financing social protection in Africa, Ninth Joint Annual Meetings of the African Union Specialized Technical Committee on Finance, Monetary Affairs, Economic Planning and Integration and the Economic Commission for Africa Conference of African Ministers of Finance, Planning and Economic Development, Addis Ababa, 4 and 5 April 2016

Outcomes:

Outcome 1: Strengthened capacities of AUC/RECs/MS in developing, implementing, monitoring, and evaluating strategies for mobilizing resources (local and other resources) for 1st 5YPP

Outcome 2: Effective partnership(s) operational among key stakeholders in delivering the results for the 5YPP – in terms of advocacy, lobbying and communication.

KPA 6 outcome 1: Partnerships managed and adequate resources mobilized for implementing, monitoring and evaluating the 1st 5YPP

Output 1.1: Strategy for partnership management and resource mobilization developed and implemented

Indicator 1.1.1. Number of MS with partnerships management and resource mobilisation strategies

- Activity 1.1.1. Develop training programmes for partnership management and resource mobilization for MS and RECs,
- Activity 1.1.2. Conduct training sessions for MS and RECs staff,
- Activity 1.2.3. Support MS and RECs in implementing their strategy

Output 1.2: Modalities, systems and tools for partnership and resource mobilization developed and implemented

Indicator 1.2.1: Data base and e-sources of funding set up

Indicator 1.2.2: Goodwill Ambassador appointed

Indicator 1.2.3. The RCM 5YPP Business Plan available

Indicator 1.2.4. Number of ILO Decent Work Country and regional Programmes integrating the 5YPP

- Activity 1.2.1: Advisory service on modalities, systems and tools developed and implemented
- Activity 1.2.2. Develop and implement the RCM 5YPP Business Plan
- Activity 1.2.3. Integrate the 5YPP into the ILO Decent Work country and regional planning systems and processes

KPA 6 Outcome 2: Improved visibility and ownership of Ouga+10 Declaration, Plan of Action and the 5YPP

Output 2.1: Enhanced communication and advocacy strategy for visibility and ownership of the Ouaga+10 Declaration, Plan of Action and the 5YPP

Indicator 2.1.1. Communication and advocacy strategy developed

Indicator 2.1.2. Eminent personality designated as Goodwill Ambassador

- Activity 2.1.1. Designate an Eminent personality as Goodwill Ambassador
- Activity 2.1.2. Develop communications and advocacy strategy,
- Activity 2.1.3.. Organize a High Level Forum on Financing labour, employment and social protection policies in Africa,
- Activity 2.1.4. Multi-stakeholder partnership coordination mechanism established,

- Activity 2.1.5 Utilize existing donor coordination mechanisms and strengthen strategies between principal funding sources,
- Activity 2.1.6. Identify lead international partners to coordinate the support of other partners for the implementation of 5YPP,

Output 2.2: International forum(s) with a range of key development partners planned and hosted (2016)

- Activity 2.2.1: Donor's conference convened,

Output 2.3: Strengthened engagement of the private sector, foundations and other similar institutions and PPPs in promoting implementation of Declaration and Plan of Action and delivery of 5YPP

Indicator 2.3.1. Number of consultation and dialogue processes undertaken

- Activity 2.3.2. Facilitate policy dialogue space between the AU political leaders and the private sector,
- Activity 2.3.3. Organize Social Partners Consultation and planning workshop on the AU Public-Private Partnerships Framework on Job Creation and Inclusive Development (PPPF-JCID),
- Activity 2.3.4: Conduct a study on financing of employment programmes from pension schemes and social security systems,
- Activity 2.3.5. Support AUC and RECs to develop and promote strategies, with support of international partners, for effective implementation of rights-based approaches¹⁹ to strengthen private sector contributions in the delivery of the 5YPP

Output 2.4: Pilot projects implemented at country and regional/REC level on PPPF-JCID framework and best practices disseminated

Indicator 2.4.1. Number of pilot projects at RECs and MS implemented

Indicator 2.4.2. Best practice published

- Activity 2.4.1: Provide technical support for the development of National PPP-Frameworks in MS and in all RECs,
- Activity 2.4.2. Produce and disseminate best practice publications,
- Activity 2.4.3. Promote Micro Finance Policy and Schemes,

Output 2.5. Employment and Social Cohesion Fund established at continental level

Indicator 2.5.1. Existence of the ESCF

Indicator 2.5.2. Number of projects supported by the ESCF at all levels

- Activity 2.5.1, Conduct of technical, financial and organisational feasibility study on the establishment of the ESCF,

¹⁹ The UN Global Compact; UN Protect, Respect and Remedy Framework in 2008 and its Guiding Principles on Business & Human Rights in 2011; IFC's promotion of responsible business; Global Compact/UN Women Women's Empowerment Principles (with strengthened inclusion of labour standards); Corporate Social Responsibility (CSR), OECD Guidelines for Multinationals; ILO Declaration on Fundamental Principles and Rights at Work ; [United Nations Convention Against Corruption](#), and Creating Shared Value, among other initiatives

- Activity 2.5.2. Establishment and operationalization of the ESCF,

Actors: RECs, MS, AUC, AfDB, ILO, UNDP, ECA, UNFPA, World Bank, Non State Actors

SUCCESS FACTORS, POTENTIAL RISKS AND THEIR MITIGATING STRATEGIES

This Programme is designed within the framework of Agenda 2063 and its Ten Year Implementation Plan. Its success factors and risks are also defined within the context of those of the Agenda and its Plan. These are: "...leadership and political commitment, harmonious and predictable working relationships between the AUC and the RECs, the need for capable development states, institutional capacities for implementation, monitoring and evaluation, ensuring participation, inclusion and empowerment of citizens, and results orientation".

The risks stem from "conflict, instability and insecurity, failure to harness the demographic dividend, climate risk and natural disasters, external shocks and inadequate resources". However, the peculiarity of this Programme requires that the success factors and risks associated with its own specificities should also be identified. For the Programme's objectives of poverty eradication, employment promotion and social inclusion to be realized, there must be political will at the country level; strong human and institutional capacities; adequate financial and other resources; effective partnerships; and strong linkages between the AUC at the continental level, the RECs at the regional and the national governments at the country levels. There must also be a conducive macro-economic environment, positive private sector responses and strong, enabling public policy and programme formulation capacity.

Political will

Many plans and programmes for poverty reduction and employment generation have floundered largely because of a lack of political will. At the continental level, Ministers in the Technical Committee and Heads of State and Government at the Summit level have adopted and endorsed both Ouga+10 and the need for this Programme. This demonstrates the emergence of a strong political will at the highest levels. But since these objectives can only be met at the country level, it is by governments that this will has to be manifested through the provision of the wherewithal— financial, material, technical, institutional – to ensure that decent jobs are created, poverty is reduced and an appreciable level of social inclusion is achieved. It therefore will take commitment, dedication, foresight and will to bring about the requisite changes and developments.

Adequate financial and other resources

It goes without saying that without the financial and other resources, nothing will be achieved. At the country level, governments would have to ensure that the financial, material and technical resources required to see the Programme through are adequately secured. The Programme itself makes provision for a donors' conference to solicit financial and other resource support. These should supplement any outlays that could be made by governments, the RECs and AUC.

Effective partnerships

One of the central pillars of the Programme is partnerships. Much depends on how effectively partnerships can be forged with stakeholders in the international community, the private sector, non-state actors including CSOs, NGOs, faith-based organizations, etc. Entities of the UN family, development financing institutions such as the AfDB and the World Bank are expected to be active members of this partnership. The ILO, UNDP and ECA in collaboration with AUC will be expected to lead in the partnership drive.

The threats and risk faced by the Programme are: an unfavourable macro-economic environment; an unresponsive private sector; weak public policy and programme formulation and implementation; and weak linkages between the AUC, the RECs and national governments.

An unfavourable macro-economic environment

In the last decade, economic growth has been quite impressive, even if its impact on the unemployment situation has been minimal. However efforts should be made to maintain if not increase those rates while ensuring that they contribute to greater social inclusion, employment generation and poverty reduction. Failure to achieve appreciable levels of growth of the type that would positively impact employment, poverty and social inclusion will severely circumscribe the outcomes of the Programme.

Weak human and institutional capacities

It goes without saying that without the human and institutional capacities, it will be impossible to achieve much. Institutions will have to be created or strengthened and staffed with skilled technical and managerial personnel. In fact, there is ample provision within the Programme itself for personnel from member states, the RECs and the AUC to undertake skill acquisition and upgrading training, as well as consultancy and advisory services to help member states with their institutional reengineering needs. The UN system – ILO and ECA in particular – will be expected to play a lead role in this. Those entrusted with the responsibility of implementing the Programme will need to be invested with strong planning, management, monitoring and evaluation skills. Planning Ministries and Ministries of Labour and Employment will be expected to enhance capacity in these areas, as would the responsible units in RECs and at the AUC, because ultimately, it would be on these agents of change that responsibility for the implementation of the Programme would lie. As concerns evaluation, provision has been made for a mid-term review as well as an end-of-programme evaluation.

Unresponsive private sector

Much of what needs to be done to meet the objectives of this Programme lies in the hands of the private sector. It is operators in that sector that will provide the bulk of the new jobs required to bring down unemployment and poverty levels. If they fail to respond positively to any signals from the public sector – such as tax holidays, investment incentives, tax breaks, etc. – then their capacity to contribute to outcomes and results will be severely diminished. At the country level efforts have to be made to ensure that the offer of concessions and an enabling environment for private sector operators are made in such a way as to allow them channel their activities more deliberately towards the creation of productive employment and decent jobs.

Weak public policy and programme formulation and implementation

It is important that policies and programmes are well formulated with strong implementation strategies. This holds true for responsibilities of actors at the country and regional levels as it does for those at the continental level. Failure in this will have grave consequences for programme outcomes and results.

Weak Linkages between continental, regional and national policies and programmes

The Five Year Programme is a holistic programme of action. It is vitally important that what happens at the country level cascades down to the regional then to the continental level. This would ensure that there is synergy, complementarity and coherence in actions being undertaken at each level – not only actions but also results that can then be aggregated to show overall performance on the Programme. The focal points at each level will be responsible for ensuring that strong linkages are maintained with counterparts at other levels.

ANNEX:

Agenda 2063 and Ouga+10 KPAs Priority Areas, Targets and Programme Outcomes

OUAGA + 10 KPA	AGENDA 2063		Outcomes Of 5YPP
	PRIORITY AREAS	TARGETS	
KPA 1: Political Leadership, Accountability and Good Governance	Institutions and Leadership	<ol style="list-style-type: none"> 1. At least 70% of the public acknowledge the public service to be professional, efficient, responsive, accountable, impartial and corruption free 2. At least 70% of Member States are implementing the African Charter on the Values and Principles of Public Administration 	<p>Outcome 1: Improved accountability of AUC .Regional Economic communities (RECs and Member states (MS) Demonstrated on the implementation of Ouaga+10 Declaration and plan of action.</p> <p>Outcome 2: Improved policy coherence achieved through enhancing the nexus amongst employment, social protection, macroeconomic and other polices to achieve optimal inclusive development and poverty eradication.</p> <p>Outcome 3: Framework in place and implemented for measuring and reporting on the state of inclusive Development (Social inclusion), with finding integrated into relevant policies.</p> <p>Outcome 4: Citizens and non-state actors enabled to participate in political, social and economic governance, accountability and transparency in matters of Employment, Poverty Eradication and inclusive Development.</p>
	Participatory Development and Local Governance	<ol style="list-style-type: none"> 1. All local governments have full administrative and institutional capacities and appropriate fiscal powers. 2. Local communities have a fair share of the exploitation of natural resources and are using them for the benefit of all. 	
KPA 2: Youth and Women Employment	Incomes, Jobs and decent work	<ol style="list-style-type: none"> 1. Reduce 2013 unemployment rate by at least 25% 2. Reduce Youth and Women unemployment rate by 2% per annum 	<p>Outcome1: Youth and women employment mainstreamed and given appropriate prominence (e.g.) through pro-women and pro –youth initiatives) in relevant AU policies and programmes.</p> <p>Outcome2: Continental TVET and employment policy strategies and programmes harmonized and</p>

			<p>operational in support of employment of Women and youth.</p> <p>Outcome 3: Inclusive participation of women and youth in employment initiatives in post-conflict countries achieved in line with AU post conflict reconstruction and Development Policy (PCRD).</p>
	STI driven Manufacturing / Industrialization and Value Addition	3. Share of labour intensive manufacturing output is 50% more than that of 2013 level.	
	Agricultural productivity and production	4. Increase youth and women participation in integrated agricultural value chains by at least 30%.	
	Maintenance and Restoration of Peace and Security	5. Level of conflict emanating from ethnicity, all forms of exclusion, religious and political differences is at most 50% of 2013 levels. Entrench the culture of peace.	
	Cultural Heritage, Creative Arts and Businesses	6. At least 70% of Member States are implementing the AU Plan of Action on Culture and the Creative Industries.	
	Violence & Discrimination against Women and Girls	<p>7. End of forms of political, legal or administrative discrimination against Women and Girls by 2023.</p> <p>Reduce by 50% all harmful social norms and customary practices against Women and Girls and those that promote violence and discrimination.</p> <p>Fully implement Executive Council Decision on Gender Parity in the African Union by 2020.</p>	
	Youth Empowerment and Children's Rights	<p>1. Reduce 2013 rate of youth unemployment by at least 25%; in particular female youth.</p> <p>2. Youth business start-ups including female youth in all business start-ups is at least 15%.</p>	

		3. At least 50% of Youth and Children are engaged in talent based development programmes, leisure and recreation.	
KPA 3: Social Protection and Productivity for sustainable and Inclusive Growth	Poverty, Inequality and Hunger	4. Reduce 2013 levels of poverty by at least 30%. 5. Reduce poverty amongst women by at least 50%. 6. Improve the 2013 Gini coefficient by at least 20%.	Outcome1: Social protection and Social Security coverage expanded in Africa. Outcome2: Productivity increased and competitiveness improved in African economies. Outcome3: Incremental transitioning of the informal Economy to the Formal Economy facilitated.
	Incomes, Jobs and decent work	1. Reduce underemployment rate by 50% 2. Reduce 2013 vulnerable unemployment rate by at least 25%. 3. Reduce 2013 labour force rate that is not paid liveable wages by at least 25%.	
	Social security and protection Including Persons with Disabilities	4. At least 30% of vulnerable populations including persons with disabilities, older persons and children provided with social protection. 5. All persons working in the formal sector are provided with social security. 6. At least 20% of the informal sector and rural labour have access to social security.	
	Sustainable inclusive economic growth	7. Annual GDP growth rate of at least 7%. 8. At least locally owned firms generate 20% of the extractive sector industrials output. 9. 20% of informal sector ventures graduate into Small Formal Enterprise category a year. 10. At least 50% of informal sector ventures that grow into small formal enterprise category a year will be owned by Women.	
	Agricultural productivity and production	Double agricultural total factor productivity	

	Youth Empowerment and Children's Rights	End all forms of violence, child labour exploitation and child marriage and human trafficking	
	Africa's place in global affairs Africa's place in global affairs	Africa's place in global affairs	
KPA 4: Well-functioning and Inclusive Labour Market Institutions	Institutions and Leadership	<p>At least 70% of the public acknowledge the public service to be professional, efficient, responsive, accountable, impartial and corruption free.</p> <p>At least 70% of Member States are implementing the African Charter on the Values and Principles of Public Administration.</p>	<p>Outcome1: Strategic leadership and planning role played by Ministries of Labour and Labour Market institutions in the economic and social development agenda of Africa.</p> <p>Outcome2: Value addition created through labour employment and social protection services provided by Labour Market institutions.</p>
	Participatory Development and Local Governance	<p>All local governments have full administrative and institutional capacities and appropriate fiscal powers.</p> <p>Local communities have a fair share of the exploitation of natural resources and are using them for the benefit of all.</p>	
KPA 5: Labour Migration and Regional Economic Integration	<p>Framework and Institutions</p> <p>Communications and Infrastructure</p>	<p>Free movement of persons in all RECs.</p> <p>All visa requirements for continental travel waived. Increased electricity generation and distribution.</p>	<ol style="list-style-type: none"> 1. Increased ratification, domestication and implementation of key international labour standards on labour migration. 2. Improved use of data bases on labour migrants' skills, economic activities, education, working conditions and social protection. 3. Inter-regional and intra-regional skills and labour matching. 4. Social security extended to migrant workers and their families through access and portability regimes. 5. Labour market governance, policy and administrative responsibilities effectively carried out in labour market institutions in RECs and member states. 6. Tripartite policy consultation and coordination on labour migration operational at continental and regional levels.

KPA 6: Partnership and Resource Mobilization	Partnership Fiscal system and public sector revenues Development assistance	African global partnership is established. Tax and non-tax revenues to cover at least 75% of current and development expenditure. Proportion of aid in the national budget is almost 30% of 2013 level.	<ol style="list-style-type: none"> 1. Strengthened capacities of AUC/RECs/MS/ in developing, implementing, monitoring and evaluating strategies for mobilizing resources for the Programme. 2. Effective partnerships operational among key stakeholders in delivering the results for the Programme.
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