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SPECIAL LABOUR AND SOCIAL AFFAIRS SESSION ON EMPLOYMENT CREATION, POVERTY ERADICATION AND INCLUSIVE DEVELOPMENT

**PRE-EVENT ON YOUTH & WOMEN EMPLOYMENT**

**22 APRIL 2014, WINDHOEK, NAMIBIA**

**RECOMMENDATIONS**

**Policies:**

1. Harmonization and Balancing of National level policies between the need for Macroeconomic stability, verses the need to create employment for Women and Youth and their budgetary implications.
2. African MS need to focus their Economic Transformation on diverting gains made from capital intensive and commodity led economic growth into labour intensive economic growth;
3. Africa’s Demographic realities i.e. its high and growing number of youth which low to medium skills level – needs to be taken into account when developing adequate policies;
4. Youth and woman Employment needs to be mainstreamed in to all levels of policy development, decision making, implementation, monitoring, evaluation and reporting;
5. Platforms for meaningful Youth and Women participation and inclusion in all socio economic and political spaces need to be encouraged and strengthened
6. There is a need for statistical data on youth employment, skills output and labour market information needs to be compiled in a regular manner and made available for research, policy development and decision making
7. Africa should carry the beneficiation of its natural resources instead of exporting raw resources
8. Operationalize LMIS to assess, anticipate and plan for population dynamics
9. Stronger involvement of the public sector in

**Entrepreneurship**

1. Governments and relevant stake holders need to create enabling environment conducive for women and youth entrepreneurship including 1) financial requirements for startups 2) Skills development and financial literacy; 3) continued mentorship and support; 4) Protecting intellectual property and innovation 5) promoting and supporting home grown innovations and solutions; 6) set up hubs and incubators for business development
2. Institutionalize mentorship to support young entrepreneurs
3. M/s to develop mechanisms that promote stronger business linkages between foreign direct investment and local enterprises, in particular those owned by women and youth
4. Governments to award contracts to Women and Youth led companies??

**Employability skills**

1. Labor competitiveness and productivity of African employees remains low. Governments need to target their focus on academic institutions equipping students with skill sets that lead to employment and not just focus on student turnover
2. Governments to provide incentives to employers both government and private sector such as tax breaks or cost sharing

**TVET**

1. Address the stigma associated with TVET through funding for the sector, promoting equality with other higher learning frameworks and increasing advocacy
2. REC’S , PARTNERS, M/S, EMPLOYERS play their role as stipulated in the Africa TVET strategy
3. Harmonization of qualifications to support mobility of labor at sub regional level (RECs) and eventually at the continental levels

**PPP**

1. create a framework for private sector engagement at national levels and ensure monitoring and evaluation of initiatives
2. Advocate for an improved role of the private sector in TVET through funded apprenticeship schemes and supporting TVET centres.

**Crosscutting**

1. Taking into account the heterogeneous nature of youth and women, promote an integrated approach which includes a particular focus on the most vulnerable categories including those living with disabilities, HIV as well as ethnic minorities.
2. Take into account the root causes for gender inequality and the prevailing gender dynamics to accelerate employment creation for women and women empowerment
3. Address retrogressive cultural practices that undermine youth and women
4. REC’s and M/s need to supported in implementing the Ouagadougou plan of action technically and with financial resources