

SIFA
Skills Initiative
for Africa

TC
Technical Cooperation

LEARNING BRIEF

AFRICA CREATES JOBS (ACJ) 2021 CONTINENTAL DIALOGUE

SKILLS AND JOBS FOR AFRICA'S ECONOMIC GROWTH



This learning brief summarises the key ideas emerging from regional dialogues to guide a continental dialogue that will agree on key actions to address the skills and jobs challenges in Africa, thereby promoting continental economic growth.

African Union (AU) member states individually and collectively are grappling with how to bring about transformative results in the development and growth of their economies. The African Union Commission (AUC) and African Union Development Agency's New Partnership for African Development (AUDA-NEPAD) held dialogues in 2017 and 2018 ("Africa Talks Jobs") to address youth employment and skills promotion across the continent¹ To express a clear sense of purpose and to strengthen partnerships and scale up skills, the dialogue was transformed into 'Africa Creates Jobs' (ACJ). The ACJ aims to bring together stakeholders who influence skills and employment agendas in order to shape solutions.

In preparation for the ACJ! 2021 Continental Dialogue, five regional workshops were held between August and November 2021, with the purpose of bringing a wide range of stakeholders together to share experiences and identify solutions. The regional ACJs were informed by AUDA-NEPAD commissioned macro-economic studies² which aimed to unpack the sub-sectors that would most benefit from skills development interventions.

Process road map

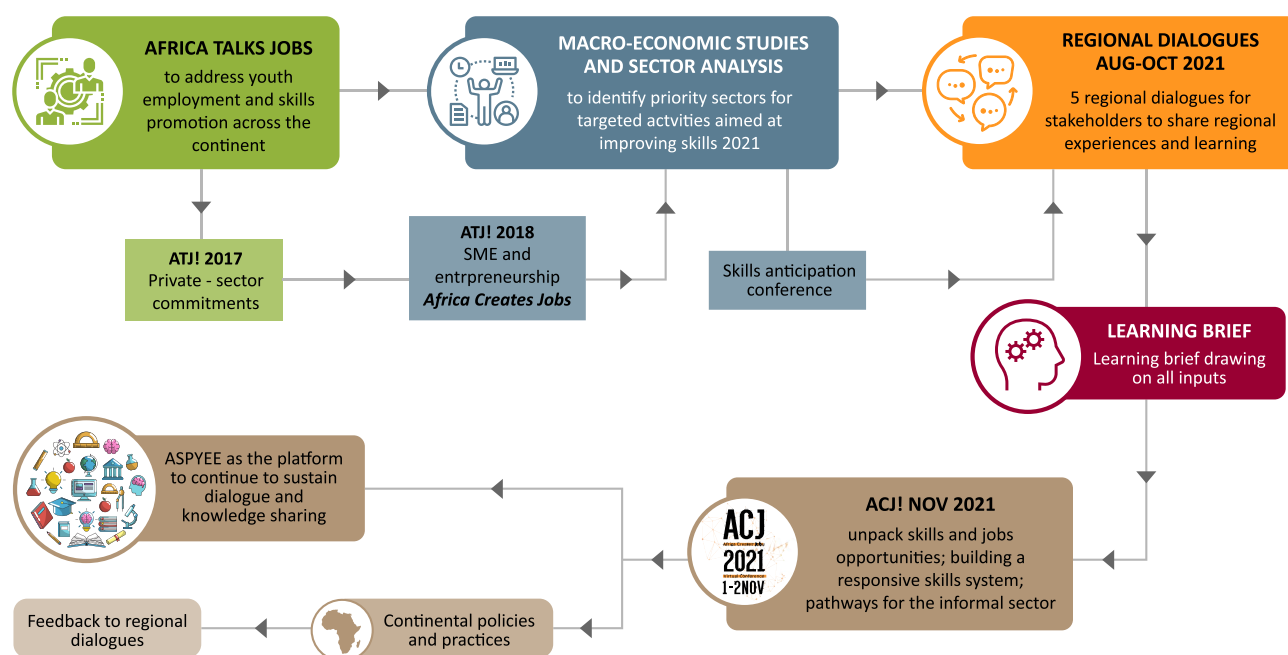


Figure 1: Roadmap towards the Africa Creates Jobs continental dialogue 2021 and beyond

¹ Supported by the Skills Initiative for Africa (SIFA), which is an AUC and AUDA-NEPAD initiative, sponsored by the German Government and the European Union.

² Labour Market and Sector Analysis: A Baseline Study for Cameroon, Ethiopia, Ghana, Nigeria, Togo and Tunisia can be accessed [here](#).

ACJ! 2021 is a dialogue platform for key leaders from governments, the private sector, education and training institutions, civil society organisations, and development cooperation agencies, to unpack opportunities for growth and development, discuss how to build a responsive skills system and identify effective pathways for the informal sector to move to formality. ACJ! 2021 will inform the adoption of continental policies and practices to drive a responsive and agile skills and jobs agenda for economic growth for African youth.

ACJ!2021

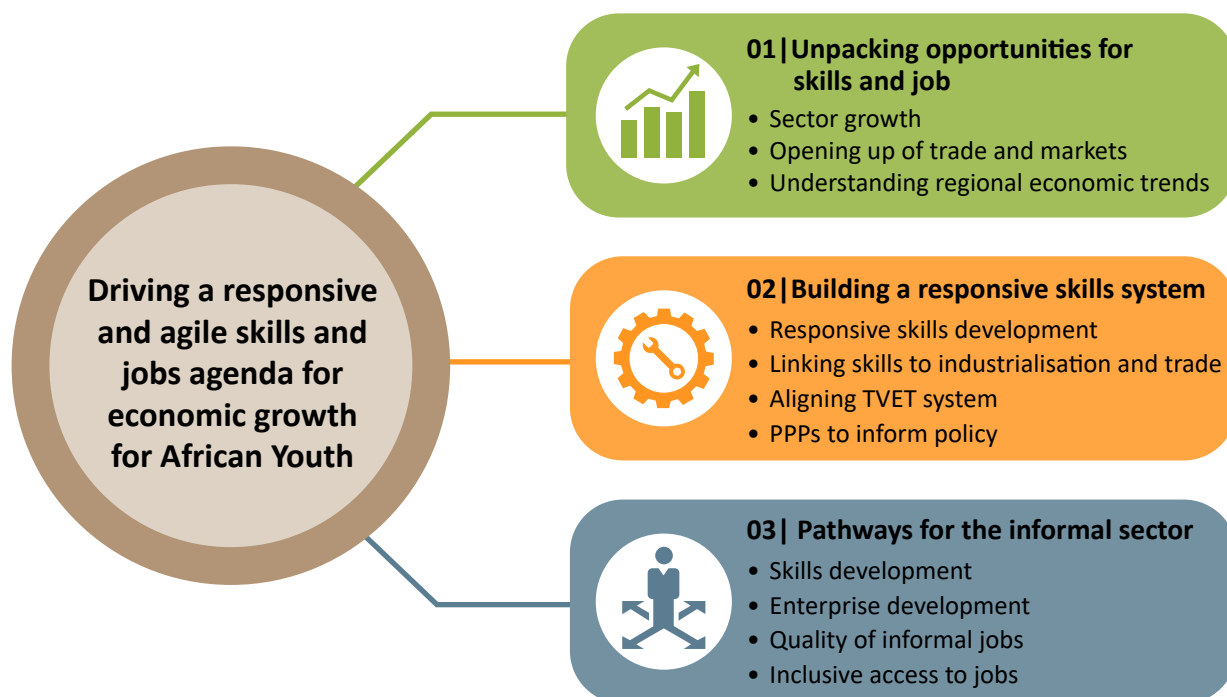


Figure 2: ACJ! 2021 Discussion themes

Challenges to Africa's economic growth and development

The African continent faces enormous challenges in economic recovery post the COVID-19 pandemic. Contracting economies due to the impact of COVID-19 have exacerbated the unemployment situation, resulting in an increase in the informal business sector, self-employment and temporary work. Lack of paying jobs push youth into the informal sector, where jobs are typically less stable, have lower wages and require fewer skills. In addition, 40% of those recruited into rebel movements are motivated by a lack of economic opportunities.

The Technical, Vocational Education and Training (TVET) systems across the continent have been non-responsive to present and future skills requirements, mostly because of lack of funding to transform the TVET national systems.

Policy makers are grappling with how to spur growth through creating opportunities for expanded industrialisation markets and trade. To improve employment and employability prospects for young people on the continent, bold leadership and innovative approaches are required. There has been a persistent disconnect between skills available and skills required on the continent. A deliberate collaboration between stakeholders involved in the supply and demand sides of the employment cycle will be necessary to address this disconnect.

There is a sense of urgency among African leaders to realise adequate and sufficient jobs for the continent's rapidly expanding young population.



Increasing youth population with few job opportunities

Only 3 million jobs are created each year while 16-20 million job seekers enter the market. 35% of female youth & 20% of young men are not in education, employment or training (NEET). Lack of paying jobs push youth into the informal sector where jobs are typically less stable, have lower wages and require fewer skills.



Supply side limitations on youth access to the labour market in Africa

Poor quality basic education, high drop-out rates, poorly trained teachers and limited curriculum produce youth unable to effectively participate in the economy. Poor socio-economic conditions exacerbate the situation, as do low levels of linking young people to social capital.



Demand side limitations on youth access to the labour market in Africa

Limited availability of employment opportunities, low levels of country economic growth, limited formal sector jobs and skills bias mean that small businesses do not grow and young people resort to survivalist activities rather than explore entrepreneurial opportunities.



Mismatch between skills and job opportunities

Skills training does not match skills required and there are poor linkages between potential employers and relevant employees. The TVET systems across the continent have been non-responsive to present and future skills requirements, mostly because of lack of funding to transform the TVET national systems.



The economy is informal so jobs are informal

Two billion of the world's employed population aged 15 and over work informally, representing 61.2% of global employment. Informal employment is the main source of employment for Africa (85.8%). A higher proportion of women are employed in the informal sector (89.7%) than men (82.7%).



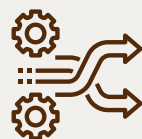
Structural challenges in the economy

Unemployment rates are high in more formalised economies. Low unemployment rates in the less formalised economies are due to informal sector jobs. Agriculture employs almost 60% of the labour force despite low productivity and declining contribution to GDP.



COVID-19 crisis caused poverty spikes

COVID-19 pushed more people into poverty and is expected to undo years of economic and social progress, leaving lasting scars on African economies. Loss of school days is four times that of advanced economies. Per capita income has returned to 2013 levels.



Urgent need for structural transformation

High political tensions and security threats both cause and are the effect of poor economic growth. Terrorist attacks occur in several countries. 40% of youth in armed groups are motivated by economic opportunity.



Gender inequality

Youth unemployment varies significantly based on gender. Young women face higher barriers, with 35% NEET compared to men (20%). More women are in the informal sector than are young men, and more women (13%) in the age group 15-24 years are underutilised compared to young men (9.8%).

Figure 3: Challenges to Africa's growth and development

Social determinants of unemployment and under-employment

Youth under-employment is driven by interlinked and mutually reinforcing demand-side challenges that impede job creation, supply-side challenges that limit the development of an appropriately skilled youth workforce, and challenges in linking potential employers and relevant employees together effectively. Poor socio-economic conditions force young people to leave school and seek employment. An inadequate basic education system does not equip them to effectively enter the world of work and they frequently resort to survivalist tactics as opposed to entrepreneurial activities. Those that do start small, informal businesses come up against high bureaucratic barriers against entry to the formal sector.

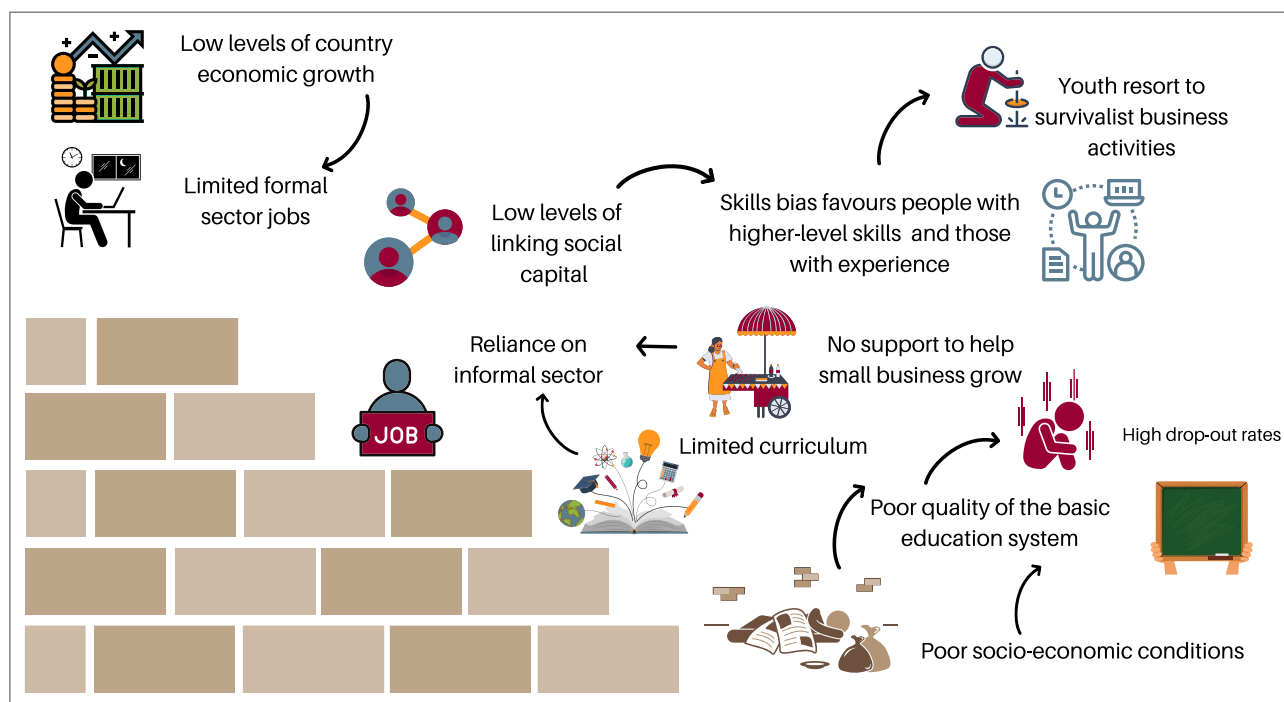


Figure 4: Social determinants of unemployment and under-employment

Regional opportunities to create skills and jobs: a snapshot

In preparation for the regional workshops, a snapshot of opportunities for skills and jobs was drawn from regional macroeconomic studies and other resources. The World Bank and the International Labour Organisation (ILO)³ have identified agriculture, manufacturing, services, retail, and hospitality as potential sources across the continent.

The 2020 macroeconomic and sector analyses conducted in a range of countries in Africa were aimed at understanding the potential growth sectors and linked labour supply, and in doing so, identified opportunities for growth.

In **West Africa**, the agricultural sector is the leading source of jobs, followed by service sectors and industry. Agriculture's share has either stagnated

or declined in all countries, but it still accounts for almost 51% of jobs. Jobs in the services sector have increased in nearly all countries except Mali and Senegal. A surge in the industrial sector is linked to the expansion of informal mining activity, primarily of small-scale gold panning.

In **Central Africa**, almost all countries have agricultural sector employment rates well in excess of other sectors, with a regional average of 70.9%. Only Gabon (43%) and Sao Tome and Principe (26%) are exceptions to the rule. On average, agriculture accounts for 63.8% of the total employed workforce. Services account for 26.8%, and industry accounts for only 9.6%. In Central Africa 22.9% of young women and 14.9% of young men are NEET. Capital-intensive growth in Central Africa has not succeeded in creating employment.

³ See [Stepping Up Job Creation and Inclusive Growth in Africa](#)

Primary sectors for job creation are manufacturing, wholesale and retail, accommodation and catering services, and information and communication technologies.

East Africa holds its ground as one of Africa's fastest growing regions, despite the COVID-19 disruption and locust invasion. The labour force seems to be moving slowly from the agricultural to the services sector although the agricultural sector still employs the largest proportion of the labour force.

In Rwanda, for example, the share of employment in the services sector grew from 9% in the early 2000s to 28% for the 2010-18 period. However, new jobs in the services sector tend to be in low-productivity activities such as retail trade and hospitality, limiting the gains of labour reallocation.⁴

Southern Africa was the region most affected by the COVID-19 pandemic, with an economic contraction of 7% in 2020. Most of the labour force is involved in agriculture, employing almost 60% of the workforce, despite agriculture's low productivity and declining contribution to GDP. The World Bank and the ILO identified agriculture, manufacturing, services, and retail and hospitality as the key growth sectors.

In **Northern Africa**, close to 50% of graduates who have jobs are "overqualified". For those that are unemployed, expectations are high in relation to obtaining certain types of jobs and support mechanisms enable them to 'wait' until they get jobs which match their expectations.

Northern Africa has the lowest proportion of informal employment of total employment (67.3%). Twenty-one million jobs were lost because of the COVID-19 pandemic in 2020, although the economy is projected to recover considerably in 2021 and 2022, with a projected growth of 4% and 6% respectively. Non-resource dependent countries are forecast to see an average per capita increase of 21.6% by 2025.

In this context, the 2021 ACJ! continental dialogue on 'Skills and Jobs for Africa's Economic Growth', will explore how the envisaged growth could meet the demand for the over 20 million jobs that the continent needs to create every year.

The regional ACJ workshops, conducted between August and October 2021, brought together a diverse group of stakeholders to understand and share regional experiences and learning. Inputs made by delegates during these regional dialogues, conducted in a virtual workshop setting, were collated and are summarised below. These recommendations are not exhaustive but are considered priority issues by delegates and should provide some guidance to inform the ATJ! continental dialogue.

⁴ Africa Development Dynamics, 2021; AUC/OECD

Recommendations from Regional ACJ workshops



Unpacking opportunities for skills and job

- » Unpacking skills and employment in relation to national-regional sector growth strategies.
- » Leveraging opportunities in Africa's industrialisation drive and opening of trade and markets.
- » Understanding the unfolding regional economic trends and patterns that currently exist.

Agriculture and food production	<ul style="list-style-type: none"> • Regard agriculture as a strategic sector that can contribute towards sustainable economic transformation and improving the quality of jobs in Africa. • Focus should be on agro-ecology, agri-processing, and the active agency of youth, women and small-scale food producers.
Climate change and green jobs	<ul style="list-style-type: none"> • Identify key future skills to address the climate crisis, and prepare young people to meet the skills requirements for green jobs.
Community-oriented solutions	<ul style="list-style-type: none"> • Encourage member states to accelerate the decentralisation process to capture job creation opportunities at the local level, based on the comparative advantages of localities. • Identify skills and competences that can be developed in priority sectors in communities at local level.
Continental-wide policy development and compliance	<ul style="list-style-type: none"> • Develop clear policies for regional partners on competency development and establish a consultative committee on empowering countries. • Focus on the continental standardisation of recognition of prior learning qualifications to facilitate job mobility for youth. • Establish effective mechanisms to implement decisions and recommendations taken at regional and continental levels and ensure proper coordination of the decisions.
Country-specific skills development	<ul style="list-style-type: none"> • Develop skills targeting priority sectors per country.
Digital economy	<ul style="list-style-type: none"> • Emphasise the digital economy and put mechanisms in place to allow youth to qualify for jobs and lead the development of this sector.
Exchange programmes	<ul style="list-style-type: none"> • Share skills at regional level through formal internships. AfCFTA⁵ must be the benchmark for skills and services that need to be exchanged regionally. • Match students and professionals for experience sharing and orientation on selected sectors. • Organise business ideas and plan competitions at regional level.

⁵ African Continental Free Trade Area

Labour labs and incubators	<ul style="list-style-type: none"> • Employ young people as apprentices through labour labs. Establish incubators and accelerators to develop entrepreneurial skills. Governments should subsidise commercial space for start-ups and incubators. Senior people and professionals with experience can support through mentoring and training.
Linkages to markets	<ul style="list-style-type: none"> • The regional private sector work with the creative economy to enable access to viable markets to sell goods and services.
Mobility of skills at a regional level	<ul style="list-style-type: none"> • Benchmark AfCFTA for skills and services that need to be exchanged regionally. • Regional economic communities work with governments to promote policies on skills mobility. This will boost AFCTA. • Create mutual agreements (between sending and receiving countries) and multilateral agreements (between a regional grouping of countries) in relation to cross-border recognition of skills. • Share skills at regional level through formal internships. • Design and implement action plans to promote skills transfer and match labour supply and demand for regional integration.
Private sector support	<ul style="list-style-type: none"> • Private organisations' support entrepreneurs. • Establish partnerships with companies to support young companies or start-ups.
Promote and support entrepreneurship	<ul style="list-style-type: none"> • Organise business ideas and plan competitions at regional level. • Integrate REAMORCE (moral, civic and entrepreneurial rearmament) into programmes and focus on soft skills. • Establish mentoring systems for business creation.
Standardise qualifications	<ul style="list-style-type: none"> • Focus on the continental standardisation of recognition of prior learning (RPL) qualifications, which will facilitate job mobility for youth.
Technology and other necessary infrastructure	<ul style="list-style-type: none"> • Effectively use technology platforms to facilitate access to jobs. • Use platforms effectively to advertise career fairs and to link skills and jobs. • Develop appropriate information systems for the labour market. • Encourage young people to work in this sector and private companies must support the development of technology and skills training in the field. • Establish equitable access to broadband and the digital economy and ensure availability in rural areas. • Infrastructural development is critical to facilitate trade and economic growth and requires cooperation across and between regions. • Specifically focus on the development of transport infrastructure in and across regions.

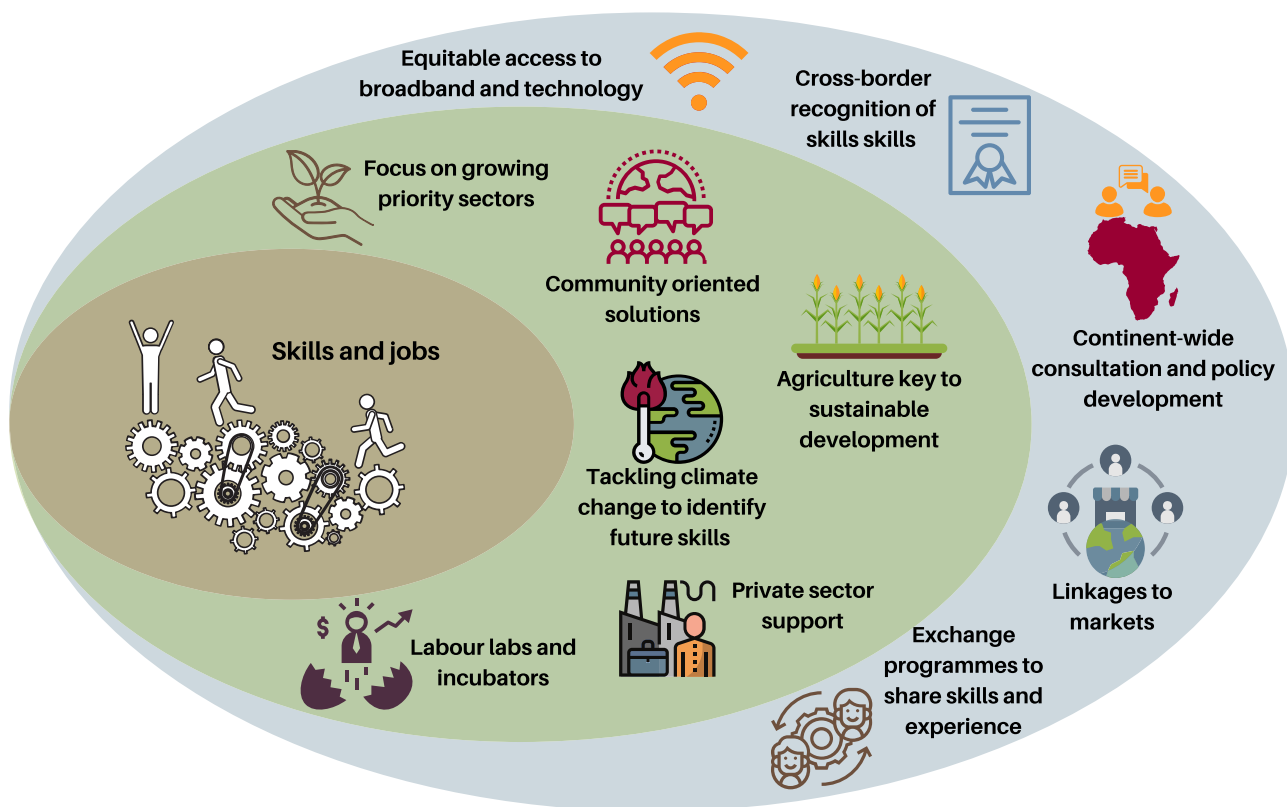


Figure 5: Issues to consider in unpacking opportunities for skills and jobs



Building a responsive skills system

- » Linking industrialisation and trade to skills and TVET system.
- » Understanding how public private partnerships inform policy.
- » Promoting inclusive approaches.
- » Determining the key levers that enable responsive ecosystems for today and tomorrow.

Apprenticeship system	<ul style="list-style-type: none"> • Promote a culture of apprenticeship, linking teaching practices to the professional world. • Improve professionalisation by encouraging the placement of students in companies. • Governments to recognise work-linked programmes. • Set up labour laboratories where young people can be employed as apprentices.
Centres of excellence	<ul style="list-style-type: none"> • Establish country specific TVET centres of excellence, innovation, and entrepreneurship, which should include centres of excellence for trainers and focus on future skills. Centres of excellence can be integrated into the sector skills councils and TVET system.
Government support for training	<ul style="list-style-type: none"> • Governments to develop and strengthen their skills acts and facilitate access to training. Dedicated departments to focus on career development and counselling. Advocate to governments for the recognition of work-linked training and TVET diplomas at national and regional levels.

Inclusivity	<ul style="list-style-type: none"> • Ensure training is inclusive. • Establish specialised facilities and structures in TVET institutions to meet the needs of the vulnerable, especially girls and students with disabilities. • Increase the accessibility of TVET institutions in both urban and rural areas. • Develop target programmes and strategies for women to be included in skills and jobs creation programmes. • Encourage young people to participate by making them aware of their role in the development of their country. • Promote the implementation of soft skills development programmes in schools. • Ensure that soft skills (e.g. planning, entrepreneurship, business, and leadership) are integrated into the curricula. • Develop and adapt curricula based on community needs where TVET institutions are located.
Incubators, mentoring and entrepreneurial development	<ul style="list-style-type: none"> • Establish incubators and accelerators where entrepreneurial skills can be developed. • Provide governmental subsidies for commercial space for start-ups and incubators. • Establish public private partnerships (government and private sector) to support young companies or start-ups and establish mentoring systems for business creation. • Mobilise and contract senior people and professionals with experience to mentor and train. • Match students with professionals for experience sharing and orientation in selected sectors.
Labour market and training observatories	<ul style="list-style-type: none"> • Establish regional labour market and training observatories as independent structures, or closely embedded in existing structures, such as public bodies, academic institutions, and research centres – with the support of all stakeholders, including government, industry, TVET and higher education. • Create observatories to monitor labour market and skills dynamics, provide data and analysis, provide evidence-based recommendations for action, and stimulate debate with important stakeholders. • Observatories to provide an important contribution to gathering and analysing information on demand-led adjustment of qualifications and skills, anticipation and matching, and support to decision-makers.
Networking platforms	<ul style="list-style-type: none"> • Establish dialogue platforms for employees, job seekers and TVET to inform policy development and implementation processes. • Strengthen online communities and various networking platforms to bring stakeholders together. • Networks to include AUDA, NEPAD, TVET and TVET champions.

Partnerships between sectors	<ul style="list-style-type: none"> • Establish partnerships between TVET and private sector companies to adjust the training curriculum in line with industry needs and ensure investment by the private sector and government in the development of training curricula according to an assessment of professional competence (APC). • Establish and facilitate public-private dialogue, with full participation and commitment of political leadership and private sector stakeholders, to go beyond curricula development. • Establish training approaches that are competency-based. • Encourage major companies to create vocational training centres that are supported and recognised by governments. • Create mechanisms to strengthen the synergy between the gaps identified in skills requirements and training offered. • Align university training with the needs of the private sector.
Quality assurance and quality improvement of training	<ul style="list-style-type: none"> • Establish quality improvement and quality assurance mechanisms in training institutes and monitor in line with needs of private sectors. • Upskill TVET trainers to ensure that they are up to date with industry requirements and competent in their respective and related fields. • Establish mechanisms for TVET funding to be based on the quality of training provided and hold providers accountable for the curricula they deliver. • Develop a TVET grading system, centres based on level of skills, qualification being offered and the strength of the synergy between demand and supply, and base funding support on their rating. • Develop and implement a responsive monitoring and evaluation system, specifically in relation to the alignment of skills demand and supply.
Robust research and evidence-based decision making	<ul style="list-style-type: none"> • Thoroughly research the skills and jobs landscape. • Clearly identify the skills requirements of the private sector and mapped at a regional level. • Regional economic communities to take the lead in supporting and mapping actors, sectors, initiatives, and identifying specific skills needs across the region. • Involve civil society in the process to be watchdog of the implementation of recommendations.
Standardisation of training, recognition of qualifications and skills mobility	<ul style="list-style-type: none"> • Harmonise and standardise quality education and training across regions to enable and facilitate free labour exchange. • Establish consultation frameworks at continental level to facilitate the standardisation of qualifications awarded in different countries to improve the mobility of skills across the region. • Disseminate best practices in developing national qualifications frameworks (NQFs) to all member states. • Develop policy guidelines to recognise qualifications and certification at national and regional levels.

<p>Upgrade TVET and raise its profile</p>	<ul style="list-style-type: none"> • Elevate the public image of TVET and popularise technical skills. • Mobilise and allocate more resources to TVET institutions to enhance their capacities and provide modern technical facilities. Member states to prioritise the implementation of TVET programmes. • Solicit professional bodies to strengthen the training curricula. • Improve educational and vocational information and guidance services. • Support the implementation of training programmes for TVET trainers and administrators to digitise TVET (curricula and content), with e-commerce and digital and business skills integrated into the curricula.
<p>Youth partnerships with training institutions</p>	<ul style="list-style-type: none"> • Involve youth in the elaboration, implementation and evaluation of programmes and initiatives related to TVET and job creation. • Enable young people to train trainers and to make TVET attractive. For example, young people are naturally adept at technology can be supported to assist in pairing up or engaging in reverse mentoring of trainers.

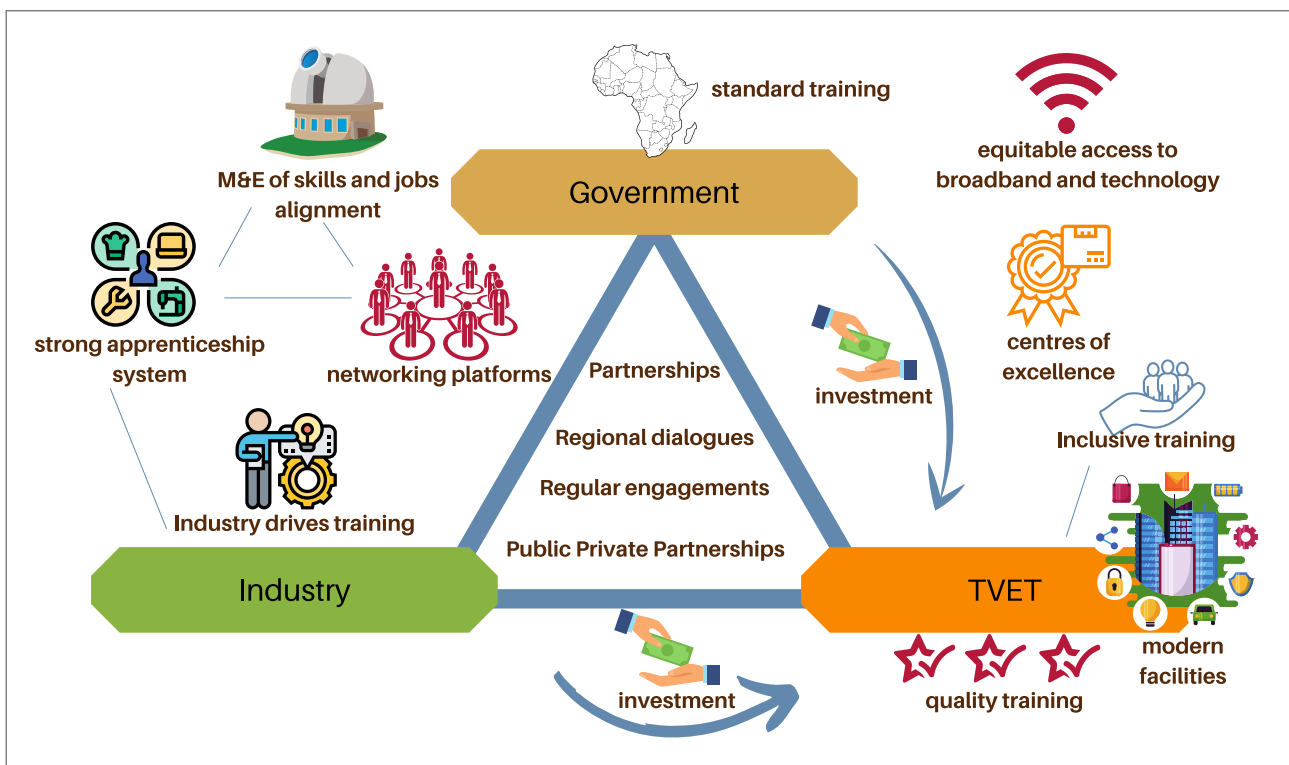


Figure 6: Issues to consider in building a responsive skills system



Pathways for the informal sector

- » Addressing trade, jobs, and skills acquisition and enterprise development opportunities with necessary support structures and systems.
- » Improving the quality of informal jobs and increasing the earnings of self-employed and informal workers.
- » Improving access to jobs for vulnerable or traditionally disadvantaged groups.

Barriers to entering the formal economy	<ul style="list-style-type: none"> • Reduce the costs of formalisation and implement red tape reduction processes. Ease the formalisation process, and enhance skills development. • Implement/revise policies to ensure tax is not a burden for those in the informal sector to facilitate the transition to the formal sector.
Common understanding of what exactly is meant by “formalising”	<ul style="list-style-type: none"> • Develop a common understanding of what is meant by formalising the informal sector. Reframe the concept of “formalisation” with the inclusion of the informal sector. • Unpack and research the feasibility and implications of formalising and consider other options before opting for formalising as the only solution.
Enabling policy and legislative environment	<ul style="list-style-type: none"> • Develop a common policy framework for transitioning from informal to formal and ensure coherence between these policies and other policies. • Ensure that the formalisation legislation and policy framework allow informal sector businesses to feel safe to expand and transition to the formal sector and remove blockages to business creation.
Identifying the needs of the informal sector	<ul style="list-style-type: none"> • Undertake robust research on whether the informal sector needs to be, or wants to be, formalised. • Develop an in-depth understanding of the informal sector, supported by robust evidence. • Map the informal and include all existing and key economic actors in both the formal sectors, as well as rural-urban and cross-country/ regional flows and migratory patterns. • Map and analyse the key factors that cause informality, such as challenges in the ecosystem, and identify the precise needs of the informal sectors to develop appropriate responses.
Incremental approach to formalisation	<ul style="list-style-type: none"> • If formalisation is the final goal, develop an incremental approach to move from informal to formal. • Enhance skills development programmes in the informal sector to ease the transition of the informal sector into the formal sector. • Implement fiscal incentives to encourage migration to the formal sector. • Set up pilot projects for the transition to the formal sector that consider different aspects such as training, policies, financing, etc.

<p>Strengthen and support the informal sector</p>	<ul style="list-style-type: none"> • Provide better services to the informal sector. • Unpack and understand the conditions that would need to be put into place to make the economy beneficial for all. • Build the capacity of the informal sector and integrate occupational health and safety standards. • Mobilise finance to enable informal sector enterprises to grow and have financial stability. • Set up working groups to bring together the public, private and informal sectors.
<p>Upgrade skills and recognise prior learning (RPL) and skills (RPS)</p>	<ul style="list-style-type: none"> • Provide a framework to enable informal sector actors to gain recognised qualifications with RPL, training and formal qualifications. • Benchmark RPS against regional and continental standards as recognised by employers. • Provide a specific focus on the agriculture sector to recognise the skills and competencies of smallholder farmers to support their expansion. • Provide training to enable informal sector actors to qualify for recognised qualifications.

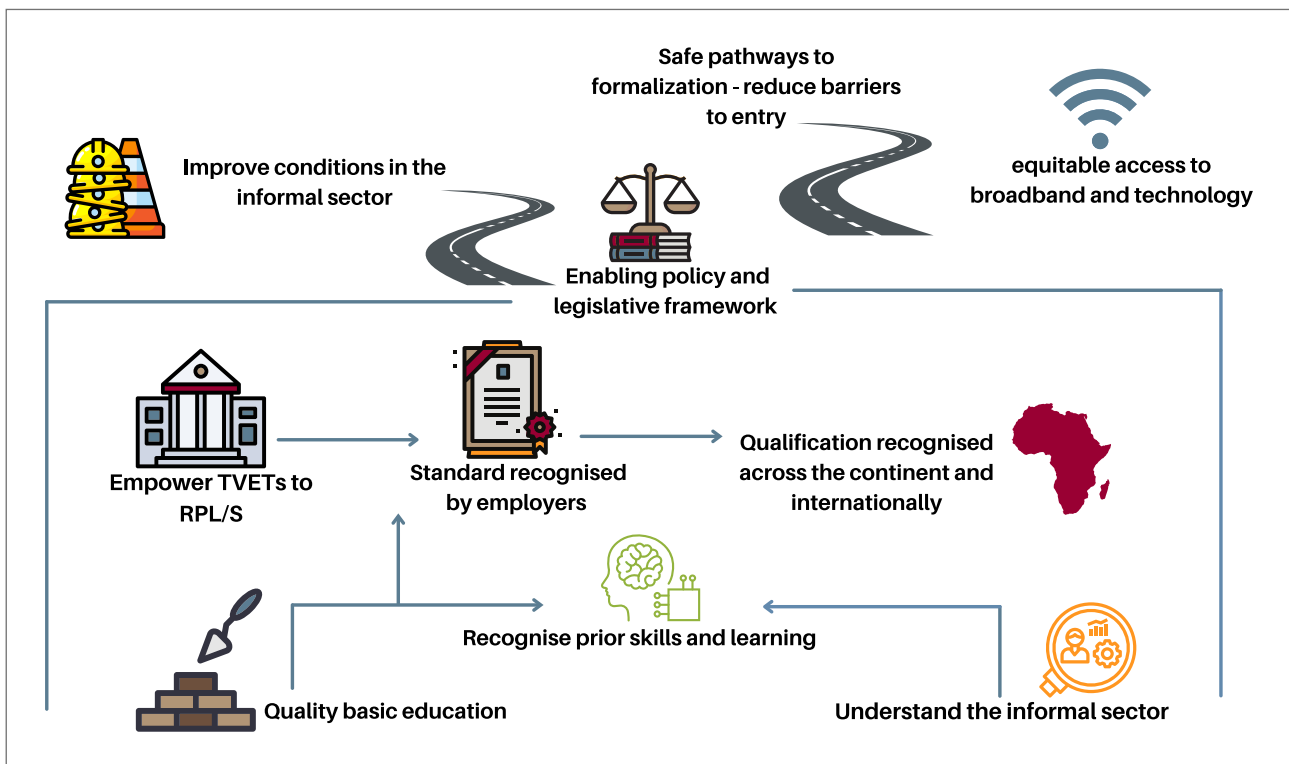


Figure 7: Issue for consideration in the pathway for the informal sector

Unpacking the building blocks of a responsive and agile skills and job agenda for African youth and African prosperity

Informed by the macroeconomic studies, the skills anticipation conference, and the regional dialogues, the ACJ! 2021 dialogue will discuss mechanisms that can be put in place to standardise qualifications and ensure alignment across the continent as well as globally. Technical skills need to be seen as valuable and a foundation for success across the continent. RPL and skills must be enhanced, integrated into TVET systems, and standardised across the continent.

A key enabling tool is equitable and affordable access to information technology and adequate broadband across the continent.

At a country and regional level, partnerships and engagement between government, TVET and industry is vital and creative ways need to be found to address the informal sector and begin the process of formalisation. Key building blocks are summarised in the illustration below.

Agreements need to be reached and policies developed to enhance labour mobility and skills transportability. Information systems must be developed to support the alignment between skills supply and demand on national as well as regional and continental levels.

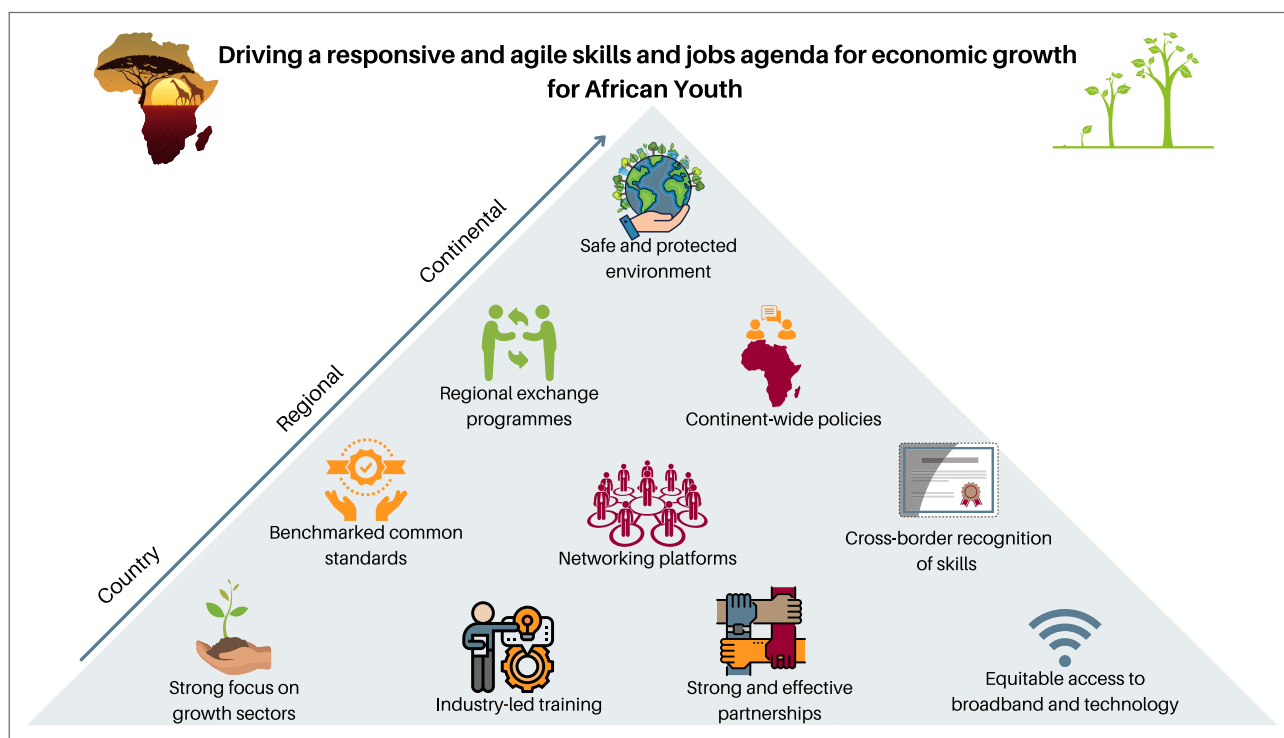


Figure 8: Building blocks towards a responsive and agile skills and jobs agenda for African youth

Key questions for discussion at ACJ

1. What are the building blocks needed to make our skills development system more responsive to the needs of the labour market?
2. How do we ensure an agile and responsive skills system that can adjust to the new world of work, 4IR, post COVID-19 realities and take advantage of the opportunities the AfCFTA is creating?
3. How do we ensure that our skills development systems provide young people with the skills and competencies necessary to ensure their ability to become (self) employed?
4. How do we build a system that recognises skills obtained both in the informal sector and through short courses?
5. How do we encourage young people to pursue vocational occupations and make TVET a first choice for a sustainable livelihood?

Acknowledgements

AUC and AUDA-NEPAD would like to thank PEARS Trust for the technical support in compiling this paper as well as all representatives from GIZ who have assisted in the creation of this report.

Authors

Dianne Morran and Vanessa Kruger

Disclaimer

This publication was produced with the financial support of the European Union and the German Federal Ministry for Economic Cooperation and Development. Its contents are the sole responsibility of GIZ and do not necessarily reflect the views of the EU or the Federal Ministry for Economic Cooperation and Development.



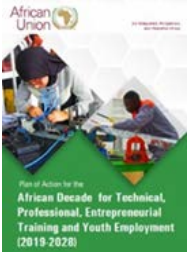


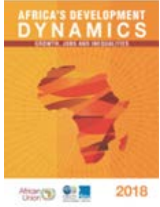

This programme is co-funded by the European Union and the Federal Ministry for Economic Cooperation and Development



Supported by



Additional resources / interesting reading

	<p>The African Union's Agenda 2063 is Africa's master plan for "transforming Africa into the global powerhouse of the future". It is the continent's strategic framework for inclusive and sustainable development and is a concrete manifestation of the pan-African drive for unity, self-determination, freedom, progress, and collective prosperity.</p>
	<p>The new African Continental Free Trade Agreement: AfCFTA, provides for a continent-wide enabling structure that aims to create a single market for goods and services in Africa. Through the AfCFTA, trade will be improved by eliminating duties and non-tariff barriers and enabling and protecting women traders. The AfCFTA estimates that increased industrialisation and manufacturing can create 14 million stable jobs by 2025.</p>
	<p>The AU considers the burgeoning youthful population in Africa as a key resource for achieving its vision of a peaceful, integrated, and prosperous Africa. However, the growing problem of youth unemployment and underemployment constitute central challenges to Africa's development. Recognising this challenge, the AU has developed a Plan of Action for the African Decade for Technical, Professional, Entrepreneurial Training and Youth Employment (2019-2028)</p>
	<p>Macroeconomic and sector analyses, commissioned by AU and AUDA-NEPAD and supported by SIFA were used to inform the regional dialogues. These studies were conducted in a range of countries in Africa to understand growth sectors and linked labour supply: Macroeconomic Studies.</p>
	<p>World Bank research indicates that Africa can accelerate job creation. Africa's largest employment sectors are agriculture, manufacturing, and retail and hospitality. With the right policies in these areas, and assuming trend employment growth in the remainder of the economy, Africa has the potential to create up to 72 million new stable jobs over the next decade. Stepping up Job Creation and Inclusive Growth in Africa.</p>
	<p>Africa's Development Dynamics 2018: Growth, Jobs and Inequalities (AU, OECD, 2018) unpacks the major economic and social trends in Africa and the continent's role in globalisation. The report identifies innovative policies and offers practical policy recommendations. It proposes ten decisive actions to promote sustainable economic and social development and to strengthen institutions in Africa.</p>
	<p>The 2016 International Labour Organisation (ILO) publication World Employment Social Outlook provided a comprehensive pre-COVID-19 analysis of employment trends by regional. It notes that Africa has a population of approximately 1.2 billion, of which 65% is under 35 years' old. Africa is the only continent in the world in which the working-age population is estimated to rapidly expand beyond 2035. (ILO 2016)</p>