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CHAPTER 3: ECONOMY AND EMPLOYMENT

Objectives

- The unemployment rate should fall from 24.9 percent in June 2012 to 14 percent by 2020 and to 6 percent by 2030. This requires an additional 11 million jobs. Total employment should rise from 13 million to 24 million.
- The proportion of adults working should increase from 41 percent to 61 percent.
- The proportion of adults in rural areas working should rise from 29 percent to 40 percent.
- The labour force participation rate should rise from 54 percent to 65 percent.
- Gross Domestic Product (GDP) should increase by 2.7 times in real terms, requiring average annual GDP growth of 5.4 percent over the period. GDP per capita should increase from about R50 000 per person in 2010 to R110 000 per person in 2030 in constant prices.
- The proportion of national income earned by the bottom 40 percent should rise from about 6 percent today to 10 percent in 2030.
- Broaden ownership of assets to historically disadvantaged groups.
 - Exports (as measured in volume terms) should grow by 6 percent a year to 2030 with non-traditional exports growing by 10 percent a year.
 - Increase national savings from 16 percent of GDP to 25 percent.
 - The level of gross fixed capital formation should rise from 17 percent to 30 percent,

with public sector fixed investment rising to 10 percent of GDP by 2030.

- Public employment programmes should reach 1 million by 2015 and 2 million people by 2030.

Actions

1. Reduce the cost of living for poor households and costs of doing business through microeconomic reforms.
2. Develop proposals for an acceptable minimum standard of living and proposals on how to achieve this over time.
3. Remove the most pressing constraints on growth, investment and job creation, including energy generation and distribution, urban planning etc.
4. Position South Africa to attract offshore business services, and build on the advantage provided by its telecommunications, banking and retail firms operating in other countries.
5. Increase the benefit to the country of our mineral resources by:
 - Giving clear certainty over property rights (the right to mine)
 - Increasing rail, water and energy infrastructure
 - Structure a taxation regime that is fair, equitable and predictable and that recognises the non-renewable nature of mineral resources.
6. Broaden the expanded public works programme to cover 2 million fulltime equivalent jobs by 2020.

7. Offer a tax incentive to employers to reduce the initial cost of hiring young labour market entrants. Facilitate agreement between employers and unions on entry-level wages.

8. Give a subsidy to the placement sector to identify, prepare and place matric graduates into jobs.

9. Business and labour to develop their own proposals to reduce youth unemployment.

10. Adopt a more open immigration approach to expand supply of high-level skills.

11. Adopt an approach to handling probationary periods that reflects the intention of probation.

12. Simplifies dismissal procedures for non-performance or misconduct, especially for smaller firms.

13. Strengthen dispute resolutions mechanisms in the labour market with a view to reducing tension and violence.

CHAPTER 4: ECONOMIC INFRASTRUCTURE

Objectives

○ The proportion of people with access to the electricity grid should rise to at least 90 percent by 2030, with non-grid options available for the rest.

○ The country would need an additional 29 000MW of electricity by 2030. About 10 900MW of existing capacity is to be retired, implying new build of more than 40 000MW.

○ At least 20 000MW of this capacity should come from renewable sources.

○ Ensure that all people have access to clean, potable water and that there is enough water for agriculture and industry, recognising the trade-offs in the use of water.

○ Reduce water demand in urban areas to 15 percent below the business-as-usual scenario by 2030.

○ The proportion of people who use public transport for regular commutes will expand significantly. By 2030, public transport will be user-friendly, less environmentally damaging, cheaper and integrated or seamless

○ Durban port capacity should increase from 3 million containers a year to 20 million by 2040.

○ Competitively priced and widely available broadband.

Actions

Coal

14. Ensure domestic security of coal supply for existing power stations through industry compact, more comprehensive coal field planning and opening up the Waterberg for coal mining.

15. Invest in a new heavy-haul rail corridor to the Waterberg coal field, upgrade the central basin coal network and expand export capacity in the line to Richards Bay.

Gas

16. Enable exploratory drilling to identify economically recoverable coal seam and shale gas reserves, while environmental investigations will continue to ascertain whether sustainable exploitation of these resources is possible. If gas reserves are proven and environmental concerns alleviated, then development of these resources

and gas-to-power projects should be fast-tracked.

17. Incorporate a greater share of gas in the energy mix, both through importing liquefied natural gas and if reserves prove commercial, using shale gas. Develop infrastructure for the import of liquefied natural gas, mainly for power production, over the short to medium term.

Electricity

18. Move to less carbon-intensive electricity production through procuring at least 20 000MW of renewable energy, increased hydro-imports from the region and increased demand-side measures, including solar water heating.

19. Move Eskom's system operator, planning, power procurement, power purchasing and power contracting functions to the independent system and market operator and accelerated procurement of independent power producers.

20. Ring-fence the electricity distribution businesses of the 12 largest municipalities (which account for 80 percent of supply), resolve maintenance and refurbishment backlogs and develop a financing plan, alongside investment in human capital.

21. Revise national electrification plan and ensure 90 percent grid access by 2030 (with balance met through off-grid technologies).

Liquid fuels

22. Upgrade fuel refineries to ensure they meet new fuel quality standards and insist on larger strategic fuel stocks to ensure security of supply.

23. Continue to import refined fuels, ensuring that the growing deficit in petroleum products is met, and defer decision on a new refinery to 2017.

Water resources

24. A comprehensive management strategy including an investment programme for water resource development, bulk water supply and wastewater management for major centres by 2012, with reviews every five years.

25. Complete phase 2 of the Lesotho Highlands water project by 2020.

26. Timely development of several new water schemes to supply urban and industrial centres, new irrigation systems in the Umzimvubu river basin and Makhathini Flats, and a national water conservation programme to improve water use and efficiency

27. Create regional water and wastewater utilities, and expand mandates of the existing water boards (between 2012 and 2017).

Transport

28. Consolidate and selectively expand transport and logistics infrastructure, with key focus areas being:

- Upgrading the Durban-Gauteng freight corridor, including a new port at the old Durban airport site.
- Expanding capacity of the coal, iron ore and manganese lines, with consideration given to concessioning parts of this network.
- Building the N2 road through the Eastern Cape.
- Public transport infrastructure and systems, including the renewal of the commuter rail fleet, supported by enhanced links with road-based services.

Information and communications infrastructure

29. Establishing a national, regional and municipal fibre-optic network to provide the backbone

for broadband access; driven by private investment, complemented by public funds required to meet social objectives.

30. Change the regulatory framework to ensure that Internet broadband capacity improves, prices fall significantly and access improves.

CHAPTER 5: ENVIRONMENTAL SUSTAINABILITY AND RESILIENCE

Objectives

- A set of indicators for natural resources, accompanied by publication of annual reports on the health of identified resources to inform policy.
- A target for the amount of land and oceans under protection (presently about 7.9 million hectares of land, 848kms of coastline and 4 172 square kilometres of ocean are protected).
- Achieve the peak, plateau and decline trajectory for greenhouse gas emissions, with the peak being reached around 2025.
- By 2030, an economy-wide carbon price should be entrenched.
- Zero emission building standards by 2030.
- Absolute reductions in the total volume of waste disposed to landfill each year.
- At least 20 000MW of renewable energy should be contracted by 2030.
- Improved disaster preparedness for extreme climate events.
- Increased investment in new agricultural technologies, research and the development of

adaptation strategies for the protection of rural livelihoods and expansion of commercial agriculture.

Actions

31. An independent Climate Change Centre, in partnership with academic and other appropriate institutions, is established by government to support the actions of government, business and civil society.
32. Put in place a regulatory framework for land use, to ensure the conservation and restoration of protected areas
33. Carbon price, building standards, vehicle emission standards and municipal regulations to achieve scale in stimulating renewable energy, waste recycling and in retrofitting buildings.
34. Carbon-pricing mechanisms, supported by a wider suite of mitigation policy instruments to drive energy efficiency.
35. All new buildings to meet the energy-efficiency criteria set out in South African National Standard 204.
36. Channel public investment into research, new agricultural technologies for commercial farming, as well as for the development of adaptation strategies and support services for small-scale and rural farmers.

CHAPTER 6: INCLUSIVE RURAL ECONOMY

Objectives

- An additional 643 000 direct jobs and 326 000 indirect jobs in the agriculture, agro-processing and related sectors by 2030.

- Maintain a positive trade balance for primary and processed agricultural products.

Actions

37. Rural economies will be activated through improved infrastructure and service delivery, a review of land tenure, service to small and micro farmers, a review of mining industry commitments to social investment, and tourism investments

38. Substantially increase investment in irrigation infrastructure in Makhathini Flats and Umzimvubu River Basin.

39. Create tenure security for communal farmers, especially women, investigate different forms of financing and vesting of private property rights to land reform beneficiaries that does not hamper beneficiaries with a high debt burden.

CHAPTER 7: SOUTH AFRICA IN THE REGION AND THE WORLD

Objectives

- Intra-regional trade in Southern Africa should increase from 7 percent of trade to 25 percent of trade by 2030.
- South Africa's trade with regional neighbours should increase from 15 percent of our trade to 30 percent.

Actions

40. Focus trade penetration and diplomatic presence in fast-growing markets (Asia, Brazil and Africa).

41. Implement a focused regional integration strategy with emphasis on:

- Road, rail and port infrastructure in the

region

- Reducing red tape, corruption and delays at border posts
- Using financial institutions to partner with businesses wanting to expand on the continent
- Strengthening regional cooperation in food and energy markets and water management.
- Identifying and promoting practical opportunities for cooperation based on complementary national endowments.

CHAPTER 8: TRANSFORMING HUMAN SETTLEMENTS

Objectives

- Strong and efficient spatial planning system, well integrated across the spheres of government.
- Upgrade all informal settlements on suitable, well located land by 2030.
- More people living closer to their places of work.
- Better quality public transport.
- More jobs in or close to dense, urban townships.

Actions

42. Reforms to the current planning system for improved coordination.

43. Develop a strategy for densification of cities and resource allocation to promote better located housing and settlements.

44. Substantial investment to ensure safe, reliable and affordable public transport.

45. Introduce spatial development framework and norms, including improving the balance between location of jobs and people.

46. Conduct a comprehensive review of the grant and subsidy regime for housing with a view to ensure diversity in product and finance options that would allow for more household choice and greater spatial mix and flexibility. This should include a focused strategy on the housing gap market, involving banks, subsidies and employer housing schemes.

47. National spatial restructuring fund, integrating currently defused funding.

48. Establish a national observatory for spatial data and analysis.

49. Provide incentives for citizen activity for local planning and development of spatial compacts.

50. Introduce mechanisms that would make land markets work more effectively for the poor and support rural and urban livelihoods.

CHAPTER 9: IMPROVING EDUCATION, TRAINING AND INNOVATION

Objectives

- Make early childhood development a top priority among the measures to improve the quality of education and long-term prospects of future generations. Dedicated resources should be channelled towards ensuring that all children are well cared for from an early age and receive appropriate emotional, cognitive and physical development stimulation.
- All children should have at least 2 years of pre-school education.

- About 90 percent of learners in grades 3, 6 and 9 must achieve 50 percent or more in the annual national assessments in literacy, maths and science.

- Between 80 – 90 percent of learners should complete 12 years of schooling and or vocational education with at least 80 percent successfully passing the exit exams

- Eradicate infrastructure backlogs and ensure that all schools meet the minimum standards by 2016.

- Expand the college system with a focus on improving quality. Better quality will build confidence in the college sector and attract more learners. The recommended participation rate of 25 percent would accommodate about 1.25 million enrolments.

- Provide 1 million learning opportunities through Community Education and Training Centres

- Improve the throughput rate to 80 percent by 2030.

- Produce 30 000 artisans per year.

- Increase enrolment at universities by at least 70 percent by 2030 so that enrolments increase to about 1.62 million from 950 000 in 2010.

- Increase the number of students eligible to study towards maths and science based degrees to 450 000 by 2030.

- Increase the percentage of PhD qualified staff in the higher education sector from the current 34 percent to over 75 percent by 2030.

- Produce more than 100 doctoral graduates

per million per year by 2030. That implies an increase from 1 420 in 2010 to well over 5 000 a year.

- Expand science, technology and innovation outputs by increasing research and development spending by government and through encouraging industry to do so.

Actions

Early childhood development

51. Design and implement a nutrition programme for pregnant women and young children, followed by a childhood development and care programme for all children under the age of 3

52. Increase state funding and support to ensure universal access to two years of early childhood development exposure before grade 1.

53. Strengthen coordination between departments, as well as the private and non-profit sectors. Focus should be on routine day-to-day coordination between units of departments that do similar work.

Schooling

54. The interests of all stakeholders should be aligned to support the common goal of achieving good educational outcomes that are responsive to community needs and economic development.

- Educational institutions should be provided with the capacity to implement policy. Where capacity is lacking, this should be addressed as an urgent priority.
- Teachers should be recognised for their efforts and professionalism. Teaching should be a highly valued profession.

55. Introduce incentive schemes linked to the annual national assessments to reward schools for consistent improvements.

56. Top performing schools in the public and private sectors must be recognised as national assets. They should be supported and not saddled with unnecessary burdens.

57. Strengthen and expand Funza Lushaka and ensure that graduates of the programme are immediately absorbed into schools. It should not be left to graduates to find placements in schools.

58. Investigate introducing professional certification. Newly qualified teachers would need to demonstrate certain competencies before they are employed in schools, and after that they would be offered preliminary or probationary certification, to be finalised based on demonstrated competence. The professional certification of all teachers would need to be renewed periodically.

59. Change the appointment process to ensure that competent individuals are attracted to become school principals.

- Candidates should undergo a competency assessment to determine their suitability and identify the areas in which they would need development and support.
- Eliminate union influence in promoting or appointing principals. The Department of Basic Education and provincial departments of education must ensure that human resources management capacity is improved and recruitment undertaken correctly.
- Implement an entry level qualification for principals.

Further education and training

60. Support the development of specialised programmes in universities focusing on training college lecturers and provide funding for universities to conduct research on the vocational

education sector.

61. Build the capacity of FET institutions to become the preferred institutions for vocational education and training. Learners should be able to choose the vocational pathway before completing Grade 12. Expand the geographical spread of FET institutions.

62. Build a strong relationship between the college sector and industry. SETAs have a crucial role in building relationships between education institutions and the employers.

Higher education

63. Implement a National Programme to develop the Next Generation of Academics for South African Higher Education.

64. Complete the construction of two new universities in Mpumalanga and the Northern Cape; new medical schools in Limpopo and a number of academic hospitals; expand the infrastructure of existing institutions and allow all universities to use of distance education to reach more learners.

65. Provide an option of a four-year university degree, combined with bridging courses and more support for universities to help students from disadvantaged backgrounds.

66. Provide all students who qualify for the National Student Financial Aid Scheme with access to full funding through loans and bursaries to cover the costs of tuition, books, accommodation and other living expenses. Students who do not qualify should have access to bank loans, backed by state sureties. Both the National Student Financial Aid Scheme and bank loans should be recovered through arrangements with the South African Revenue Service. Service-

linked scholarships should be available in areas such as nursing, teaching and social work.

67. Relax immigration requirements for highly skilled science and mathematics teachers, technicians and researchers. All graduates from foreign countries should be granted 7-year work permits.

CHAPTER 10 HEALTH CARE FOR ALL

Objectives

- Increase average male and female life expectancy at birth to 70 years.
- Progressively improve TB prevention and cure.
- Reduce maternal, infant and child mortality.
- Significantly reduce prevalence of non-communicable chronic diseases.
- Reduce injury, accidents and violence by 50 percent from 2010 levels.
- Deploy primary healthcare teams provide care to families and communities.
- Everyone must have access to an equal standard of care, regardless of their income.
- Fill posts with skilled, committed and competent individuals.

Actions

Address the social determinants that affect health and disease

68. Promote healthy diets and physical activity.

Strengthen the health system

69. Bring in additional capacity and expertise to strengthen health system at the district level; implement a national health information system to ensure that all parts of the system have the required information to effectively achieve their responsibilities; put in place a human resource strategy with national norms and standards for staffing, linked to a package of care; determine minimum qualifications for hospital managers.

Prevent and reduce the disease burden and promote health

70. Prevent and control epidemic burdens through deterring and treating HIV/AIDS, new epidemics and alcohol abuse; improve the allocation of resources and the availability of health personnel in the public sector; and improve the quality of care, operational efficiency, health worker morale and leadership and innovation.

Implement National Health Insurance

71. Implement the scheme in a phased manner, focusing on:

- ⦿ Improving quality of care in public facilities
- ⦿ Reducing the relative cost of private medical care
- ⦿ Increasing the number of medical professionals
- ⦿ Introducing a patient record system and supporting information technology systems.

Build human resources in the health sector

72. Accelerate the production of community health specialist in the five main specialist areas (medicine, surgery, including anaesthetics, obstetrics, paediatrics, and psychiatry) and train more nurses.

73. Recruit, train and deploy 700 000 community

health workers to implement community-based primary health care.

CHAPTER 11: SOCIAL PROTECTION

Objectives

- ⦿ Ensure progressively and through multiple avenues that no one lives below a defined minimum social floor.
- ⦿ All children should enjoy services and benefits aimed at facilitating access to nutrition, health care, education, social care and safety.
- ⦿ Address problems such as hunger, malnutrition and micronutrient deficiencies that affect physical growth and cognitive development, especially among children.
- ⦿ Address the skills deficit in the social welfare sector.
- ⦿ Provide income support to the unemployed through various active labour market initiatives such as public works programmes, training and skills development, and other labour market related incentives.
- ⦿ All working individuals should make adequate provision for retirement through mandated savings. The state should provide measures to make pensions safe and sustainable.
- ⦿ Social protection systems must respond to the growth of temporary and part-time contracts, and the increasing importance of self-employment and establish mechanisms to cover the risks associated with such.
- ⦿ Create an effective social welfare system that delivers better results for vulnerable groups, with

the state playing a larger role compared to now. Civil society should complement government initiatives.



Actions

74. Together with social partners, determine a social floor that can be progressively realised through rising employment, higher earnings and social grants and other aspects of the social wage.

75. Increase the supply of four categories of social service professionals to 55 000, to respond to the demand for appropriate basic social welfare services, i.e. social workers, auxiliary or assistant social workers, community development workers, and child and youth care workers.

76. Identify the main elements of a comprehensive food security and nutrition strategy and launch a campaign.

77. Create incentives that encourage a culture of individual saving for risks and loss of income due to old age, illness, injury or loss of work for workers in both the formal and informal sectors.

78. Explore designs of a mixture of financing and institutional frameworks that enables those in the informal economy to participate in contributory social insurance schemes.

79. Pilot mechanisms and incentives to assist the unemployed to access the labour market.

80. Expand existing public employment initiatives to create opportunities for the unemployed.

81. Develop a consolidated institutional framework that supports coherent policy implementation, integrated social security administration, and effective regulation and oversight of the system.

CHAPTER 12:

BUILDING SAFER COMMUNITIES

Objectives

In 2030 people living in South Africa feel safe and have no fear of crime. They feel safe at home, at school and at work, and they enjoy an active community life free of fear. Women can walk freely in the street and the children can play safely outside. The police service is a well-resourced professional institution staffed by highly skilled officers who value their works, serve the community, safeguard lives and property without discrimination, protect the peaceful against violence, and respect the rights of all to equality and justice.

Actions

82. Safety audits done in all communities focussing on crime and safety conditions of the most vulnerable in the community.

83. All schools should have learner safety plans.

84. Demilitarise the police force and train all police personnel in professional police ethics and practice.

85. Increase community participation in crime prevention and safety initiatives.

86. The National Rural Safety Strategy Plan must be implemented in high risk areas involving all role-players and stakeholders.

87. Mobilise youth for inner city safety to secure safe places and spaces for young people.

88. A judiciary-led independent court administration must be developed.

89. Clear criteria for appointment of judges must

be put in place. (With emphasis on the candidates' progressive credentials and transformative judicial philosophy and expertise).

90. Compulsory community service must be extended to all law graduates to enhance access to justice and provide work opportunities for graduate lawyers.

CHAPTER 13: BUILDING A CAPABLE AND DEVELOPMENTAL STATE

Objectives

- A state that is capable of playing a developmental and transformative role.
- A public service immersed in the development agenda but insulated from undue political interference.
- Staff at all levels have the authority, experience, competence and support they need to do their jobs.
- Relations between national, provincial and local government are improved through a more proactive approach to managing the intergovernmental system.
- Clear governance structures and stable leadership enable state-owned enterprises (SOEs) to achieve their developmental potential.

Actions

Stabilise the political-administrative interface

91. Create an administrative head of the public service with responsibility for managing the career progression of heads of department. Put in place a hybrid approach to top appointments that

allows for the reconciliation of administrative and political priorities.

92. Enhance the role of the Public Service Commission to champion and monitor norms and standards to ensure that only competent and suitably experienced people are appointed to senior positions

93. Amend the Public Service Act to locate responsibility for human-resources management with the head of department.

Make the public service and local government careers of choice

94. Establish a formal graduate recruitment scheme for the public service with provision for mentoring, training and reflection. Formulate long-term skills development strategies for senior managers, technical professionals and local government staff.

95. Use assessment mechanisms such as exams, group exercises and competency tests to build confidence in recruitment systems.

96. Use placements and secondments to enable staff to develop experience of working in other spheres of government.

Improve relations between national, provincial and local government

97. Use differentiation to ensure a better fit between the capacity and responsibilities of provinces and municipalities. Take a more proactive approach to resolving coordination problems and a more long-term approach to building capacity.

98. Develop regional utilities to deliver some local government services on an agency basis, where municipalities or districts lack capacity.

99. Adopt a less hierarchical approach to coordination so that routine issues can be dealt with on a day-to-day basis between mid-level officials. Use the cluster system to focus on strategic cross-cutting issues and the Presidency to bring different parties together when coordination breaks down.

Achieve the developmental potential of state-owned enterprises

100. Develop public interest mandates for SOEs. Improve coordination between policy and shareholder ministries by making them jointly responsible for appointing the board. Ensure appointment processes are credible and that there is greater stability in appointments.

CHAPTER 14: FIGHTING CORRUPTION

Objective

A corruption-free society, a high adherence to ethics throughout society and a government that is accountable to its people.

Actions

101. The capacity of corruption fighting agencies should be enhanced and public education should be part of the mandate of the anti-corruption agencies.

102. The National Anti-Corruption Forum should be strengthened and resourced.

103. Expand the scope of whistle-blower protection to include disclosure to bodies other than the Public Protector and the Auditor-General. Strengthen measures to ensure the security of whistle-blowers.

104. Centralise oversight of tenders of long duration or above a certain amount.

105. An accountability framework should be developed linking the liability of individual public servants to their responsibilities in proportion to their seniority.

106. Clear rules restricting business interests of public servants should be developed.

107. Corruption in the private sector is reported on and monitored by an agency similar to the Public Protector.

108. Restraint-of-trade agreements for senior civil servants and politicians at all levels of government.

109. All corrupt officials should be made individually liable for all losses incurred as a result of their corrupt actions.

CHAPTER 15: NATION BUILDING AND SOCIAL COHESION

Target

Our vision is a society where opportunity is not determined by race or birthright; where citizens accept that they have both rights and responsibilities. Most critically, we seek a united, prosperous, non-racial, non-sexist and democratic South Africa.

Actions

110. At school assembly the Preamble of the Constitution to be read in language of choice.

111. Bill of responsibilities to be used at schools and prominently displayed in each work place.

112. Sustained campaigns against racism, sexism, homophobia and xenophobia.

113. The Commission of Gender Equality and

the ministry should audit and deal with gaps in legislation and develop joint targets, indicators and timelines for monitoring and evaluating progress towards gender equality.

I 14. Employment Equity to continue and new models of BEE to be explored to improve the efficacy of the programme. Clear targets should be set for broadening economic participation, enhancing predictability for economic actors.

I 15. Improving public services and spaces as well as building integrated housing and sport facilities in communities to ensure sharing of common spaces across race and class.

I 16. Incentivising the production and distribution of all art forms that facilitate healing, nation building and dialogue.

I 17. All South Africans to learn at least one indigenous language, business to encourage and reward employees who do so.

I 18. Promote citizen participation in forums such as Integrated Development Plans, Ward Committees, School Governing Boards and Community Policing Forums.

I 19. Work towards a social compact for growth, employment and equity.

Notes

1. These priorities draw heavily on the World Health Organisation's seminal 2008 report. (World Health Organisation Commission on Social Determinants of Health (2008). Closing the Gap in a Generation: Health Equity through Action on the Social Determinants of Health. Geneva: World Health Organisation.)