

BUSINESS AFRICA

EMPLOYERS' CONFEDERATION



NEWSLETTER

Edition 1, 2021

JACQUELINE MUGO, SECRETARY GENERAL OF BUSINESSAFRICA, ELECTED IOE REGIONAL VICE-PRESIDENT FOR AFRICA

In June 2021, the Secretary General of BUSINESSAfrica was elected as the International Organisation of Employers (IOE) Regional Vice-President for Africa. Mrs. Mugo's passion and commitment to representing and advocating for the private sector is indisputable!

Besides being a titular member of the Governing Body of the International Labour Organisation (ILO), member of the Management Board of the IOE, and the East African Employers' Organization (EAEO), this new role as Regional Vice-President will unlock new possibilities for our Secretary General to further support the growth of sustainable businesses across the continent and at the International level.

Mr. Cas Coovadia, CEO, Business Unity SA (BUSA) and Mr. Hicham Zouanat of the CGEM were also elected to represent Africa.



A powerful
and balanced
voice for business



109TH SESSION OF THE INTERNATIONAL LABOUR CONFERENCE

From 3rd to 19th June 2021 the ILO organised its 109th International Labour Conference (ILC) session virtually. The second session of the ILC will run from 25th November to 11th December 2021.

During the plenary interventions on the report of the ILO Director-General, Jacqueline Mugo, in her role of employers' delegate, made her intervention in which she advocated for:

- A social, economic, sustainable, and resilient recovery by creating a better and more conducive policy framework for job creation, entrepreneurship and skills development.
- Research on the impact of the pandemic on enterprises to make policy recommendations to governments to support businesses.
- Support to ILO members to adapt to the Future of Work while remaining focused on the goals of decent work.

Finally, Mrs. Mugo encouraged the members to use the momentum to unite their actions towards a shared future that benefits all and leaves no one behind.



Mrs Jacqueline Mugo during the Virtual International Labour Conference.

INTERNATIONAL YEAR FOR THE ELIMINATION OF CHILD LABOUR

2021 is the international year for the Elimination of Child Labour.

Although we find it unfortunate that Child Labour remains a reality, we are glad that the international community continues to engage further and is committed to eliminate it.

To this end, the IOE has launched a campaign called “IOE Leaders Initiative to End Child Labour” aiming at bringing “the power of the private sector to the global initiatives to eliminate child labour in all its forms by 2025”. As part of this campaign, the IOE launched the “International Elimination of Child Labour Changemaker Award” worldwide.

At BUSINESSAfrica, we are delighted that the African continent has been very active in their participation. Four of our members submitted their projects and initiatives to eliminate Child Labour in their country. Out of 13 submissions, the Federation of Kenya Employers (FKE) won an award for their amazing project “Adopt a School”. This initiative which started in 2009, links businesses with schools to prevent school drop-outs and encourage families to send children to school. Congratulations, FKE!

Details of the award and winners can be accessed on the IOE website via the link <https://www.ioe-emp.org/news/details/winners-of-the-international-elimination-of-child-labour-changemaker-award-announced>

ATUPA AND BUSINESSAFRICA PARTNERSHIP

The Association of Technical Universities and Polytechnics in Africa (ATUPA) is mandated to support professional and skill development amongst its membership mostly drawn from TVET institutions in Africa. In order to stimulate exchanges of experience and ideas, the Association regularly organizes and provides forums for discussion of matters of common interests.

On August 30th, 2021, Mrs. Jahou S. Faal, Secretary General of the Association of Technical Universities and Polytechnics in Africa (ATUPA) and Mr. Stephen Obiro on behalf of the Secretary General of BUSINESSAfrica Employers’ Confederation signed a Memorandum of Understanding during the ATUPA Annual Conference, in Nairobi.

The objective of this partnership is to implement matters on employer and private sector engagement and liaison in the areas of skills development and employment. To this end, both organisations will cooperate and consult each other in policies and programmes related, but not limited to:

- Developing skills that meet labour market needs;
- Africa’s integration including free movement of African residents, labour and skills across Africa;
- Supporting enterprise growth and sustainability, and job creation in Africa.

This partnership took effect immediately and ATUPA invited BUSINESSAfrica’s members to speak on the panels related to the private sector during its annual conference. BUSINESSAfrica looks forward to continued fruitful collaboration with its new partner ATUPA.

For more information, please visit the <https://businessafrica-emp.org>



Mrs. Jahou S. Faal from ATUPA and Stephen Obiro from BUSINESSAfrica Secretariat after signing the MOU

ELECTION OF NEW MEMBERS OF THE ILO GOVERNING BODY

During the 109th Session of the International Labour Conference held in June 2021, the elections of the Governing Body of the International Labour Organisation for the period 2021-2024 took place.

The Employers' group is composed of 14 regular members of which Africa took up three slots as follows:

- Mrs. Jacqueline Mugo, Secretary General of BUSINESSAfrica and CEO of the Federation of Kenya Employers
- Mr. El Mahfoudh Megateli, Secretary General of the Confédération Générale des Entreprises Algériennes
- Mr. Hamidou Diop, 2nd Vice President of BUSINESSAfrica and Secretary General of the Conseil National du Patronat du Sénégal

In addition to the regular members, 19 deputy members have been elected, of which, five were from the African continent, namely:

- Mr. Khalil Ghariani from Tunisia
- Mrs. Aline Valerie Mbono, Executive Director of the Groupement Inter-Patronal du Cameroun
- Mr Kaizer Moyane, NEDLAC Convenor and Board Member of the Business Unity South Africa
- The late Dr. Tim Olawale, Director General of the Nigeria Employers' Consultative Association
- Mr. Kofi N'dri from Côte d'Ivoire

We congratulate all the new members elected to the ILO governing body!

ELECTION OF A NEW ILO DIRECTOR GENERAL

On 1st July 2021, the Chairperson of the ILO Governing Body called for candidatures to appoint a new Director General for the ILO. Various governments and representatives of the ILO Governing body submitted candidatures.

BUSINESSAfrica Secretary General, Mrs. Mugo, and six other Executives from Africa Employers' Organisations and two Governments submitted the name of Professor Mthunzi Mdwaba's as a candidate for the position.

The next steps in the election process

- **January 2022** : the Chairperson of the Governing Body conducts interviews with candidates
- **March 2022** : the Governing Body conducts candidate(s) hearings and the ballot for the election of the Director-General
- **1 October 2022** : the term of office of the Director-General commences.

For more information, please visit the <https://www.ilo.org>



AFRICAN CONTINENTAL QUALIFICATION FRAMEWORK (ACQF) LAUNCHES ITS WEBSITE

The African Union in partnership with the European Union, the GIZ and the European Training Foundation recently launched the African Continental Qualification Framework (ACQF) website.

The ACQF is a vital policy initiative that is aimed at enhancing transparency and portability of qualifications of all sub-systems and levels of education and training and thereby leading to national and regional qualifications framework contributing to CESA 16-25 and the continental integration agenda of AfCFTA.

Although the work is still ongoing, the resources offered on the website are promising for BUSINESSAfrica's members and the private sector across the continent. The ACQF will support the facilitation of recognition of Diplomas and Certificates and therefore support the mobility of students and workers hence contributing to South-to-South Labour Migration.

On the 28th of October 2021, ACQF hosted its 12th Peer Learning Webinar. The Secretary General of BUSINESSAfrica was a panelist in one of the sessions during the webinar where she spoke on:

- The skills that will be relevant in facilitating the socio-economic recovery from the pandemic and the need for retraining, upskilling and requalification of the active population
- How these skills should be developed and supported by the Qualifications Framework
- The Role that ACQF should play in facilitating transformation

For more information about ACQF and the webinar, please visit <https://acqf.africa>

“ The ACQF is a vital policy initiative that is aimed at enhancing transparency and portability of qualifications of all sub-systems and levels of education..... ”





In attendance will be
Mrs Jacqueline Mugo,
EBS, MBS, OGW
 Secretary-General,
BUSINESSAfrica
 Employers'Confederation




THE AFRICA-EU PARTNERSHIP
ACQF PEER
LEARNING WEBINAR
CAPACITY DEVELOPMENT PROGRAMME

28TH OCTOBER 2021
 10:00-12:50 GMT

Visit the webinarpage and youtube channel of ACQF PLW programme for more info



Past event:

BUSINESS PERSPECTIVE OF MIGRATION WITH FOCUS ON AFRICA

BUSINESSAfrica, the International Organisation of Employers (IOE) and the International Organisation of Migration (IOM) hosted a meeting on the implementation of the Global Compact for Safe, Orderly and Regular Migration (GCM) on 27th May 2021. The aim of the meeting was to exchange ideas and best practices related to labour migration and recommendations to facilitate skills migration at the national and regional level.

The session objectives included:

- Enhancing availability and flexibility of pathways for regular migration.
- Facilitating fair and ethical recruitment and safeguard condition that ensure decent work.
- Investing in skills development and facilitate mutual recognition of skills, qualifications, and competences.

The meeting was attended by various delegates and representatives and resolutions were made to promote safe migration practices for the benefit of countries of origin, the countries of destination and the migrants.

THE WAR FOR TALENT AND ITS IMPACT ON THE PUBLIC NARRATIVE ON MIGRATION

On 1st July 2021 the IOE invited BUSINESSAfrica and other representative of the private sector to share about the image local people have about migrant workers, the challenge they face when it comes to recruiting skilled workers across borders, and the importance of immigration for the growth of the economy.

In her intervention, the Secretary General of BUSINESSAfrica, explained the two sides where labour migrants are sometimes viewed by the local population as people who take job opportunities away from them, and by local employers as an opportunity to fill skills shortages or gaps in new business areas.

It was generally observed that for employers, labour migration is useful, but the administrative burden is one of the main challenges faced by businesses in the recruitment process. It was highlighted that labour migration can be beneficial for both the country sending and the country receiving the migrants.

BUSINESSAFRICA AT THE ILERA REGIONAL CONGRESS

The International Labour and Employment Relations Association (ILERA) held its 9th Africa Regional Congress from the 26th to the 29th of September 2021 in South Africa. The topic of the congress was “Challenges Facing Employment Relations, Labour Law and Social Protection to Reduce Poverty, Inequality and Unemployment in Africa in the Wake of a Global Pandemic”.

As representative of the employers in Africa, BUSINESSAfrica was invited to share the Organisations vision on how the Continent can move forward.

“The role of employers in the recovery and proper functioning of the employment and labour markets across the continent cannot be overemphasised. BUSINESSAfrica will continue to champion policies that will enhance the competitiveness and productivity of Africa’s labour market” said the Secretary General of BUSINESSAfrica in a speech read on her behalf by Mr Stephen Obiro, the Head of Consultancy, Advocacy and Partnerships.

The full article is available on the <https://businessafrica-emp.org>



AFRICA CREATES JOBS (ACJ) CONFERENCE 2021

After the regional Africa Creates Jobs virtual workshops held over the past few months, the AUC and AUDA-NEPAD, in partnership with BUSINESSAfrica, hosted the continental ACJ conference 2021 on the 3rd and 4th of November 2021.

The continental conference aimed at providing a dialogue platform for key African stakeholders to discuss and develop continental responses to youth employment and skills promotion. The 2021 conference theme was “Skills for Africa’s Economic Growth.” A virtual fair and exhibition was also hosted parallel of the conference and BUSINESSAfrica had a virtual booth.

The conference facilitated:

- Reflections on Regional ACJ assessments of macro economic trends and patterns
- Showcasing of good practices from the field with evidence driving alignment between supply and demand of labour
- Exchange of knowledge, tools and lessons learnt to influence people, institutions and systems
- Identification of opportunities that can be scaled up for development and positive change

Mrs. Saida Neghza, President of BUSINESSAfrica, gave an inspirational speech during the official opening session of the conference, and Mr. Stephen Obiro, Head of Consultancy, Advocacy and Partnership at FKE represented BUSINESSAfrica during the closing session on the “roadmap to 2030, towards the African Skills Revolution for the Africa we want.”

The conference details and resources can be accessed through <https://www.nepad.org/programme/africa-creates-jobs>



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