



NEWSLETTER

EDITION #8|2022

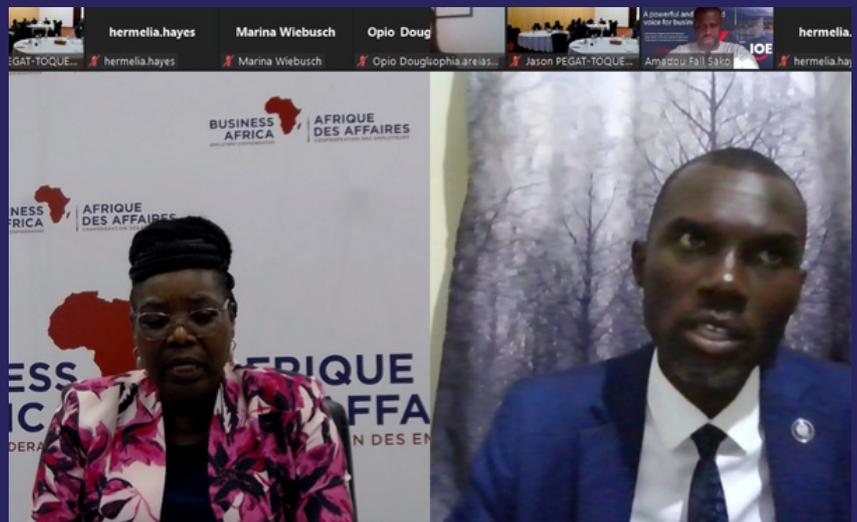
ROLE OF THE AFRICAN PRIVATE SECTOR IN ENHANCING BUSINESS AND HUMAN RIGHTS

The International Organisation of Employers (IOE), the Global Business Initiative on Human Rights (GBI), and the United Nations Development Programme (UNDP) recently organized a Business Caucus and Workshop of the African Business and Human Rights Forum for employer and business member associations which took place on 11th October, 2022.

The United Nations Guiding Principles on Business and Human Rights (UNGPs), require all businesses to respect human rights by knowing and addressing the risks to people and the environment associated with their products, services, clients and investment activities.

The private sector has made great strides in the adoption and implementation of the UNGPs driven by the United Nations, Civil Society, and other players

Speaking during the workshop **Ms. Jacqueline Mugo, Secretary General BUSINESSAfrica** said *"Since the establishment of the United Nations Guiding Principles (UNGPs) by the UN Human Rights Council's resolution. Only 31 countries globally, have so far developed and implemented their National Action Plans (NAPs), as of 2021 whereas in Africa only 2 countries have produced their NAPs. These numbers are worrying despite the individual effort businesses have made in enhancing Business and Human Rights (BHRs). As Employer organizations we need to advocate for implementation of BHR action plans."*



The Secretary-General of BUSINESSAfrica, Ms. Mugo, and the CEO of the Federation of Uganda employers, Mr. Opio addressing the participants during the panel session

BUSINESSAfrica highlighted the following as roles that the private sector ought to partake in to enhance BHRs:

1. Employer Organizations need to strengthen the local expertise and capacity on BHR and build stronger awareness of upholding human rights in the context of business activities.

"The level of knowledge and awareness determines the implementation of any given intervention. As the Federation of Uganda Employers, we create awareness of BHRs through informing and training through which we enhance knowledge sharing." emphasized the CEO of FUE, Mr. Opio.

2. Increase implementation of the UN Guiding Principles on Business and Human Rights (UNGPs) through advocacy initiatives aimed at advancing policy and regulatory developments regarding BHR at the national levels.

SUSTAINING THE TVET ECOSYSTEM IN AFRICA THROUGH UPSKILLING AND RESKILLING



The Secretary-General of BUSINESSAfrica, Ms. Mugo, addressing delegates at the ATUPA conference

The availability of a highly skilled human resource base has become a crucial determinant of maintaining growth for many countries. Governments and other stakeholders continue to pay closer attention to developing technical capabilities through technical and vocational education and training (TVET). Over the last 15 years, there has been tremendous growth in vocational education and training in Africa. This has been driven by the need to meet labour market needs.

Many countries have considered ways to expand workplace learning opportunities for graduates through introducing skill-based curricula into education systems. It is in line with this that leaders in different capacities across Africa and the world convened to discuss issues affecting Technical and Vocational Education and Training (TVET) education Ecosystem while exploring opportunities for growth during the Association of Technical Universities and Polytechnics in Africa (ATUPA) conference. The 3-day event took place in Zimbabwe from August 29th to 2nd September 2022.

This model has been a major contributing factor to the development of their economies.

TVET and Heritage-Based Education have the potential to empower individuals, groups, and communities making them mutually beneficial. Integrating this model will give Africans not only skills to develop indigenous products but also a platform to sell our cultural heritage to the rest of the world on our terms.

To enhance the sustainability of the TVET sector, the Secretary General of BUSINESSAfrica Employers' Confederation (BUSINESSAfrica), Ms. Mugo emphasized the need to embrace heritage and culture in our education systems through heritage-based education. *“Prior to formal education, each community had an informal education system where culture was passed on from generation to generation through an apprenticeship on various crafts such as pottery, weaving, beadwork, and hunting. To date, these crafts are still essential to their economies as they create employment and jobs in the informal sector. Heritage-based education is fundamental in the African context and ought to be adopted in the TVET curricula.”* She noted.

First-world economies such as China, Germany, and Denmark have been integrating heritage-based education into the TVET model of education.



Top; Mr. Yu Yougen and bottom left Prof. Aduol giving their keynote addresses.

Speaking at the conference, the vice chancellor of the Technical University of Kenya, Prof. Aduol noted, *“The major aim of TVET is to prepare the youth for the world of work, promote their integration into the labour market and aid in combating poverty.”* This aim cannot be achieved if there is a skills gap and where skills gap is an issue then unemployment follows suit. 20% of the African population comprises youth and 40% of the unemployed fall under this category. Employability remains a great issue as the population in Africa remains on the rise. By the year 2050 Africa’s population is estimated to double to 2.5 billion.

By 2030, at least 100 million young people will be joining the labour market. Improving the match between vocational training offers and employer demand is also critical. The demand on skills and the capacity for the continued learning of existing workers and new entrants into the workforce remains vital.

African private-sector employers through BUSINESSAfrica signed an MoU with ATUPA mid-last year with the aim of bridging the gap between industry needs and the taught curricula.

To access the conference communique visit the [ATUPA WEBSITE](#).

THE VOICE OF BUSINESSAfrica IN THE LABOUR MIGRATION FORUM

BUSINESSAfrica Employers’ Confederation (BUSINESSAfrica) participated in a hybrid seminar aimed at fostering dialogue between PAP and AU-LMAC to promote the protection of migrant workers and address the increased discrimination faced by migrants. The event held on August 29th 2022 in South Africa, was attended by members of the [Pan African Parliament \(PAP\)](#) and the [African Union Labour Migration Advisory Committee \(AU-LMAC\)](#)

BUSINESSAfrica’s presentation advocated the use of social dialogue and Tripartism to enhance engagements between Governments and other stakeholders while enabling ratification, domestication and implementation of the various continental policies and legislative frameworks.

BusinessAfrica also encouraged Institutionalization of continental engagement structures at the AU-member states and emphasized the need to invest in various structures and platforms for engagement with various continental bodies including BUSINESSAfrica.

At the end of the seminar PAP and LMAC adopted a communiqué with the aim of:

- (i)Facilitating advocacy and capacity building of PAP, Regional and National parliaments on labour migration.
- (ii)Disseminating and popularizing AU and international legal instruments on labour migration and mobility.



Mr. Dickens Ouma, who was representing BUSINESSAfrica, addressing the parliament

(iii)Gathering information to be able to monitor and evaluate the status of ratification and implementation of relevant legal instruments by member states.

(iv)Promoting/supporting the ratification of international human rights and labour standards and have them domesticated.

(v) Encouraging member states to ratify and adopt relevant human rights, labour rights and other international and regional legal instruments related to labour migration.

(vi) Strengthen capacities of labour migration policy makers, administrators, and institutions on its, decent work, skills and qualifications recognition, social protection and promote regular pathways through efficient labour migration governance.

Parliament appreciated the implementation of the Joint Labour Migration Programme as a concrete step in the strengthening of the protection and promotion of the rights of migrant workers and members of their families.

Going forward, the members of Parliament resolved to move the discussion from the committee to the plenary of the legislature.



FUE 's INAUGURAL EMPLOYERS' ANNUAL CONFERENCE

The Federation of Uganda Employers (FUE) held its inaugural Employers' Annual Conference on September 15th 2022. The conference brought together Employers from various sectors of the economy to identify issues, learn and share practical solutions to advance business recovery and employment creation post COVID-19. Matters emerging work trends such as technology, best business practices, fair recruitment, skills development & decent work were deeply discussed.

Some of the recommendations shared were:

1. To include human resource practitioners in key decision-making processes so as to build professional relationships and achieve practical solutions to business growth.
2. To lobby and advocate for the development of productivity systems by tripartite partners and the ILO thus influencing government policy and promoting employer competitiveness at the global level.





CONFÉDÉRATION GÉNÉRALE DES ENTREPRISES ALGÉRIENNES (CGEA)

Ms. Saida Neghza, BUSINESSAfrica President, chair of Board of Directors of the Arab Labor Organization as well as the president of CGEA is honoured for her invaluable contribution to the pursuit of achieving the goals of Algerian institutions by Mr. Rahim Elias, the state Secretary-General of the Algerian National Organization for Civil Society in Laghouat.

EMPLOYERS' CONFEDERATION OF ZIMBABWE

The Employers' Confederation of Zimbabwe (EMCOZ) Annual Congress that took place from 27th-30th September 2022



CONGRATULATIONS



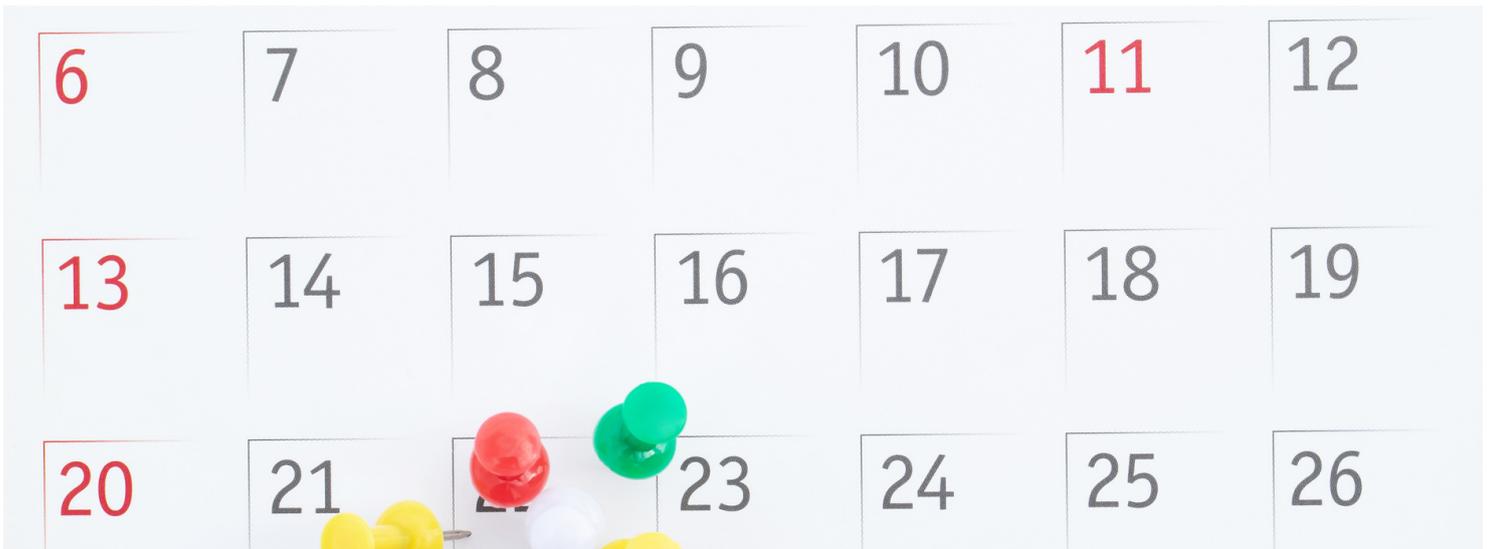
MR. ADEWALE OYERINDE
Newly Appointed Director General of Nigeria Employers' Consultative Association (NECA)

NIGERIAN EMPLOYERS' CONSULTATIVE ASSOCIATION (NECA)

Mr. Adewale Oyerinde, Nigerian Employers Consultative Association (NECA) Director General who took office in August this year.

Mr. Oyerinde also joins BUSINESSAfrica executive Council.

UPCOMING ACTIVITIES/EVENTS



▶ **18-21 October 2022. [The 7th Pan-African Forum On Migration \(PAFoM-7\)](#)**

The Pan African Forum on Migration (PAFOM) is an African Union continental interstates dialogue Framework on Migration that will bring together African Union Member States and other relevant stakeholders within the migration space to discuss and deliberate on various topical issues regarding migration and human mobility in Africa.

▶ **24-25 October 2022. [Africa HR Forum 2022](#)**

The 2022 Africa HR Forum will be held under the theme “Reinventing HR Best Practice for a modern African Workforce”. The Forum seeks to further enhance the the growth of the HR practice across the continent, by highlighting current challenges and uniting stakeholders at all levels, to address these issues and ultimately chart a path forward.

▶ **31 October-11 November 2022. [346th Governing Body Session](#)**

▶ **20-25 November 2022. [African Union Summit on Industrialization and Economic Diversification](#)**

The African Union Summit on Industrialization and Economic Diversification will be convened under the theme “Industrializing Africa: Renewed commitment towards an Inclusive and Sustainable Industrialization and Economic Diversification.” The Summit will be convened as part of the Africa Industrialization Week annual commemorative activities



Waajiri House, Off Argwings Kodhek Road, Milimani,
P.O. BOX 48311-00100 Nairobi, Kenya; Tel: +254 20 2721929/48/49/52,
Email: info@businessafrica-emp.org