



EMPLOYERS ANNUAL CONFERENCE 2022



Employers, IOE and AfCFTA representatives group photo

Employers across Africa met on the 3rd and 4th of March 2022 for the Employers' Annual Conference, which is one of the biggest and most interactive employers meetings in Africa. The event, which was held at the Sarova Whitesands Hotel, Mombasa, Kenya was co-organized by Business Africa Employers' Confederation (BUSINESSAfrica) and the Federation of Kenya Employers (FKE). The event hosted high profile speakers, amongst them:

- AfCFTA Secretary General- H.E. Wamkele Mene,
- Commissioner for Health & Humanitarian Affairs- Africa Union Commission- H.E. Minata Samate,
- Kenya Cabinet Secretary of the Ministry of Labour- Hon. Simon Chelugui
- Kenya Permanent Secretary of the Ministry of Labour- Eng. Peter Tum
- President of BUSINESSAfrica- Ms. Saida Neghza
- Secretary of BUSINESSAfrica- Ms. Jacqueline Mugo
- Federation of Kenya Employers National President- Dr. Habil Olaka,

"The African population will increase by approximately 900 million people by 2050 and therefore Africa has a challenge of expanding her job market. AfCFTA will change the narrative if fully embraced and implemented by African states. With the implementation of the AfCFTA we will be able to raise 30M Africans from poverty," stated H.E Wamkele Mene while addressing delegates at the conference. Albeit acknowledging it won't be an easy journey to have 54 countries reach a consensus on the implementation of the AfCFTA, he urged employers to take full advantage of it as it offers opportunities to scale and expand new markets. "The success of AfCTFA is strongly dependent on the private sector." He urged African states to work on adjustment and removal of tariffs and non-tariff barriers to trade in order to facilitate the boost for intra-Africa trade; by the year 2035 all countries that will have ratified AfCFTA should trade at zero duty in 97% of the value chains, which he expressed is very ambitious but doable!

Employers urged the government to invite them at the table of bilateral agreements and discussion on issues to do with migration rather than the government negotiating alone and expecting the private sector to implement. Employer representatives agreed there's need to build stronger working partnerships towards achievement of the labour market realities – in health, welfare, digitalization, skilling, reskilling and upskilling. Market liberalization can go a long way in aiding the stabilization of economies rather than implementation of policies that are always pro-consumer protection. However, for this to be achieved, the markets must be well governed. Seeing that the Jua Kali sector makes up the largest percentage of employers and job providers in Africa, they were not left behind in these conversations. There's need to have their voice recognized to discuss issues that will grow their enterprises and enable them to supply beyond borders and this ought to be coupled with affordable credit and financing for quality innovations, sustainability and expansion of the industry. African employers and Jua kali (informal) enterprises were challenged to consider benchmarking with the best practices in the world such as 'Zero defect in India for Jua kali industries', Togo on Export Development Strategy and Ivory Coast (AfCFTA Committee) for guided entry into AfCFTA.

A report of the conference will soon be shared, and you can find it on our website. To read the full article click [here](#).

ELECTION OF THE 1ST AFRICAN ILO DIRECTOR GENERAL

On the 25th March 2022, the Governing Body conducted elections for the candidates aspiring for the Director General position.

The 5 candidates were as follows, Greg Vines from Australia, Gilbert F. Hougbo from Togo, Mthunzi Mdwaba from South Africa, Muriel Pénicaud from France and Kang Kyung Wha from South Korea.

Gilbert F. Hougbo from Togo emerged as the winner and will be serving as the Director-General for a period of five years, that is from 1 October 2022 to 30 September 2027. A great win for Africa indeed; we wish him all the best in this journey.

To listen to his first public speech as the ILO Director-General elect, visit the [ILO website](#).



THE 344TH ILO GOVERNING BODY SESSION



Governing Body members at the 344th session

The 344th Governing Body session took place from 14th – 25th of March 2022, in Geneva. Ms. Jacqueline Mugo, the Secretary-General, who is a titular member of the ILO Governing Body was in attendance.

“The question of including safe and healthy working conditions in the ILO’s framework of fundamental principles and rights at work has been before the Governing Body since our Centenary year...” said the current Director General, Mr. Guy Ryder.

The following key issues affecting the workplace were part of the discussions on the agenda;

1. Inclusion of safe and healthy working conditions in the ILO’s framework of fundamental rights,
2. Follow up action to the 2021 Conference resolution on inequality in the world of work
3. Strengthening of multilateral cooperation stemming from the high-level Global Forum for a human-centred recovery in February 2022.
4. Developments in Myanmar, Bangladesh and Venezuela as part of its supervisory functions.
5. Adoption of a resolution on Ukraine.

For more updates on the ongoing session visit the [ILO website](#).

MEMBERS' SPOT



FKE women staff posing the #breakthebias symbol

On the 8th of March, women were celebrated all over the world with the theme being #BreakingtheBias. The Federation of Kenya employers was not left behind as it celebrated the female employees within the organization. The Executive Director and CEO of FKE appreciated the women and applauded how far the organization has come especially on the ratio of women to men it has employed. She shared her experience of how she has seen that ratio increase in a healthy manner over the years and is proud to have FKE lead by example.

UPCOMING EVENTS

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MARK YOUR CALENDARS!



4th to 8th April 2022: African Union 4th Ordinary Session of the Specialised Technical Committee (STC) on Social Development, Labour and Employment will take place virtually under the theme Building Forward Better Well Being and Living Standards in Africa. More information can be found [here](#).

- ▶ 21st to 22nd April 2022: IOE hybrid workshop on Migration governance: preparatory sub-regional meetings for employers and governments for the Southern African Region. More information can be found [here](#).
- ▶ 28th to 29th April 2022: Our partner the Association of Technical Universities and Polytechnics in Africa (ATUPA) is hosting an East African Regional TVET Conference on: TVET for self-employment, income, and quality jobs, in Arusha, Tanzania.



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