

BUSINESS AFRICA

EMPLOYERS' CONFEDERATION



NEWSLETTER

Edition 2, 2022

THE ROLE OF EMPLOYERS IN PEACE BUILDING

During the Geneva Peace Week 2021(GPW21) held from the 1st -5th of November, the role of Social Partners in Peace Building was emphasized.

In the panel discussions key representatives across the globe presented the views of social partners i.e., workers and employer organizations, and non-traditional actors in sustaining peace and raising awareness of peace builders on the advantages of consulting and engaging social partner organizations.

Mrs. Jacqueline Mugo, Secretary General of BUSINESSAfrica noted that conflict is still part of our day to day lives and therefore called for dialogue with all parties in all efforts towards peacebuilding be it at the political or social level.

She also highlighted that employer organisations have extensive experience in social dialogue and are change catalysts for societal good by the very nature of their work.

Overall, it was agreed that regular discussions with all relevant partners helps to keep a peaceful social environment.

Find the full video [here](https://www.youtube.com/watch?v=tf1XFX_JGCY&t=1882s). [https://www.youtube.com/watch?v=tf1XFX_JGCY&t=1882s]



International
Labour
Organization



▶ Sustaining peace through decent work The role of social partners and social dialogue

▶ Speakers:

Martha Newton, ILO
Henk-Jan Brinkman, PBSO
Jacqueline Mugo, IOE Africa
Owen Tudor, ITUC
Oliver Juterzonke, CCDP

▶ Part of the Geneva Peace Week Digital Series: "From Seeds to Systems of Peace" available on the GPW Platform from 1 November 2021



#GPW21

AFRICA-ARAB STATES TRIPARTITE INTERREGIONAL MEETING ON LABOUR MIGRATION

On 15 & 16 November 2021, the African Union Commission (AUC) and the International Labour Organization (ILO) organised a virtual event for stakeholders to exchange views on the current situation and best practices regarding labour migration in Africa and the Arab States. Employers' organisations, governments and trade unions' representatives from Africa and Arab States discussed the challenges they face when it comes to labour migration and exchanged best practices in their fields.

Challenges faced by the employers are mostly how to fill the skill gaps in the workforce. Employers' organisations reiterated their commitment to respect human rights. Mr. Stephen Obiro, Head of Advocacy, Research and Partnerships at the Federation of Kenya Employers (FKE) representing Mrs. Jacqueline Mugo, BUSINESSAfrica Secretary General stressed the importance of decent work and social protection for all workers.



EMPOWERING WOMEN TO LEAD ECONOMIC AND SOCIAL RECOVERY

The International Organisation of Employers (IOE) inaugurated its Policy Working Group on Gender and Diversity in November 2021. The aim is to seek ways to increase and promote women in leadership positions as a means for a faster economic rebound and social recovery.

Anne Vauchez, chair of the IOE Policy Working group on Gender and Diversity, opines that harnessing gender equality must be in all policy makers minds although this is yet to be achieved. "Women in top management are underrepresented, facing many challenges in the recent world. Promoting women in leadership positions appears to be top of the mind," said Ms. Vauchez.

Through practical and effective guidance on how to harness women's talents as well as encourage gender equality and diversity, the IOE Policy Working Group will continue addressing and discussing these key topics to find common and sustainable solutions that benefit all.



For more information about the above listed events, please visit our website <https://businessafrica-emp.org>

THE REGIONAL STRATEGY FOR ACCELERATING SOCIAL PROTECTION COVERAGE IN AFRICA (2021-2025)

On the 16th - 17th of November 2021, the International Labour Organization launched a strategy for social protection in Africa. Social protection is a human right and a social-economic necessity. Africa has a 17% low coverage of social protection compared to the 47% global average.

These are the action points that were proposed to get us to a better Africa:

1. Enhance coverage and adequacy through strong social protection strategies, legal framework, and programmes. This can be achieved by investing in and supporting the health sector, extending social protection coverage to the previously unreached workers and through designing and implementing effective and sustainable social assistance programmes.
2. Close financial gaps by ensuring sustainable financing. Through creating more fiscal space for social protection by raising domestic revenues and supporting national social dialogues with all stakeholders this is possible
3. Develop strategic partnerships. This can be done through supporting coordination between organizations and other stakeholders in social protection at the regional, sub-regional and national levels. The Director General of ILO, Mr. Guy Ryder noted that ILO will continue to work closely with the African Union Commission, Regional Economic Communities, and other stakeholders as well.

ADOPTION OF THE DJIBOUTI DECLARATION ON LABOUR, EMPLOYMENT AND LABOUR MIGRATION IN THE IGAD REGION

The IGAD work in terms of labour migration is well known across the continent. Yet, from the 19th to the 21st of October 2021, Ministers of Labour from its seven Member States took a step further and developed a Declaration on labour, employment, and labour migration for the whole region.

It has been decided to establish the "IGAD Ministerial Committee on Labour, Employment and Labour Migration" and to develop a "Plan of Action" to implement the declaration with a monitoring and reporting mechanism.

The Committee will work on:

- Labour and Employment Policy Guidance.
- Ratifying and Domestication of ILO International Labour Standards.
- Promoting the rights of migrant workers within the region and countries of destination.
- And promoting social dialogue.

For more information about the IGAD expert meeting, please visit their webpage [here](#).



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LAUNCH OF IOE BUSINESS COALITION TO STRENGTHEN DIALOGUE WITH THE WORLD TRADE ORGANISATION



On 1st December 2021, the International Organisation of Employers organized a high-level virtual meeting to launch its Business Coalition for Trade, Employment & Sustainable Development. The aim of the coalition is to bring Employers & Business Membership Organisations (EBMOs) and companies to engage effectively with the WTO and international trade organizations with the objective to support employment growth and sustainable development through trade.

As you might know, several WTO stakeholders shared their views during the WTO Public Forum in September 2021 on how to reform the organization to better address today's world of trade. While we are discussing the African Continental Free Trade Area, this gives us an opportunity to share, through the Business Coalition and our national Ministry of Trade, our needs when it comes to international trade.

During the IOE meeting, Mr. Cas Coovadia, CEO of Business Unity South Africa (BUSA) highlighted that "trade is a critical area for emerging countries, for job creation and industrial policy" and express the importance of the WTO for an efficient implementation of the AfCFTA.

For more information about the IOE initiative, please find the report of the high-level political panel discussion on trade & employment of the 2021 IOE General Council [here](https://www.ioe-emp.org/index.php?elD=dumpFile&t=f&f=156365&token=a1481e8130e2a905f15b32c62de0f031d3e728bcl).

If you have any questions or propositions regarding the Business Coalition, you can contact IOE Deputy Secretary-General Matthias Thorns at Thorns@ioe-emp.com and IOE Adviser for Africa Amadou Sako at rep-africa@ioe-emp.com

UNITING BUSINESS AFRICA – UN GLOBAL COMPACT VIRTUAL EVENT



**UNITING
BUSINESS
AFRICA**



On 2 December 2021, UN Global Compact organized a virtual forum for African and global leaders from business, civil and governments. The objective of this forum was to inform all stakeholders and share best practices to inspire actions to implement sustainable development goals.

During a high-level opening plenary session, the [UN Global Compact Africa Strategy 2021-2023](https://ungc-communications-assets.s3.amazonaws.com/docs/publications/UNGC_Mobilising_Business_in_Africa_2021_2023.pdf) has been presented by Sanda Ojiambo, CEO and Executive Director, UN Global Compact. She highlighted the GC three strategic objectives for Africa:

- Growing impact through focus.
- Driving inclusive impact; and
- Leveraging associations, supply chains, and resources of capital.

The Global Compact is present with Local Networks in the Democratic Republic of the Congo, Egypt, Ghana, Kenya, Mauritius & Indian Ocean, Morocco, Nigeria, South Africa, Tanzania, and Tunisia.

It is our responsibility to build a sustainable business environment to be prosperous, face crises and embrace the future.

Moreover, the next Climate Change Conference of Parties (COP 27) will take place in Africa from the 7th to the 18th of November 2022 in Sharm El-Sheikh, Egypt.

LAUNCH OF THE ILO GLOBAL HIV DISCRIMINATION IN THE WORLD OF WORK SURVEY

The survey was conducted across the globe in 50 countries. These findings and recommendations by the ILO and Gallup were put in the survey report. People living with HIV still experience discrimination till date and the workplace is no exception!

During this virtual launch, recommendations were given from the survey report as well as from the panellists during panel discussions. Some of them were:

1. Revitalize HIV workplace and wellness programme; there's need to go back to teaching the basics and prioritize HIV prevention education programmes in the workplace.
2. Engage PLHIV networks and civil society; we all have an individual and collective role to play to anchor solutions. When we come together, we will be able to not only give these solutions but act them out in our lives as well.
3. Repeal laws which criminalize working PLHIV; all key stakeholders ought to vote out such laws and champion for inclusivity without bias.

From the findings the ILO,

1. Seeks to work at a national level with all key stakeholders by holding consultations get their feedback.
2. Reinforce messages on HIV wellness thus creating the conversations at workplaces through awareness programs and tools hence reducing the knowledge gaps.
3. Partner with organizations such as GNP, UNAID amongst others to reach out to as many people as possible.

OUTCOMES OF THE 109TH SESSION OF THE INTERNATIONAL LABOUR CONFERENCE



From 25 November to 11 December 2021, the members of the International Labour Organisation Governing Body met virtually to discuss the last two items on the 109th session agenda:

- Inequalities and the world of work
- Skills and lifelong learning

For both topics, the General Conference of the ILO adopted conclusions and invited the Governing Body of the ILO to prepare plan a of action to implement them.

The record of proceedings with the conclusions can be found [here](#).

MEMBERS' SPOT

Before we close this Second Edition of our Newsletter, we would like to invite you to share with us, each month, something your organization has undertaken and that you would like to see featured in this newsletter (event, activity, best practice, photos, etc.). We can add one article per organization per month if received before the 18th of each month.

CONSEIL NATIONAL DU PATRONAT

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ET MEMBRE DU CNP-TOGO.**

LA DÉFENSE DE MON ENTREPRISE
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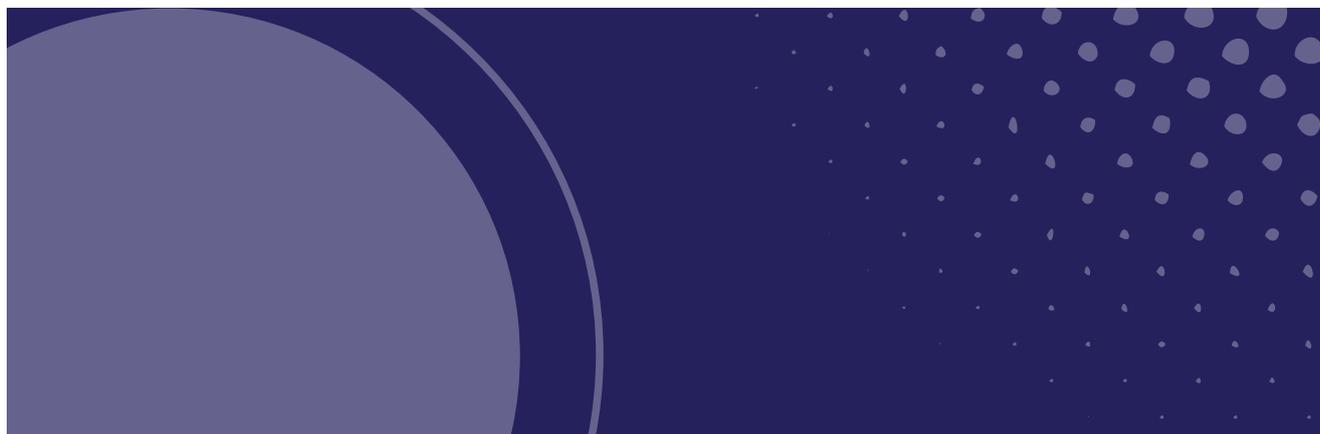
+228 22 55 80 55 / 79 60 32 86
+228 79 60 32 87

07BP : 12429 cnptogo@cnp-togo.org

Blvd EYADEMA, Cité OUA, à coté de la SGI

We start by sharing with you one of the campaign posters created by the Conseil National du Patronat in Togo to recruit new members. The choice was not easy but we really like this colorful poster showing an entrepreneur and member of the organization inviting others to “join the movement” to make sure his/her company interests are represented at the government level.

Moreover, next year, CNP-Togo will celebrate its 60th anniversary!



Waajiri House
Off Argwings Kodhek Road
Milimani, Nairobi, Kenya
P. O. Box 48311-00100
Nairobi, Kenya.
Tel: +254 20 2721929/48/49/52
+254 709 827101/02
Fax: +254 20 2720295, 2721990, 2712299
info@businessafrica-emp.org

