

**BUSINESS  
AFRICA**  
EMPLOYERS' CONFEDERATION



**AFRIQUE  
DES AFFAIRES**  
CONFÉDÉRATION DES EMPLOYEURS

# **ANNUAL REPORT 2022**





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## STATEMENT BY THE PRESIDENT



**Where crisis and challenge are present, they represent an opportunity.**

**Dear Members,**

**I thank you for your continued support to BUSINESSAfrica and for trusting us to lead you during a difficult period. We have had covid-19 Pandemic, disruptions caused by global geopolitical conflicts and negative impact of climate change. I am glad that we are still going strong despite the challenges.**

Where crisis and challenge are present, they represent an opportunity. Despite the myriads of challenges Africa faces, it also presents an opportunity for growth and development. This is an advantageous time to be in Africa. I firmly believe that our unity in BUSINESSAfrica creates a powerful force that policymakers cannot afford to ignore.

BUSINESSAfrica has continued to champion a conducive policy environment for Businesses to thrive in Africa. We have done it on a small scale, and I believe that with your support, we can achieve more. I therefore call upon each one of us members to play our part to ensure BUSINESSAfrica be that continental Employers Business Membership Organization that we envisioned at formation.

I thank the Executive Council and Executive Directors / CEOs of different employers' organizations for their support. Let us now resolve to move BUSINESSAfrica to the next level. A strong, well-resourced, well-capacitated, and active BUSINESSAfrica will ensure that the voice of African businesses is respected in continental and international policymaking.

**Thank you.**

**Saida Neghza  
President, BUSINESSAfrica**

## STATEMENT BY THE SECRETARY - GENERAL



**BUSINESSAfrica remained steadfast in advocating for a business environment that supports growth and competitiveness of Africa businesses.**

**Dear Members,**

**I am pleased to present to you the Annual Report of BUSINESSAfrica Employers Confederation for the period January to December 2022. The year 2022 remained challenging to Businesses across Africa with the economic activities remaining below the pre-pandemic level. The war in Ukraine, adverse climate conditions, high inflation and huge debts have continued to have a negative effect on Africa.**

BUSINESSAfrica remained steadfast in advocating for a business environment that supports growth and competitiveness of Africa businesses. The office represented employers in 23 continental and regional policy forums. We also continued to forge partnerships with the Africa Union and its specialized agencies and organs.

We also completed the development of the Strategic Plan for 2023-2027. The focus of the plan is to build the capacity of BUSINESSAfrica to serve members better; to strengthen the voice and influence of Africa's employers' organizations in international and continental policy making. It is my hope that the members will continue to support this vision.

Lastly members, I want to thank the Members who have remained active and are up to date in payment of their subscription. Only 20% of membership pay their subscription promptly. The low payment of subscription have greatly hampered the operations of BUSINESSAfrica. We have to rely on the goodwill of our partners and the federation of Kenya Employers to keep BUSINESSAfrica running. If we believe in this continental body, let us support it.

I also thank the Executive Council and I believe that we will be more active in the coming phase.

**Thank you.**

**Jacqueline Mugo, EBS  
Secretary General, BUSINESSAfrica.**



# 1. ABOUT BUSINESSAFRICA EMPLOYERS' CONFEDERATION

Business Africa - Employers' Confederation (BUSINESSAfrica) is the leading advocate for wealth and employment creation in Africa, standing up for companies across the continent and actively campaigning on the issues that influence enterprise growth and competitiveness. BUSINESSAfrica speaks for all-sized enterprises in African countries whose national business Federations are direct members.

Founded in 1986 as the Pan African Employers' Confederation (PeC) and rebranded into Business Africa Employers Confederation (BUSINESSAfrica) in 2012. BUSINESSAfrica is the recognized continental voice of businesses in Africa. It mainly works within the context of international and regional organizations including: the International Organization of Employers (IOE), the International Labour Organization (ILO), the African Union (AU) and the Regional Economic Communities (RECs) among others. The membership of BUSINESSAfrica is drawn from Employers' Organizations spread across all the regions of the continent.

## 1.1. MANDATE

BUSINESSAfrica seeks to influence policy by enhancing the African business voice in continental and international bodies such as the African union Commission (AUC), the United Nations Economic and Social Council (ECOSOC), the International Labour Organization, the African Development Bank, the European Union, the Regional Economic Communities in Africa, and other continental bodies. BUSINESSAfrica also promotes business voice in the United Nations system, the International Monetary Fund (IMF), the World Bank, the World Trade Organization (WTO) among others. In addition to pursuing its relations with European and American business groups, BUSINESSAfrica aims to build partnerships with business organisations from emerging economies such as China, India, Brazil and Russia. It is important that African business is presented in a much more coordinated way during economic events that bring together Africa and the

emerging markets. BUSINESSAfrica also seeks to strengthen regional integration to boost economic opportunities, jobs, wealth creation and intra-African trade. The development of rail, road and energy projects through Public Private Partnerships (PPPs) to facilitate trade and business links is a key objective.

## 1.2. OBJECTIVES OF BUSINESSAFRICA

- a) To work for the promotion of industrial peace in all enterprises in Africa by the development of sound industrial relations, and personnel management practices.
- b) To provide for consultation between employers' organizations, to ascertain their views on matters of common concern and to represent those views to any intergovernmental body.
- c) To co-operate with all international employers' organizations whose objects are consistent with those of BUSINESSAfrica and to maintain contact with international and regional organizations such as the International Labour Organization, the Africa Union and the AU Labour and Social Affairs Commission, the Arab Labour Ministers' Conference and the International Organization of Employers, dealing with economic development and social progress and to assist in the formation of national employers' organizations in Africa.
- d) To assemble and make available to members when required existing and proposed legislation relevant to the activities of BUSINESSAfrica.
- e) To collect and collate from members or other sources economic and social data that are of benefit to members.
- f) To respect the principles underlying the economic and social order of every African country.
- g) To promote vocational and professional training by encouraging national, sub regional and continental symposia and seminars in fields of interest to African employers.

- h) To associate African employers' organizations in a joint effort to increase the understanding and importance of the role they play in the continued improvement of society and the State.
- i) To do all such other lawful things as are incidental and conducive to the attainment of the above objects or any of them, provided always that nothing shall be done by BUSINESSAfrica in pursuance of its objects.
- j) To promote, advocate, protect and defend the interest of African employers at all levels.
- k) To work for the creation and development of strong and independent national and sub-regional employers' organizations.
- l) To promote the principle of tripartism in the solution of social and economic problems in collaboration with the Governments and Workers.
- m) To set up appropriate mechanisms with a view to strengthening partnerships with the Business community and the private sector in Africa.

### 1.3. MISSION STATEMENT

To advocate for Growth and Competitiveness of Africa businesses through representation in continental and international policy making, speaking up for employers across the continent and campaigning on issues that most influence Africa business performance.

### 1.4. VISION STATEMENT

To be the Voice of African Business.

### 1.5. CORE VALUES

#### 1. Respect for diversity and freedoms

Our operations, positions and engagement shall reflect respect for diversity of national specificities, cultures and traditions, and rule of law in Africa. Diversity of opinions thought and approach among the EBMOs will also be

respected. Freedoms which are at the core of Africa integration are fully shared and supported by the Business Community.

#### 2. Balance between solidarity and responsibility

We will advocate for positions that strike a proper balance between solidarity and responsibility, and a proper balance between individual rights and obligations of both companies and citizens in Africa. In addition, our positions shall consider the different needs of small, medium-sized, and large companies from all sectors of activity across Africa.

#### 3. Commitment to Social dialogue and consensus building

We commit to engage in the continental and regional social dialogue to fulfil the mandates given by our members in good faith. We promote consensus building and democratic involvement among the Business Community to resolve important economic and social issues, encourage good governance, advance social and industrial peace, and stability, and boost economic progress of Africa. Our positions aim to identify appropriate means for promoting economic and social progress, and to strengthen Africa's competitiveness in the interest of society as a whole.



**BUSINESSAfrica is the recognized continental voice of businesses in Africa.**

## 1.1. BUSINESSAFRICA LEADERSHIP

### 1.1.1. The Executive Council



**Ms. Saida Neghza**  
**President**  
Algeria



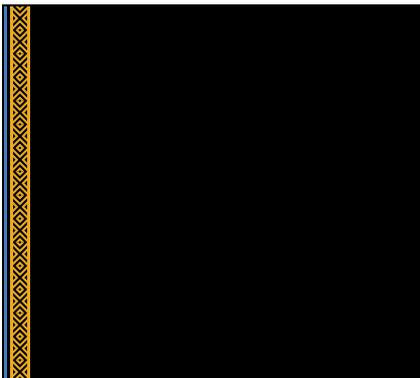
**Mr. Andrew Le Roux**  
**1st Vice-President**  
Eswatini



**Mr. Hamidou Diop**  
**2nd Vice-President**  
Senegal



**Ms. Jacqueline Mugo, EBS**  
**Secretary General**  
Kenya



**Deputy Secretary General**  
Mali



**Mr. Ousseine Diallo**  
**Treasurer**  
Côte D'ivoire



**Ms. Lindiwe Sephomolo**  
**Deputy Treasurer**  
Lesotho



**Mr. Bernard Hounnouvi**  
**Member**  
Benin



**Ms. Yameogo Philomene**  
**Member**  
Burkina Faso



**Mr. Thierry-Marie H. Rajaona**  
**Member**  
Madagascar

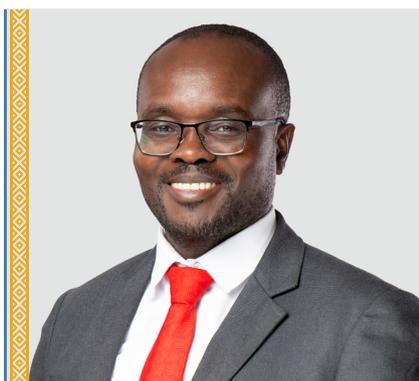


**Suzanne Ndomba-Doran**  
**Member**  
Tanzania

## 1.6.2. The Secretariat



**Ms. Jacqueline Mugo, EBS**  
**Secretary General**



**Mr. Stephen Obiro,**  
**Research, Advocacy & Partnerships**



**Mr. Samson Mugwe,**  
**Finance**



**Mr. Arbogasti Odero**  
**ICT**

## 2. THE STATE OF PLAY IN AFRICA

### 2.1. REGIONAL ECONOMIC OUTLOOK

Economic growth in Africa is forecast to slow down this year while the level of economic activities remains below the pre-pandemic level, according to the United Nations World Economic Situation and Prospects (WESP) 2023, which was launched on 25th January 2023.

According to the African Development Bank, the Real Gross Domestic Product (GDP) in Africa had rebounded strongly in the previous year 2021. This rebound was supported by recovery in global demand, higher oil prices benefiting oil-exporting economies, easing of COVID-19 restrictions in most countries, and associated growth in domestic consumption and investment. Africa's real GDP growth recovery was however abruptly interrupted in 2022, dropping to 4.1percent. This was mainly occasioned by the continued effects of COVID-19 as well as the Russian invasion of Ukraine which triggered a global economic shock that affected the region at a time when countries' fiscal policy space to respond to it is minimal to nonexistent. Most notably, surging oil and food prices were straining the external and fiscal balances of commodity-importing countries and had increased food security concerns in the region.

Inflation rose significantly driven by external factors, including global commodity prices and disruptions to global supply chains.

To combat inflation and exchange rate pressure, about two thirds of African countries increased policy interest rates in 2022, while fiscal space remained constrained to support economic growth and sustainable development. Tackling inflation while supporting growth and protecting the vulnerable promoted vigilant monetary policies among African countries.

Economic growth in Africa is estimated to weaken to 3.8 per cent in 2023 from 4.1 per cent in 2022 due to subdued investment and falling exports.



Source: UN Department of Economic Development and Social Affairs

As for sub-regional trends in 2023, growth is expected to edge up in West Africa, stabilize in Central and East Africa, and to decelerate in North and Southern Africa.

## 2.2. REGIONAL EMPLOYMENT TRENDS

The International Labour Organization (ILO) 2022 report on global employment trends for youth found that unemployment remained below the world average for both women and men. However, this fact masks substantial differences across the region, with youth unemployment ranging from almost 30 per cent in Northern Africa where almost every other woman in the labour force was unemployed down to 11 per cent in sub-Saharan Africa.

In sub-Saharan Africa, the low unemployment rates among young people partially reflected the fact that many could not afford to stay unemployed but needed to engage in insecure, often low-productivity jobs for income. Instead, looking at labour underutilization which combines unemployment and potential labour force into one indicator, these rates almost double to over 20 per cent in Africa, somewhat above the global average. Here again, Northern Africa stood out, with substantially higher rates: more than two out of three women and more than one in three men who were willing to work were underutilized in the labour market.

Furthermore, while many people lost their livelihoods during the pandemic, instead of becoming unemployed many chose to withdraw from the labour market altogether. Over one in five young people in Africa were not in employment, education or training. Young people aged 15–24 years chose different paths in life. While some could be working or seeking employment, others were pursuing an education or remained outside the labour force.

## 2.3. POLICIES BEING DISCUSSED

A policy dialogue is a tool which promotes evidence-informed policymaking. It involves deliberation about a high-priority issue, informed by a synthesis of the best-available evidence, where potential policy interventions are discussed by stakeholders. The following policies are being discussed.

1. Labour Migration Governance
2. The Continental Free Trade Area Agreement (AfCFTA)
3. Skills Development
4. Decent Work
5. The Abidjan Declaration 2019; Advancing Social Justice: Shaping the future
6. Business and Human Rights
7. Africa's Security and Integration
8. Issues related to Political Affairs, Peace & Security, Economic Integration and reinforcing Africa's Global Voice
9. Division of Labour and Effective Collaboration between the AU, the Regional Economic Communities (RECs), the Regional Mechanisms (RMs), the Member States, and other continental institutions, in line with the principle of subsidiarity
10. AU Agenda 2063: The Africa we want (An integrated, prosperous and peaceful Africa, driven by its own citizens, representing a dynamic force in the international arena)



**more than two out of three women and more than one in three men who were willing to work were underutilized in the labour market.**



### 3. OUR ASPIRATIONS FOR THE AFRICA WE WANT

Agenda 2063 of the African Union seeks to deliver on a set of Seven Aspirations each with its own set of goals which if achieved will move Africa closer to achieving its vision for the year 2063. These seven Aspirations reflect our desire for shared prosperity and well-being, for unity and integration, for a continent of free citizens and expanded horizons, where the full potential of women and youth are realized, and with freedom from fear, disease and want.

#### 3.1. ASPIRATION 1: A PROSPEROUS AFRICA BASED ON INCLUSIVE GROWTH AND SUSTAINABLE DEVELOPMENT

Africa is determined to eradicate poverty in one generation and build shared prosperity through social and economic transformation of the continent.

##### Goals:

1. A high standard of living, quality of life and well-being for all.
  - Ending poverty, inequalities of income and opportunity; job creation, especially addressing youth unemployment; facing up to the challenges of rapid population growth and urbanization, improvement of habitats and access to necessities of life – water, sanitation, electricity; providing social security and protection.
2. Well educated citizens and skills revolutions underpinned by science, technology, and innovation.
  - Developing Africa's human and social capital (through an education and skills revolution emphasizing science and technology).
3. Healthy and well-nourished citizens
  - Expanding access to quality health care services, particularly for women and girls.
4. Transformed economies and jobs.
  - Transforming Africa's economies through beneficiation from Africa's natural resources, manufacturing, industrialization, and value addition, as well as raising productivity and competitiveness.

5. Modern agriculture for increased proactivity and production
  - Radically transforming African agriculture to enable the continent to feed itself and be a major player as a net food exporter.
6. Blue / Ocean Economy for accelerated economic growth.
  - Exploiting the vast potential of Africa's blue / ocean economy.
7. Environmentally sustainable climate and resilient economies and communities
  - Putting in place measures to sustainably manage the continent's rich biodiversity, forests, land, and waters and using mainly adaptive measures to address climate change risks.

#### 3.2. ASPIRATION 2: AN INTEGRATED CONTINENT, POLITICALLY UNITED AND BASED ON THE IDEALS OF PAN-AFRICANISM AND THE VISION OF AFRICA'S RENAISSANCE

Since 1963, the quest for African Unity has been inspired by the spirit of Pan Africanism, focusing on liberation, and political and economic independence. It is motivated by development based on self-reliance and self-determination of African people, with democratic and people-centred governance.

##### Goals:

1. United Africa (Federal / Confederate)
  - Accelerating progress towards continental unity and integration for sustained growth, trade, exchanges of goods, services, free movement of people and capital through

establishing a United Africa and fast tracking economic integration through the of the CFTA.

2. World class infrastructure criss-crosses Africa
  - Improving connectivity through newer and bolder initiatives to link the continent by rail, road, sea and air; and developing regional and continental power pools, as well as ICT.
3. Decolonization
  - All remnants of colonialism will have ended and all African territories under occupation fully liberated. We shall take measures to expeditiously end the unlawful occupation of the Chagos Archipelago, the Comorian Island of Mayotte and affirming the right to self-determination of the people of Western Sahara.

### **3.3. ASPIRATION 3: AN AFRICA OF GOOD GOVERNANCE, DEMOCRACY, RESPECT FOR HUMAN RIGHTS, JUSTICE AND THE RULE OF LAW**

An Africa of good governance, democracy, respect for human rights, justice and the rule of law.

Africa shall have a universal culture of good governance, democratic values, gender equality, and respect for human rights, justice and the rule of law.

#### **Goals:**

1. Democratic values, practices, universal principles for human rights, justice and rule of law entrenched
  - Consolidating democratic gains and improving the quality of governance, respect for human rights and the rule of law;

2. Capable institutions and transformed leadership in place at all levels
  - Building strong institutions for a development state; and facilitating the emergence of development-oriented and visionary leadership in all spheres and at all levels.

### **3.4. ASPIRATION 4: A PEACEFUL AND SECURE AFRICA**

Mechanisms for peaceful prevention and resolution of conflicts will be functional at all levels. As a first step, dialogue-centered conflict prevention and resolution will be actively promoted in such a way that by 2020 all guns will be silent. A culture of peace and tolerance shall be nurtured in Africa's children and youth through peace education.

#### **Goals:**

1. Peace, security and stability is preserved
  - Strengthening governance, accountability, and transparency as a foundation for a peaceful Africa.
2. A stable and peaceful Africa
  - Strengthening mechanisms for securing peace and reconciliation at all levels, as well as addressing emerging threats to Africa's peace and security.
3. A fully functional and operational APSA
  - Putting in place strategies for the continent to finance her security needs.

### **3.5. ASPIRATION 5: AN AFRICA WITH A STRONG CULTURAL IDENTITY, COMMON HERITAGE, SHARED VALUES AND ETHICS**

Pan-Africanism and the common history, destiny, identity, heritage, respect for religious diversity and consciousness of African people's and her diaspora's will be entrenched.

### **Goal:**

1. Africa cultural renaissance is pre-eminent.
  - Inculcating the spirit of Pan Africanism; tapping Africa's rich heritage and culture to ensure that the creative arts are major contributors to Africa's growth and transformation; and restoring and preserving Africa's cultural heritage, including its languages.

### **3.6. ASPIRATION 6: AN AFRICA, WHOSE DEVELOPMENT IS PEOPLE-DRIVEN, RELYING ON THE POTENTIAL OF AFRICAN PEOPLE, ESPECIALLY ITS WOMEN AND YOUTH, AND CARING FOR CHILDREN**

All the citizens of Africa will be actively involved in decision making in all aspects. Africa shall be an inclusive continent where no child, woman or man will be left behind or excluded, on the basis of gender, political affiliation, religion, ethnic affiliation, locality, age or other factors.

### **Goals:**

1. Full gender equality in all spheres of life
  - Strengthening the role of Africa's women through ensuring gender equality and parity in all spheres of life (political, economic, and social); eliminating all forms of discrimination and violence against women and girls.
2. Engaged and empowered youth and children
  - Creating opportunities for Africa's youth for self-realization, access to health, education, and jobs; ensuring safety and security for Africa's children and providing for early childhood development.

### **3.7. ASPIRATION 7: AFRICA AS A STRONG, UNITED, RESILIENT AND INFLUENTIAL GLOBAL PLAYER AND PARTNER**

Africa shall be a strong, united, resilient, peaceful, and influential global player and partner with a significant role in world affairs. We affirm the importance of African unity and solidarity in the face of continued external interference including, attempts to divide the continent and undue pressures and sanctions on some countries.

### **Goals:**

1. Africa as a major partner in global affairs and peaceful co-existence
  - Improving Africa's place in the global governance system (UN Security Council, financial institutions, global commons such as outer space);
2. Africa takes full responsibility for financing her development.
  - Improving Africa's partnerships and refocusing them more strategically to respond to African priorities for growth and transformation; and ensuring that the continent has the right strategies to finance its own development and reducing aid dependency.



**Africa shall be a strong, united, resilient, peaceful, and influential global player and partner with a significant role in world affairs.**



Figure 4: Specific trade concerns raised in the TBT Committee



Figure 2: SPS trade concerns by subject, 1995 to end 2010



## 4. BUSINESSAFRICA ACTIVITIES IN 2022

### 4.1. MEMBERS ENGAGEMENT

#### East Africa Digitization Workshop



The Federation of Kenya Employers, in partnership with the Confederation of Norwegian Employers (NHO) hosted Employers' Organizations from East Africa comprising the Association of Tanzania Employers (ATE) and Federation of Uganda Employers (FUE) to share and learn from each other their digital transformation journeys at the Fairview Hotel, Nairobi, Kenya.

The sessions were informative as the organizations learnt from each other's journeys and were equipped with new skills by NHO on Search Engine Optimization, Content Creation and Portal Integration to promote better user experience and journeys of the members. The digitization capacity of the employer's organizations present was enhanced with practical break-out sessions. This will ensure targeted dissemination of information to attract and sustain members and to keep up with emerging member demands in this new digital era.

Furthermore, through this interaction, relationships between the employers' organizations from the various countries were strengthened and established for future partnerships.

## 4.2. ILO EVENTS AND MEETINGS

### Annual General Assembly



Business Africa Employers' Confederation had its Annual General Assembly after a two-year break due to the restrictive measures ushered in by the Covid-19 Pandemic. It took place along the sidelines of the International Labour Conference in Geneva on the 8th of June 2022.

The President, Ms. Saida Neghza and the Secretary-General, Ms. Jacqueline Mugo addressed the members on activities of the confederation over the past two years while also giving an economic outlook on Africa. Ms. Mugo stated that Africa has been rather resilient and will overcome the current challenges.

The following were key issues that arose from the General Assembly:

i. Delay of subscription payment fees - it was noted that members have delayed in paying subscription fees while others are not paying at all. Members were encouraged to be prompt in paying their subscription fees to aid in the activities of the confederation.

- ii. BUSINESSAfrica 2022 Workplan - the confederation was working on three separate projects that required the utmost support of its members. These projects were studies that were being conducted to grow BUSINESSAfrica to greater heights. Members were requested to be cooperative when approached by the consultants working on these projects.
- iii. The Executive Council elections will be held in 2023, as the council was inactive during the pandemic period.



## The 110th International Labour Conference (ILC) 2022



The 110th International Labour Conference 2022, was held in Geneva, Switzerland attracting over 3000 governments, workers and employers' representatives from the International Labour Organization(ILO) member states, Ms. Jacqueline Mugo, Secretary-General of Business Africa Employers' Confederation (BUSINESSAfrica), Regional Vice-President for Africa, International Organizations for Employers (IOE) and Executive Director and CEO, Federation of Kenya Employers (FKE)

represented Employers in Kenya and Africa at large.

Commonly referred to as the 'International Parliament of Labour', the conference is a forum where discussions on key social and labour matters, are openly discussed, critiqued and resolved. This year's agenda focused on the below topics:

Apprenticeships. Discussions on the Strategic Objective of Employment under the Follow-up to the ILO Declaration on Social Justice for a Fair Globalization. Decent Work and the Social and Solidarity economy. Inclusion of Safe and Healthy Working Conditions in the ILO's Framework of Principles and Rights at Work through an amendment to paragraph 2 of the ILO's Declaration on Fundamental Principles and Rights at Work, 1998. Approval of amendments to the Code of the Maritime Labour Convention, 2006 adopted by the Special Tripartite Committee at the second part of its fourth meeting in May 2022.



## The 344th, 345th and 346th ILO Governing Body Sessions



The International Labour Organization (ILO) had its 344th, 345th and 346th Governing Body (GB) sessions in March, June and November 2022, in Geneva.

- i. The Russian Federation was urged to end the war in Ukraine.
- ii. GB Members at the 345th session requested the Director-General to prepare for the consideration of the relocation of ILO's Decent Work Technical Support Team and Country Office for Eastern Europe and Central Asia during the 346th session. It is currently based in Moscow.
- iii. The report of the Committee on Freedom of Association was adopted by the Governing Body. Claudia Fuentes-Julio, the Permanent Representative of Chile to the United Nations in Geneva, was elected as its new Chairperson and she will discharge this responsibility for 12 months.
- iv. Renata Hornung-Draus, from Germany, was re-elected as Employers' Vice-Chairperson of the GB and Catelene Passchier, from the Netherlands, was re-elected as Workers' Vice Chairpersons.
- v. The Governing Body took an important step towards the possible inclusion of occupational safety and health as a fundamental principle and right at work.
- vi. The Governing Body also decided, in the wake of the high-level Global Forum for a Human-Centered Recovery held in February 2022, to strengthen multilateral cooperation.
- vii. The Governing Body called upon the Russian Federation to end the war in Ukraine and expressed concern over civilian casualties and the refugee crisis and asked the ILO to develop programs to support workers, employers, and the Government.

### 4.3. BA REPRESENTATION IN POLICY DISCUSSIONS

BUSINESSAfrica - Employers' Confederation being the continental umbrella body of employers in Africa continued to ensure the participation of the Employers' Organizations in Africa on discussions on various policies.

#### International Migration Review Forum 2022

The 7th EU-Africa Business Forum (EABF) took place from 16th - 17th February 2022 in a hybrid format. Co-organised by the African Union Commission, the European Commission, and African business organisations and key institutions, the event brought together political and business leaders from the Africa Union (AU) and European Union (EU) with the aim of increasing opportunities for sustainable economic partnerships.

There were twelve high-level panels and numerous online workshops prior to the EABF. These workshops provided insights into the key themes of Africa-EU business, trade, and investment relations. They also drafted valuable proposals for their respective areas. The urgent need to respond to emerging issues like the COVID-19 pandemic and the rise of poverty consolidated a fruitful exchange of views on several issues. Discussions were held around the theme "Building stronger value chains for sustainable growth and decent jobs". From these discussions a Joint Declaration of the Business Organisations emerged.

The following are highlights from the declaration:

1. EU / AU support, specifically to promote all cutting-edge intercontinental business ties with a multi stakeholder approach, is of fundamental importance for this partnership.
2. More innovative financing mechanisms for the private sector are essential.

3. Promoting a healthy and stable business environment favourable to private sector investment is crucial.
4. Promote the integration of EU and African value chains by addressing non-tariff barriers and modernising the frameworks governing EU-African trade, considering the Pan-African Investment Code and the AfCFTA, with the goal of transitioning to a continent-to-continent free trade agreement
5. Reinforce the public private dialogue and enhance the long-term dialogue structures between African and European business organisations / associations.
6. Strengthen the AU-EU bilateral relations and look forward to continuing our business-to-business and business-to-government cooperation and dialogue in the most efficient and constructive manner.

#### 6TH SUMMIT OF THE AFRICAN AND EUROPEAN UNION

On February 17th and 18th, the African and European Union held their 6th Summit in Brussels, the capital of the EU. The leaders of the two Unions discussed how to renew their partnership in various areas. Seven roundtables were organized on the following topics:

1. Financing for Sustainable and Inclusive Growth
2. Climate Change and Energy Transition, Digital and Transport
3. Peace, Security and Governance
4. Private Sector Support and Economic Integration
5. Education, Culture and Vocational Training, Migration and Mobility
6. Agriculture And Sustainable Development
7. Health Systems and Vaccine Production

## 4.4. LABOUR MIGRATION



BUSINESSAfrica Employers' Confederation (BUSINESSAfrica) participated in a hybrid seminar aimed at fostering dialogue between PAP and AULMAC 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) The International Migration Review Forum (IMRF) took place at the United Nations Headquarters in New York City from May 17th to May 20th. The aim of the forum was to discuss and share progress on the implementation of all aspects of the Global Compact for Migration (GCM) objectives.

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.

## 4.5. DECENT WORK: 5TH GLOBAL CONFERENCE ON THE ELIMINATION OF CHILD LABOUR



Business Africa was keen on the discussion on the Future of Work that were fundamental means for governments, workers and employers to shape the policies that allowed everyone to thrive.

Over 4000 participants joined the 5th Global Conference on the Elimination of Child Labour, in Durban, South Africa. The Programme of the conference included forums, panel discussions and brainstorming sessions where prominent speakers, representatives and participants shared their experiences and discussed critical issues while giving solutions on ending Child Labour.

During the opening session, the President of South Africa, H.E Cyril Ramaphosa noted that child labour perpetuates the cycle of poverty thus denying young people the education they need to improve their circumstances. A couple of speakers echoed the impacts of child labour and how it enhances poverty. The General Secretary of COSATU, Mr Bheki said the inability to absorb economic shocks is a big contributor to rendering households vulnerable to child labour.

Wearing various hats as the Vice President for Africa, International Organization of Employers (IOE) and Secretary-General of Business Africa Employers' Confederation (BUSINESSAfrica), Ms. Mugo, as the employers' representative, urged all to redouble their efforts and work better together as they seek to address the root causes of child labour. "Collective action is key if we want to succeed!" After the six-day conference, the participants agreed on what was dubbed the Durban Call to Action to end Child Labour by the year 2025.

#### 4.6. SKILLS DEVELOPMENT

##### Sustaining the Tvet Ecosystem In Africa Through Upskilling And Reskilling



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.

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.

### The East African Workshop on Skills Mobility

Business Africa continued to collaborate with strategic partners such as the International Labour Organization (ILO), G20 and other international stakeholders to ensure that they remain focused on areas of core interest in skills development.

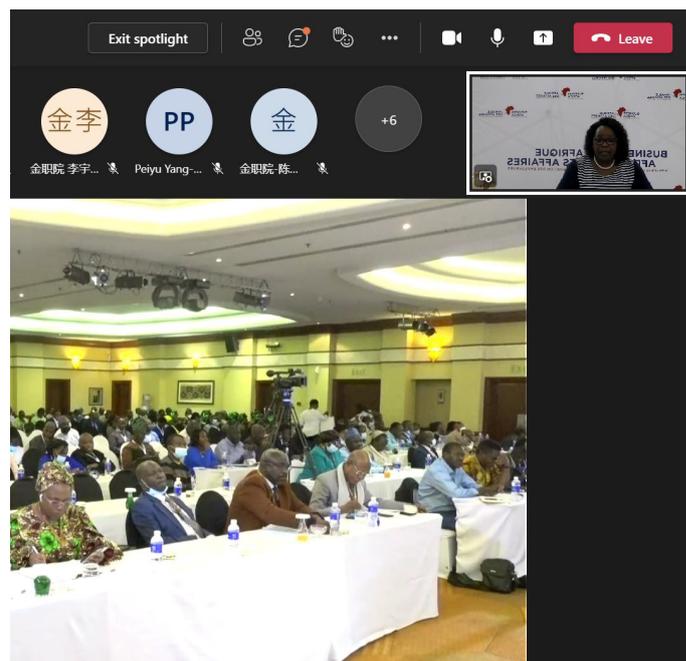
On the 22nd - 23rd February 2022, the International Organization of Employers (IOE) in collaboration with the International Organization for Migration (IOM) hosted an East African Workshop that sought to gain the business perspectives on skills mobility from employers.

The workshop took place in an interactive hybrid format with the objectives of : strengthening the employers' position and role in migration policy shaping , to identify concrete obstacles within national legislations or regional frameworks which hinder employers to have access to skills from abroad, to identify solutions to be implemented in cooperation with employers and governments to ease the movement of workers where/when needed in the labour market

Representatives from BusinessAfrica Employers' Confederation (BUSINESSAfrica) and Employer and Business Member Organizations (EBMOs) across East Africa from the following countries were represented all through the two-day workshop, Chad Djibouti, Ethiopia, Kenya, Rwanda, Tanzania and Uganda. The goal being to share the outcomes in an African Employers Declaration which will be submitted at the International Migration Review Forum (IMRF) in May 2022.

Overall, the following were the takeaways of the entire two-day workshop: Employers and Governments have a common interest in ensuring an effective migration legal framework, which responds to skills shortages or skills mismatches, ensures job creation, transition to formal economies, increase investment, and contributes to sustainable development and African growth. Governments and employers need to work hand in hand. While most of the migration flows happen within Africa, Employers call for effective regional frameworks that allow free movement of labour.

Employers called for formal institutional mechanisms to facilitate meaningful engagement with governments to ensure the implementation of the Global Compact for Migration.



## 4.7. INDUSTRIAL RELATIONS

Business Africa continued to provide the platform for discussing industrial relations topics and bringing together its members within the Industrial Relations Policy Working Group. In this Group, topics such as industrial action, collective bargaining systems, the collective rights of independent contractors, mediation, and dispute resolution mechanisms were debated with a view to finding common ground and issues of concern for employers. These discussions led to Business Africa's drafting of different policy papers, for instance on industrial action. Business Africa also provided a network for members to interact with each other on specific points of industrial relations policies.



## 5. NEW PARTNERSHIPS

### 5.1. IMPLEMENTATION OF A JOINT VISION FOR 2030

The Heads of State and Governments of the Member States of the African Union (AU) and the European Union (EU) met on 17-18 February 2022 under the Co-Chairs of H.E. Mr. Charles Michel, President of the European Council and H.E. Mr. Macky Sall, President of the Republic of Senegal and Chairperson of the African Union.

The aim of the Joint Vision is to consolidate a renewed Partnership for solidarity, security, peace and sustainable and sustained economic development and prosperity for our citizens and for the future generations, bringing together African people, regions and organizations.

It aims to be the driving force in promoting Africa's common priorities, shared values, international law, and preserving together our interests and common public good. This includes: the security and prosperity of our citizens, the protection of human rights for all, gender equality and women's empowerment in all spheres of life, respect for democratic principles, good governance and the rule of law, actions to preserve the climate, environment and biodiversity, sustainable and inclusive economic growth, the fight against inequalities, support for children's rights, and the inclusion of women, young people and the most disadvantaged. Africa recognizes the importance of food security and nutrition and welcomes the AU Theme of the Year 2022.

## 6. BUSINESSAFRICA SUPPORT TO MEMBERS

### 6.1. HOW TO BE A MEMBER

To become a member of BUSINESSAfrica, the following must be observed:

- a) Membership of BUSINESSAfrica shall consist of the most representative central organisations of employers of African countries.
- b) Application for membership shall be made in writing to the Secretary General of BUSINESSAfrica who shall communicate the application to the Executive Council for approval. Admission to membership shall be done by resolution of the General Assembly.
- c) BUSINESSAfrica shall not, in the absence of special circumstances:
  - Accept an application from an employers' organisation which is itself a member of, or eligible for membership of another employers' organisation which is qualified for membership of BUSINESSAfrica,
  - Accept an application from an organisation other than the employers' organisation most representative employers in the country concerned.
- d) Representatives of employers' organisations which are not eligible for membership of BUSINESSAfrica, may with the approval of the General Assembly, attend a meeting of the General Assembly as observers.

### 6.2. HOW TO ENGAGE THE SECRETARIAT - NEW WHATSAPP GROUP / TELEGRAM

Members are encouraged to engage BUSINESSAfrica through the office of the Secretary General on any matter they need BUSINESSAfrica to support them in and also for sharing of information at [info@businessafrica-emp.org](mailto:info@businessafrica-emp.org). Updates on BUSINESSAfrica initiatives during the year can also be accessed through the website <https://businessafrica-emo.org>.

### 6.3. BENEFITS OF A MEMBER

Reasons why you should become a member of BUSINESSAfrica:

1. A common voice regionally and globally to advocate for a conducive business environment for enterprise competitiveness.
2. Access to a wide range of resources and knowledge on labour, economic and social policy issues.
3. Networking employers and businesses in Africa and beyond.
4. Participation in events, forums, conferences and benchmarking visits for peer-to-peer learning.
5. Driving the growth and competitiveness of enterprises in Africa to create wealth and jobs.
6. Effective representation within and partnerships with many regional and international bodies.

## 7. HIGHLIGHTS OF BUSINESSAFRICA STRATEGIC PLAN FOR 2023 - 2027

Business Africa Employers confederation developed a strategic plan for 2023-2027 period. The strategy has identified three (3) strategic pillars namely:

- Strategic Pillar 1: Strengthen Organizational capacity
- Strategic Pillar 2: Enhance organization recognition
- Strategic Pillar 3: Deepen policy influence

These strategic pillars form the top priorities for BUSINESSAfrica in the strategic period 2023-2028. Therefore, BUSINESSAfrica's content strategy and planning needs aligns with these as desired outcomes.

The key objectives and strategies under each pillar are as follows highlighted below.

### **Strategic Pillar 1: Strengthen Institutional capacity**

- 1.1. Build the capacity of the Secretariat
  - Strategy 1: Build the Secretary General's office operational capacity
  - Strategy 2: Leverage on EBMOs Human Capital
- 1.2. Attain financial independence
  - Strategy 3: Membership subscriptions payment
  - Strategy 4: Development partners resource support
  - Strategy 5: Launch two paid up services (Connect to expert services; Africa Business Information Center (Afrobiz))
- 1.3. Strengthen employers' consultative platforms / forums
  - Strategy 6: RECs Platforms
  - Strategy 7: Establish Regional Business Networks
  - Strategy 8: Resource Mobilize for Africa EBMOs
  - Strategy 9: Member management (engagement, retention and recruitment)

## **Strategic Pillar 2: Enhance Organization recognition**

- 2.1. Promote Brand visibility and awareness
  - Strategy 10: Build Branding presence
  - Strategy 11: Build Digital visibility
  - Strategy 12: Build Media relations and network across Africa
- 2.2. Deepen collaboration with strategic partners
  - Strategy 13: Develop collaborative engagement with Continental private sector groups.
  - Strategy 14: Attain Observer status in AU, RECs and AU Organs
  - Strategy 15: Engage Regional Trade Unions

## **Strategic Pillar 3: Deepen policy influence**

- 3.1. Facilitate knowledge exchange and sharing
  - Strategy 16: Develop Knowledge exchange forums
  - Strategy 17: Facilitate continental Policy dissemination
  - Strategy 18: Commission Continental and regional Surveys /r esearches
- 3.2. Strengthen representation to strategic policy forums
  - Strategy 19: Forge strategic policy partnerships
  - Strategy 20: Attend strategic policy forums

- 3.3. Promote relevant International, continental and regional policy frameworks, aspirations, strategies and plans
  - Strategy 21: Implementation of AU Agenda 2063
  - Strategy 22: Implementation of AfCFTA
  - Strategy 23: Implementation of ILO Abidjan Declaration 2019
  - Strategy 24: Implementation of RECs protocols and treaties
  - Strategy 25: Implementation of Global Compact for Migration
  - Strategy 26: Implementation of UN SDGs
  - Strategy 27: Implementation of ILS, ILC and the Advancing Social Justice Agenda
  - Strategy 28: Implementation of relevant AU Treaties, protocols, frameworks, and plans
  - Strategy 29: Implementation of UN Guiding Principles on Business and Human Rights
  - Strategy 30: Implementation of other relevant UN Treaties, frameworks, and plans

BUSINESSAfrica leverage on members and partners to attain the aspirations in the strategic plan 2023-2027



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