

**BUSINESS  
AFRICA**  
EMPLOYERS, CONFEDERATION

**AFRIQUE  
DES AFFAIRES**  
CONFÉDÉRATION DES EMPLOYEURS,

# ANNUAL REPORT

BUSINESSAfrica EMPLOYERS' CONFEDERATION  
**2024**





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**BUSINESSAfrica EMPLOYERS' CONFEDERATION**

**ANNUAL REPORT 2024**

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**Mr. Hamidou Diop,**

**Interim President,  
BUSINESSAfrica Employers'  
Confederation**

## MESSAGE FROM THE PRESIDENT

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Dear Members,

It is with great pride and optimism that I present the 2024 Annual Report of BUSINESSAfrica Employers' Confederation (BUSINESSAfrica). The year under review has been one of the remarkable resilience, transformative, and collaborative across the African business landscape.

As the voice of employers across the continent, BUSINESSAfrica has remained steadfast in advocating for policies that foster sustainable economic growth, job creation, and business-friendly environments. The challenges of global economic shifts, technological disruptions, and climate imperatives have not only tested our adaptability, but also reinforced the strength and innovation of African enterprises.

In 2024, BUSINESSAfrica Employers' Confederation focused on Strengthening Social Dialogue, Empowering Enterprises, Promoting Decent Work & Skills Development, and Driving Digital and Green Transitions across the continent.

Our achievements would not have been possible without the commitment of our member organizations, strategic partners, international collaborators, and the BUSINESSAfrica Secretariat. The African business community stands at the crossroads of immense opportunity, and our collective efforts will define the continent's economic trajectory in the coming years.

As we look ahead, BUSINESSAfrica remains committed to promoting an enabling environment for businesses and advocating for the interests of African employers on the global stage. Let us continue to work together to drive innovation, inclusivity, and sustainable prosperity for all.

Thank you for your dedication and trust.





**MS. JACQUELINE MUGO, EBS**  
Secretary-General,  
BUSINESSAfrica Employers'  
Confederation

## MESSAGE FROM THE SECRETARY-GENERAL

It is once again my pleasure to be part of this journey that we have made together as a continent. As highlighted in this report, our greatest goal is to constantly enhance the growth of businesses and creation of employment in Africa. This remains our goal even as we embark on a more engaging relationship with our members and partners across the continent.

As we reflect on the year 2024, resilience, adaptation, and progress for the African business community remains our key priority. Despite ongoing global economic uncertainties, our members have demonstrated remarkable innovation and commitment to fostering sustainable economic growth, creating decent jobs, and shaping the future of work on the continent.

Throughout 2024, BUSINESSAfrica Employers' Confederation has remained steadfast in its mission to advocate for the interests of employers and businesses across Africa. We have actively engaged in policy discussions to ensure that the voice of African employers is heard and respected. Through our strategic partnerships with the African Union (AU), the International Labour Organization (ILO), the International Organization of Employers (IOE), Business at OECD (BIAC) and other key stakeholders, we have strengthened our influence on critical policy issues, including skills development, labour market reforms, digital transformation, and social protection.

We remain optimistic that BUSINESSAfrica will continue to champion policies that create an enabling environment for businesses to thrive, with a focus on sustainable economic policies, employment creation, and enhancing social dialogue. We will also strengthen our role in regional integration efforts to ensure that African businesses fully benefit from the African Continental Free Trade Area (AfCFTA) and her other economic initiatives.

It has been a great honor to work with our members and greatly appreciate their unwavering support that each member has accorded BUSINESSAfrica. It is my hope and belief that we will continue to soar even higher and move forward together as a continent.



# About BUSINESSAfrica

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## 1. About BUSINESSAfrica

BUSINESSAfrica 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 most influence Africa enterprise growth and competitiveness.

BUSINESSAfrica speaks for Employers' Organizations and all-sized enterprises in African countries whose national business federations are direct members. 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. Mission

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

### 1.2. Vision

To be the Voice of African Business

### 1.3. Mandate

#### Policy Advocacy

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 ILO, the African Development Bank, the European Union, the Regional Economic Communities in Africa, and other continental bodies.

#### Business Representation

BUSINESSAfrica also promotes business voice in the United Nations system, the International Monetary Fund (IMF), the World Bank, the World Trade Organization (WTO) and others.

#### Partnership Engagement

In addition to pursuing its relations with European and American business groups, BUSINESSAfrica aims to build partnerships with business organizations from emerging economies such as China, India, Brazil and Russia. It is important that African businesses are presented in a much more coordinated way during economic events that bring together Africa and the emerging markets.

#### Regional Integration

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.

## 1.4. Core Values

- Respect for diversity and freedom
- Balance between solidarity and responsibility
- Commitment to collaborative engagement

## 1.5. Objectives

1. To work for the promotion of industrial peace in all enterprises in Africa by the development of sound industrial relations, and personnel management practices.
2. 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.
3. 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.
4. To assemble and make available to members when required existing and proposed legislation relevant to the activities of BUSINESSAfrica.
5. To collect and collate from members or other sources economic and social data that are of benefit to members.
6. To respect the principles underlying the economic and social order of every African country.
7. To promote vocational and professional training by encouraging national, sub regional and continental symposia and seminars in fields of interest to African employers.
8. 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.
9. 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.
10. To promote, advocate, protect and defend the interest of African employers at all levels.
11. To work for the creation and development of strong and independent national and sub-regional employers' organizations.
12. To promote the principle of tripartism in the solution of social and economic problems in collaboration with the Governments and Workers.
13. To set up appropriate mechanisms with a view to strengthening partnerships with the Business community and the private sector in Africa.



## 1.6. BUSINESSAfrica Leadership

### 1.6.1. Executive Council



Mr. Hamidou Diop  
President (Interim)  
Senegal



Mr. El Mahfoudh Megateli  
1st Vice-President  
Algeria



Ms. Jacqueline Mugo  
Secretary General  
Kenya



Ms. KEÏTA Zeïnabou  
SACKO Deputy Secretary  
General Mali



Mr. Ousseine Diallo  
Treasurer  
Côte d'Ivoire



Ms. Lindiwe Sephomolo  
Deputy Treasurer  
Lesotho



Mr. Bernard Hounnoui  
Member  
Benin



Ms. Yameogo Philomene  
Member  
Burkina Faso



Mr. Francis RABARIJOHN  
Member  
Madagascar



Ms. Suzanne Ndomba-Doran  
Member  
Tanzania



Mr. Adewale Oyerinde  
Member  
Nigeria

### 1.6.2. Secretariat



Ms. Jacqueline Mugo, EBS,  
Secretary-General



Mr. Lionel Otieno  
Omondi, Coordinator



Mr. Arbogasti Odera,  
ICT



Mr. Stephen Obiro,  
Research, Advocacy &  
Partnerships



Mr. Samson  
Mugwe, Finance

## Highlights in pictorials



Employers at the 350th Session of the ILO Governing Body



Doha Dialogue on Labour Mobility Between the Gulf Cooperation Council and Africa

## Highlights in pictorials



**IOE global business network elects its first African female President!**



**IOE President Jacqueline Mugo at B20 Summit in Brazil**



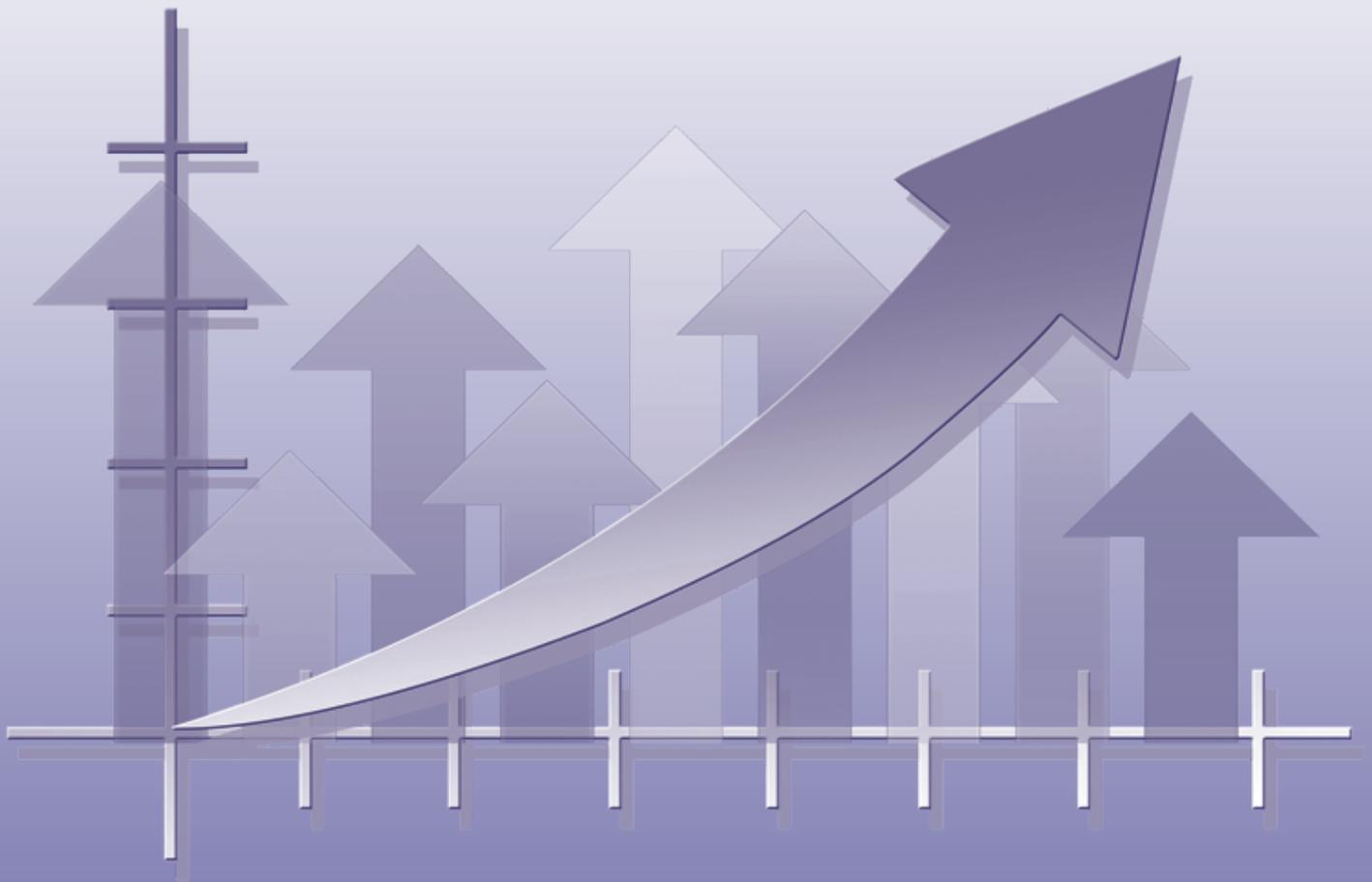
**IOE President Jacqueline Mugo at B20 Summit in Brazil**



**IOE's global network gather in Casablanca, Morocco for the IOE Conference on Empowering Women in Business.**

# Africa Continental Economic Outlook

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## 2. Africa Continental Economic Outlook

The global and regional economic landscape in 2024 remained complex, with Africa navigating through rapid transformations in the world of work, digitalization, climate adaptation, and evolving skills demands. Throughout these changes, BUSINESSAfrica remained steadfast in advocating for policies that foster enterprise growth, job creation, and sustainable development.

### 2.1. Overview of 2024 African Economic Landscape

In 2024, Africa's economic landscape demonstrated resilience amid global challenges, with the continent maintaining its position as the second-fastest-growing region worldwide, following developing Asia. The African Development Bank (AfDB) reported that over 4 African countries experienced stronger growth rates in 2024 compared to 2023, projecting an increase in average real GDP growth from 3.1% in 2023 to 3.7% in 2024, and further to 4.3% in 2025.



### 2.2. Regional Economic Outlook

Despite positive growth trajectories, Africa faces substantial challenges, including high public debt, inflationary pressures, and structural vulnerabilities. The International Monetary Fund (IMF) emphasized the need for comprehensive reforms to address these issues, highlighting that growth rates remain insufficient to significantly reduce poverty or meet development goals.

The AfDB's 2024 African Economic Outlook called for an overhaul of the global financial architecture to better serve Africa's development needs. The report proposed reforms in five key areas: leveraging private sector financing, simplifying global climate finance architecture, reforming multilateral development banks, streamlining debt resolution mechanisms, and enhancing domestic resource mobilization.

Trade and Integration Initiatives:

Efforts to boost intra-African trade have been bolstered by initiatives such as the African

Continental Free Trade Area (AfCFTA), which aims to create a single market for goods and services across the continent. Additionally, the Tripartite Free Trade Area (TFTA), which came into force on July 25, 2024, integrates the Common Market for Eastern and Southern Africa (COMESA), the East African Community (EAC), and the Southern African Development Community (SADC), encompassing 29 countries and over 800 million people.

These trade agreements are designed to reduce tariffs, harmonize trade policies, and foster economic integration, thereby enhancing competitiveness and attracting investment across the continent.

While Africa's economic outlook for 2024 reflects resilience and growth potential, addressing structural challenges through comprehensive reforms and leveraging trade integration initiatives remain critical for sustainable development and poverty reduction.

# BUSINESSAfrica 2024 Activities

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### 3. BUSINESSAfrica 2024 Activities

#### 3.1. International Forums



Ms. Jacqueline Mugo Elected President International Organization of Employers (IOE)

BUSINESSAfrica Employers' Confederation proudly made a significant milestone in global employer representation. Marking a historic moment for African leadership on the global stage, BUSINESSAfrica Secretary-General, Ms. Jacqueline Mugo, was unanimously elected as the first African female Global President of the International Organization of Employers (IOE). This happened during the General Assembly in June 2024.

Ms. Mugo, a dedicated member of IOE since

2007, expressed profound gratitude for the organization's role and emphasized the importance of collaboration and resilience in advancing employer interests worldwide.

BUSINESSAfrica proudly celebrates Ms. Mugo's achievement, confident that her leadership will further strengthen employer representation and advocacy globally. Her election underscores Africa's growing influence in shaping international labor policies and employer interests.

#### 352nd Session of the Governing Body



BUSINESSAfrica Employers' Confederation continued to show its commitment to promoting social justice, addressing pressing global labour issues, and fostering international collaboration to enhance working conditions worldwide. The 352nd Session of the International Labour Organization's (ILO) Governing Body convened in Geneva in 2024 provided a platform for BUSINESSAfrica to participate in addressing pivotal issues impacting the global workforce.

Key deliberations from the 352nd session was as follows:

- **Approval of the 2026–2029 Strategic Plan:** The Governing Body endorsed the ILO's Strategic Plan for 2026–2029.
- **Progress of the Global Coalition for Social**

**Justice:** The Global Coalition for Social Justice expanded to over 300 partners, including more than 85 governments and 40 international organizations.

- **Preparations for the Second World Summit for Social Development:** The Governing Body approved key messages for the upcoming Second World Summit for Social Development.
- **Initiatives to Democratize ILO Governance:** Efforts to democratize the ILO's governance were discussed.
- **Country-Specific Deliberations:** The session addressed several country-specific situations.

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## Africa Region Members Elected to the ILO and IOE Governing Body

The election of BUSINESSAfrica members to the Governing Body of the International Labour Organization (ILO) and the International Organisation of Employers (IOE) represents a significant milestone in advancing inclusive global governance and ensuring that the voice of Africa is strongly represented in international labour and employment policymaking.

### Composition of the Governing Body of the International Labour Office

#### Regular members

Mr. Hamidou DIOP (Senegal)

Ms. Jacqueline MUGO (Kenya)

Mr. Hicham ZOUANAT (Marocco)

#### Deputy members

Ms. Joséphine ANDRIAMAMONJIARISON (Madagascar)

Mr. Khelil GHARIANI (Tunisia)

Mr. Kaizer MOYANE (South Africa)

Mr. Adewale-Smatt OYERINDE (Nigeria)

Ms. Nancy CHENARD (Congo)

Mr. Douglas OPIO (Uganda)

#### Substitutes

Mr. Alex FRIMPONG (Ghana)

Mr. El-Mahfoudh MEGATELI (Algeria)

Ms. Desyree FOUQUERAY PORQUET (Ivory Coast)

Ms. Aline MBONO (Cameroon)

Ms. Lindiwe SEPHOMOLO (Lesotho)

Mr. El Syed TORKY (Egypt)



The 112th session of the International Labour Conference (ILC) convened in Geneva on June 2024, brought delegates from the International Labour Organization's (ILO) 187 member states. The 2024 conference served as a platform for workers, employers, government representatives, and social partners to deliberate on pressing issues

shaping the global labour market.

Key Discussions focused on; Adoption of the Geneva Accord on Digital Labour Rights, Endorsement of the Green Jobs Initiative, and Addressing Post-Pandemic Labour Market Challenges.

### **BUSINESSAfrica Supporting Elimination of Child Labour**

BUSINESSAfrica Employers' Confederation marked World Day Against Child Labour in 2024 during the International Labour Conference (ILC). This observance was particularly significant as it commemorated the 25th anniversary of ILO Convention No. 182 on the Worst Forms of Child Labour, the first ILO convention to achieve universal ratification in 2020.

The event focused on assessing global progress and challenges in eliminating child labour, with an emphasis on strengthening the implementation of ILO Conventions No. 182 and No. 138 on the Minimum Age for Employment. BUSINESSAfrica emphasized the urgency of accelerating efforts to meet Sustainable Development Goal (SDG) Target 8.7, which calls for the eradication of child labour by 2025.



## The African Union (AU)

BUSINESSAfrica Employers' Confederation took part in the Fifth Ordinary Session of the Specialized Technical Committee on Social Development, Labour, and Employment.

This event offered the much-needed platform for BUSINESSAfrica to advocate for policies that drive economic growth, employment, and social development across the continent. These discussions at STC-SDLE-5 reinforced BUSINESSAfrica's commitment to ensuring that policies lead to real business growth and employment opportunities.



## B20 Summit

In 2024 at the B20 Summit, Jacqueline Mugo, in her capacity as President of International Organisation (IOE) joined global leaders to champion strategies for a resilient, inclusive workforce. From reskilling initiatives to sustainable transitions, and the power of public-private partnerships.

BUSINESSAfrica played a crucial role in ensuring that Africa's priorities including trade facilitation, digital transformation, sustainable development, and inclusive economic growth—were well represented in the B20 policy recommendations. By engaging with international stakeholders, BUSINESSAfrica emphasized the importance of fostering stronger economic ties between Africa and other global economies, promoting investment opportunities, and advocating for policies that support sustainable business growth across the continent.



## 3rd African Business and Human Rights Forum



Under the theme “Promoting Responsible Business Conduct in a Rapidly Changing Context”, the Forum fostered policy dialogue and peer-to-peer learning on responsible business conduct and on the human rights implications of the emerging African and global regulatory and policy landscape in Africa.

Africa employers and companies engaged during the Forum in a number of events as follows:

- Joint IOE-UNGC safe-space session for

Business and Employers: IOE Business Caucus & UNGC Business Accelerating Action on Human Rights.

- IOE Session on “Unlocking BHR Potential: Leveraging Formalisation for Responsible Business Practices.”
- In-person IOE-ACCA-UNGC Joint Session: Building Trust & Collective Action: Dialogue Between Business & CSOs to Advance Human Rights.

### 3.2. Labour Migration

BUSINESSAfrica Employers’ Confederation remained at the forefront in supporting initiatives that support labour migration within the continent. This went in along way in promoting safe, orderly and humane labour migration. The key notable events under this program include; Doha Dialogue on Labour Mobility Between the Gulf Cooperation Council and Africa, Labour Migration Governance in ECCAS And COMESA, and Joint Labour Migration Policy (JLMP) Steering Committee Meeting.

### Labour Event in Pictorials



Group Photo During the Doha Dialogue on Labour Mobility Between the Gulf Cooperation Council and Africa



Delegates participating in Regional Tripartite Meeting on Labour Migration in ECCAS and COMESA



**Joint Labour Migration Policy (JLMP) Steering Committee Meeting - Ethiopia**



**Representatives Drawn from BUSINESSAfrica Member Organisation Taking Part In The Executive course on Labour Migration in Africa - South Africa**



**Consultative and Pre-validation Workshop on the Draft Documents on African Member States' Engagement with the Private Sector - South Africa**

### 3.3. Skills Development

BUSINESSAfrica Employers' Confederation played a significant role in the African continent to address the challenge of skills miss-match in the job market.

As part of these efforts, BUSINESSAfrica in partnership with the International Training Centre of the International Labour Organization (ITCILO), the Bureau for Employers' Activities (ACTEMP), and the ILO Skills Department organized a workshop on the establishment of Sector Skills Bodies (SSBs) in seven African countries: Kenya, Uganda, Tanzania, Zambia, Lesotho, Rwanda, and Seychelles.

The objectives of the workshop were to explore the role of SSBs in addressing skills mismatches, youth unemployment, and productivity challenges in the labour market. The workshop acknowledged the necessity of a multi-stakeholder approach involving industry associations, employers, labour movements, government bodies, and academic institutions to effectively establish and operationalize SSBs.



### 3.4. Empowering Women in Business

BUSINESSAfrica Employers' Confederation played a significant role in the African continent to address the challenge of skills miss-match in the job market.

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The deliberations from the meeting called for a change in the mindset needed to advance women's entrepreneurial careers and equal opportunities to excel in key sectors of the economy.



### 3.5. Executive Council Meeting



BUSINESSAfrica's Employers' Confederation Executive Council convened to discuss governance matters, progress updates from the Secretariat, and setting priorities for the upcoming year 2025.

The Secretariat presented a comprehensive report on BUSINESSAfrica's key engagements, highlighting discussions with the ILO on informality, unemployment, and the Abidjan Declaration's priorities. Global forums such as the

B20 Summit in Brazil, with preparations underway for the next 2025 B20 Summit in South Africa. Additional updates included BUSINESSAfrica's representation in the African Union affairs and courtesy visits from key partners and members.

The Council emphasized the need for stronger collaboration among Employer Organizations and reaffirmed its commitment to positioning BUSINESSAfrica as a leading advocate for African businesses.

### 3.6. Strategic Courtesy Visits

The year under review, BUSINESSAfrica Employers' Confederation hosted two high-level courtesy visits, fostering strategic partnerships and reinforcing its commitment to supporting employers and partners across the continent.



Visit by UNICONGO Executive Secretary-General

Ms. Nancy CHENARD, Executive Secretary-General of Interprofessional Union of Congo Employers (UNICONGO) paid a courtesy visit to Ms. Jacqueline Mugo, Secretary-General for BUSINESSAfrica, at the Secretariat office in Nairobi.

UNICONGO a leading employer association in Congo, remains an active member of BUSINESSAfrica.

## Visit by the ILO Africa Deputy Director General

Mr. Coffi Agossou, the International Labour Organization (ILO), Africa's Deputy Regional Director (DRD), paid a courtesy visit to Ms. Jacqueline Mugo, Secretary-General of BUSINESSAfrica.

The two visits facilitated a valuable exchange of knowledge and discussions on shared interests, aimed at benefiting employers in Congo and the entire African region.



### 3.7. New Partnerships and Collaborations

BUSINESSAfrica Employers' Confederation marked a milestone in global economic collaboration by Signing a Memorandum of Understanding (MoU) with Business at OECD (BIAC) in 2024. This key achievement aimed at enhancing Africa's role in strengthening ties with OECD communities. Present during the signing was Ms. Jacqueline Mugo, Secretary-General for BUSINESSAfrica and Ms. Hanni Rosenbaum, Executive Director of Business at OECD.



#### Strategic Focus Areas in the MoU:

- Joint advocacy in OECD-Africa economic engagement.
- Best practice exchange between African and OECD business communities.
- Regular collaboration on initiatives advancing the OECD-Africa Partnership.
- Capacity-building and policy support for African businesses.

This partnership reflects a shared commitment to inclusive growth, sustainable development, and economic cooperation, ensuring Africa's unique challenges and opportunities are represented and addressed on the global stand.

# Financial Report



The image shows a financial report table with a magnifying glass highlighting a specific section. In the foreground, a portion of a white calculator is visible, showing keys for 'GT', '%', '+', and '9'. The table has the following columns: Schedule, Performance Index (CPI, SPI, ETC), Forecast (EAC, VAC (%), VAC (\$)), and Average Index Status. The data is as follows:

Schedule	Performance Index			Forecast			Average Index Status
SV (%)	CPI	SPI	ETC	EAC	VAC (%)	VAC (\$)	
-11%	0,85	0,89	312	578	-18%	(89)	0,87
-3%	0,90	0,97	107				0,93
-9%	0,83	0,91	6	120	-20%	(21)	0,87
8%	0,78	1,08		36	-29%	(8)	0,93
4%	1,18	1,04		49	15%	9	1,11
-16%	0,81	0,84	107	373	-23%	(70)	0,83
13%	0,80	0,87	125	225	-25%	(45)	0,83
	0,67	0,57	38	68	-50%	(23)	0,62
		1,03	14	80	-3%	(2)	1,00
		12	17	749	-6%	(44)	1,03
				402	-7%		1,18
							1,55
							7
							8
							(17)
							0,9
							1,15
							27

## 4. Financial Report

### BUSINESS AFRICA EMPLOYERS CONFEDERATION STATEMENT OF INCOME AND EXPENSES FOR THE YEAR ENDED 31 DECEMBER 2024

	Note	2024 Operations USD	2024 Project USD	2023 Operations USD	2023 Project USD
<b>Income</b>					
Subscriptions	3a	18,000		8,000	-
Other Income (Bank Interest)	3c	1,181	-	1,445	-
<b>Total Income</b>		<u>19,181</u>	<u>-</u>	<u>9,445</u>	<u>-</u>
<b>Expenditure</b>					
Operating Expenses	4	(25,064)	-	(12,930)	
Project Expenses	5	-	(16,175)		(9,547)
<b>Total Expenditure</b>		<u>(25,064)</u>	<u>(16,175)</u>	<u>(12,930)</u>	<u>(9,547)</u>
<b>Net Surplus/ (Deficit) for the year</b>		<u>(5,884)</u>	<u>(16,175)</u>	<u>(3,485)</u>	<u>(9,547)</u>

# **BUSINESSAfrica & Membership**

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## 5. BUSINESSAfrica and Membership

### 5.1. Be a member

- 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:
  - I. 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.
  - II. Accept an application from an organisation other than the employers' organisation most representative employers in the country concerned.

### 5.2. Benefits of being a member

Reasons why you should become a member of BUSINESSAfrica.

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

### 5.3. Engage with the Secretariat

Members are encouraged to engage BUSINESSAfrica through the office of the Secretary-General on any matter they need BUSINESSAfrica to support them in and for sharing of information at [info@businessafrica-employers.org](mailto:info@businessafrica-employers.org). Updates on BUSINESSAfrica initiatives during the year can also be accessed through the website [www.businessafrica-employers.org](http://www.businessafrica-employers.org) and social media handles @BUSINESSAfricah

## 6. List of BUSINESSAfrica Employers' Confederation Members

<b>Algeria</b>	- CONFÉDÉRATION GÉNÉRALE DES ENTREPRISES ALGÉRIENNES (C.G.E.A)
<b>Angola</b>	- CÂMARA DE COMÉRCIO E INDÚSTRIA DE ANGOLA (CCIA)
<b>Benin</b>	- CONSEIL NATIONAL DU PATRONAT DU BÉNIN (CNP-BÉNIN)
<b>Botswana</b>	- BUSINESS BOTSWANA
<b>Burkina Faso</b>	- CONSEIL NATIONAL DU PATRONAT BURKINABÉ (CNPB)
<b>Burundi</b>	- ASSOCIATION OF EMPLOYERS OF BURUNDI (AEB)
<b>Cameroon</b>	- GROUPEMENT INTER-PATRONAL DU CAMEROUN (GICAM)
<b>Chad</b>	- CONSEIL NATIONAL DU PATRONAT TCHADIEN (CNPT)
<b>Comoros</b>	- ORGANISATION PATRONALE DES COMORES (OPECO)
<b>Congo</b>	- UNION NATIONALE DES OPERATEURS ECONOMIQUES DU CONGO (UNOC)
<b>Congo</b>	- UNION PATRIONALE ET INTERNATIONNELLE DU CONGO (UNICONGO)
<b>D.R. Congo</b>	- FEDERATION DES ENTREPRISES DU CONGO (FEC)
<b>Djibouti</b>	- CONFEDERATION NATIONAL DES EMPLOYEURS DE DJIBOUTI (CNED)
<b>Egypt</b>	- FEDERATION OF EGYPTIAN INDUSTRIES (FEI)
<b>Eritrea</b>	- EMPLOYERS' FEDERATION OF ERITREA (EFE)
<b>Eswatini</b>	- BUSINESS ESWATINI
<b>Ethiopia</b>	- CONFEDERATION OF ETHIOPIAN EMPLOYERS' FEDERATION (CEEF)
<b>Ethiopia</b>	- ETHIOPIAN EMPLOYERS' FEDERATION (EEF)
<b>Gabon</b>	- FÉDÉRATION DES ENTREPRISES DU GABON (FEG)
<b>Ghana</b>	- GHANA EMPLOYERS' ASSOCIATION (GEA)
<b>Guinea</b>	- CONFÉDÉRATION GÉNÉRALE DES ENTREPRISES DE GUINÉE (CGE-GUI)
<b>Ivory Coas</b>	- CONFÉDÉRATION GÉNÉRALE DES ENTREPRISES DE CÔTE D'IVOIRE (CGECI)
<b>Kenya</b>	- FEDERATION OF KENYA EMPLOYERS (FKE)
<b>Lesotho</b>	- ASSOCIATION OF LESOTHO EMPLOYERS AND BUSINESS (ALE)
<b>Madagascar</b>	- GROUPEMENT DES ENTREPRISES DE MADAGASCAR (GEM)
<b>Malaw</b>	- EMPLOYERS CONSULTATIVE ASSOCIATION OF MALAWI (ECAM)
<b>Mal</b>	- CONSEIL NATIONAL DU PATRONAT DU MALI (CNPM)
<b>Mauritania</b>	- UNION NATIONALE DU PATRIONAT DE MAURITANIE (UNPM)
<b>Mauritius</b>	- BUSINESS MAURITIUS
<b>Morocco</b>	- CONFÉDÉRATION GÉNÉRALE DES ENTREPRISES DU MAROC
<b>Mozambique</b>	- ASSOCIACAO DES EMPRESAS PRIVADAS DE MOCAMBIQUE (AEPRIMO)
<b>Namibia</b>	- NAMIBIA EMPLOYERS' FEDERATION (NEF)
<b>Niger</b>	- CONFÉDÉRATION GÉNÉRALE DU PATRONAT DE NIGER (CGPN)
<b>Niger</b>	- FEDERATION DES ORGANISATIONS PATRONALES DU NIGER (FOP)
<b>Nigeria</b>	- NIGERIA EMPLOYERS' CONSULTATIVE ASSOCIATION (NECA)

- Rwanda** - RWANDA PRIVATE SECTOR FEDERATION (RPSF)
- Senegal** - CONSEIL NATIONAL DU PATRONAT DU SENEGAL (CNPS)
- South Africa** - BUSINESS UNITY SOUTH AFRICA (BUSA)
- Sudan** - SUDANESE BUSINESSMEN & EMPLOYERS FEDERATION (SBEF)
- Tanzania** - ASSOCIATION OF TANZANIA EMPLOYERS (ATE)
- Togo** - CONSEIL NATIONAL DU PATRONAT DU TOGO (CNP)
- Tunisia** - UNION TUNISIENNE DE L'INDUSTRIE, DU COMMERCE ET DE L'ARTISANAT (UTICA)
- Uganda** - FEDERATION OF UGANDA EMPLOYERS (FUE)
- Zambia** - ZAMBIA FEDERATION OF EMPLOYERS (ZFE)
- Zimbabwe** - EMPLOYERS' CONFEDERATION OF ZIMBABWE (EMCOZ)



**BUSINESS  
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