

BUSINESS AFRICA

NEWSLETTER

EDITION #3/2024

30 SEPTEMBER 2024

PG 1. & 4.



African Union 5th Ordinary Session of the Specialized Technical Committee on Social Development, Labour, and Employment (STC-SDLE-5)

HIGHLIGHTS

PG 3.



PG 2.



PG 2.

Members' SPOT

PG 5.



MS. JACQUELINE MUGO SECRETARY GENERAL BUSINESSAFRICA ADDRESSES THE FIFTH ORDINARY SESSION OF THE SPECIALIZED TECHNICAL COMMITTEE IN ETHIOPIA

The people we represent in this meeting—from the citizens in our villages, cities, towns, and neighborhoods; the workers in our factories; the business community in our countries—all have one demand: let Africa Walk the talk!



On 29th of July 2024, in Addis Ababa, Ethiopia, Ms. Jacqueline Mugo, EBS, Secretary-General of BUSINESSAfrica Employers Confederation, addressed the Fifth Ordinary Session of the Specialized Technical Committee on Social Development, Labour, and Employment (STC-SDLE-5) and made a powerful call for action.

“The people we represent in this meeting—from the citizens in our villages, cities, towns, and neighborhoods; the workers in our factories; the business community in our countries—all have one demand: let Africa Walk the talk! We cannot afford to have good strategies and frameworks that gather dust on our shelves,” said Mrs. Jacqueline Mugo.

In her address, Ms. Mugo highlighted Africa's critical juncture in its development journey and underscored the continent's unique advantages, including its youthful population, abundant resources, and expanding market.

Ms. Mugo called for bold leadership to leverage these strengths and meet the demands of the young African generation, which seeks accountability and tangible results.

While emphasizing the need for Africa to ensure that plans and frameworks do not remain dormant but drive meaningful progress, Ms. Mugo acknowledged the vital role of the STC-SDLE-5 session in shaping Africa's future and urged the delegates to focus on how their proposals and resolutions can stimulate business growth and employment.

She reminded delegates that turning strategic commitments into real outcomes was crucial in lifting many out of poverty and addressing migration issues and called on leaders to move beyond mere rhetoric and deliver tangible results.

“ *We cannot afford to have good strategies and frameworks that gather dust on our shelves* ”

DEPUTY REGIONAL DIRECTOR OF ILO VISITS BUSINESSAFRICA SECRETARIAT TO ENHANCE PARTNERSHIP

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

Accompanying Mr. Agossou were Ms. Caroline Mugalla, Director of the ILO Country Office for Tanzania, Burundi, Kenya, Rwanda, and Uganda, and Mr. Issac Kiema, ILO National Project Manager & ILO Social Partners Focal Person.

The purpose of the meeting which was held on 26th July, 2024, was to discuss ongoing collaborations and future plans between the ILO and BUSINESSAfrica.

In her remarks, Ms. Mugo congratulated Mr. Agossou on his role in the ILO's continued support towards advancing Africa Continental Free Trade Area (AfCFTA), enterprise development and Employer Business Member Organisations (EBMOs). She emphasized the importance of advancing the Director-General's agenda of social justice and announced plans for a forthcoming Employers' Conference by BUSINESSAfrica.

Mr. Agossou congratulated Ms. Mugo for her election as President of IOE. He also mentioned her significant contributions to employers at the National, Regional, and Global levels. He also discussed the need for UN reforms to integrate ILO strategies, allowing social partners to engage more effectively with the UN. He also vowed to strengthen members capacity on Africa region specific areas of concern.



MS. JACQUELINE MUGO SECRETARY GENERAL BUSINESSAFRICA HOSTS NANCY CHENARD, SECRETARY-GENERAL OF UNICONGO

Nancy CHENARD, Executive Secretary-General of UNICONGO (Union Patronale et Interprofessionnelles du Congo) paid a curtesy visit to Ms. Jacqueline Mugo, Secretary-General for BUSINESSAfrica and President of the International Organization of Employers (IOE), at the Secretariat office in Nairobi, Kenya.

Nancy CHENARD's visit On 25th July 2024 facilitated a valuable exchange of knowledge and discussions on shared interests, aimed at benefiting employers in Congo and the entire African region.

UNICONGO, the leading employers' association in Congo, represents private-sector companies and advocates for their interests. The discussions aimed at fostering a supportive environment for businesses in Africa, highlighting key challenges, and promoting sustainable economic growth.

UNICONGO is a member of both the BUSINESSAfrica Employers' Confederation and the International Organization of Employers (IOE).

Collaboration and partnership: OSHAfrica Foundation Seeks Strategic Partnership with BUSINESSAfrica for Workplace Safety and Health Collaboration across Africa



Mr. Stephen Obiro, Head of Advocacy, Consulting and Partnerships, represented BUSINESSAfrica Secretary-General Ms. Jacqueline Mugo, at the Joint Labour Migration Policy (JLMP) Steering Committee Meeting.

Mr. Obiro took part in giving a strategic direction in a Private Sector Engagement meeting organized by The International Organization for Migration (IOM - UN Migration), under the AU-ILO-IOM Joint Labour Migration Programme (JLMP) to develop continental guidelines for African member states.

Present during the meeting were experts representing International Organization for Migration (IOM), International Labour Organization (ILO), Organization of African Trade Union Unity (OATUU), International Trade Union Confederation (ITUC) Africa, and Regional Economic Communities (RECs).

The aim of this important meeting was to advance regular pathways, with the aim of boosting the role of employers and businesses, promote gender, skills development, mobility, fair and ethical recruitment and dignified employment of migrant workers, the reunification of families and the migration of the protection caseload across all economic sectors and industries where migrants are active.

Collaboration and partnership: OSHAfrica Foundation Seeks Strategic Partnership with BUSINESSAfrica for Workplace Safety and Health Collaboration across Africa

BUSINESSAfrica and Occupational Safety and Health Africa Foundation (OSHAfrica) on 22nd August 2024 held an important meeting to explore a potential partnership aimed at joining forces to promote Occupational Safety and Health across the African region.



The impactful session, headed by Mr. Ehi Iden, President of OSH-Africa, and Ms. Jacqueline Mugo, Secretary General of BUSINESSAfrica, set the stage for potential collaboration that will prioritize employee well-being and promote sustainable workplace practices.

In an effort to advance workplace safety and health standards across Africa, the two organizations, known for their commitment to improving safety protocols and reducing workplace-related challenges aims to work together in the following priority areas:

- Joint initiatives aimed at enhancing the capacities of African businesses in occupational safety and health practices.
- Collaborating to influence policies that prioritize employee well-being and ensure safe working conditions across various industries.
- Organizing training sessions for employers and employees on best OSH practices.
- Conducting joint research to address emerging risks and trends in workplace safety and sharing findings to drive informed decision-making across sectors.

ILO, African Union new strategy aims to boost employment opportunities for youth in Africa

“ 23 countries & 34 social partner organizations across Africa are part of the Global Coalition for Social Justice” & urged all others to follow suit.

The African Union and African Member States in partnership with the ILO delivered on the AU/ILO Youth Employment Strategy for Africa, also known as “YES-Africa”.

This comprehensive framework aims to trigger structural transformation and change the world of work by creating decent jobs for all African youth. With 26 per cent of young people in Africa neither in employment, education or training, transformative change is indeed needed to deliver a future in which they can harness their full potential.

It is recommended that member states need to strengthen public private partnerships for job creation, decent jobs and upskilling of the youth the meet labour market demands in implementing the YES Africa.

Besides, Labour Ministers of AU Member States also delivered key strategies and policies that are critical to the world of work, including the social and solidarity economy (SSE), fair recruitment, minimum wage and more.

The AU has taken significant strides in promoting social justice and employment opportunities across the

continent through the adoption of the strategies, which are all key results of the AU-ILO Joint Operational Plan which draws on AU’s Agenda 2063 and the ILO Abidjan Declaration.

The SSE ecosystem, grounded in the core tenets of social justice, has been a focal point of the AU’s efforts. It promotes fair distribution of resources, equality, and gives voice and agency to the underprivileged. Cooperatives, a key component of the SSE, create employment and income-generating opportunities, support skills development, promote collective action, improve access to markets, and contribute to environmental sustainability.

The AU’s commitment to the SSE was highlighted at the Fifth Ordinary Session of the Specialised Technical Committee on Social Development, Labour and Employment (STC-SDLE-5).

The theme of the session, “Promoting Social and Solidarity Economy Ecosystems,” resonates with the AU’s mission. The development of the AU Ten-Year Social and Solidarity Economy Strategy and Implementation Plan (2023-2032) is a significant milestone in bolstering SSE in Africa.



Speaking at the African Union Specialised Technical Committee meeting, ILO Assistant Director-General and

Regional Director for Africa, Fanfan Rwanyindo said "23 countries & 34 social partner organizations across Africa are part of the Global Coalition for Social Justice" & urged all others to follow suit.

"The topics on the agenda of this STC underscores one message: our quest to advance social justice in Africa! This is precisely the mission of the Global Coalition for Social Justice. Together, we can build a future where social justice is not just an aspiration but a lived reality for all," the Regional Director highlighted.

AUC and ILO will support AU member states in developing a sustainable financing mechanism.

including domestic and external sources.

The AU and ILO have also collaborated on the Fair and Ethical Recruitment Strategy for Africa. This strategy is part of the Joint Labour Migration Programme (JLMP), which has supported the development of continental guidelines, labour market and labour migration information management systems, and national labour migration policies across Africa.

The representative from the African Union Geneva Office, presented updates from accomplished and planned activities related to ILO in Geneva which include activities related to youth employment, international labour standards, labour and employment.

Members' SPOT

Tanzania

ATE & IFC Launches Ajira Sawa Programme

On Thursday 12th September 2024, the Association of Tanzania Employers (ATE) in partnership with the International Finance Corporation (IFC) launched the Ajira Sawa Programme at Johari Rotana Hotel, Dar es Salaam.

The Chief Guest at the launch was the Minister of Community Development, Gender, Women & Special Groups, Hon. Dr. Dorothy Gwajima (MP). In her speech, she appreciated that the programme has come at the right time and aligns with government efforts to address gender gaps and promote women's economic empowerment. The Minister added that the programme will accelerate the inclusion of more women in the private sector and increase women's access to productive resources.

ATE CEO Ms. Suzanne Ndomba-Doran in her remarks said that the partnership and commitment to advancing gender equality in the private sector is commendable and crucial in fostering sustainable growth and innovations across various sectors. She also highlighted the Female Future Programme, as one of the initiatives in advancing women in leadership positions at workplaces.

The IFC Country Manager for Tanzania, Martine Valcin said that the strong commitment of the public and private sector partners in Tanzania will help ensure success of the programme by delivering tangible results to women in businesses and supporting wider social and economic development.



The Ajira Sawa Programme has already partnered with 20 committed large Tanzanian companies to help implement action plans to reduce gender gaps in leadership, employment and entrepreneurship. The Programme will promote best practices in recruiting, retaining and promoting women and advance women entrepreneurs' access to finance and markets in corporate supply chains.

A panel discussion on Private Sector's Role in Unlocking

Equal Opportunities for Women and Men was discussed by representatives from BOT, NMB Bank, Said Salim Bakhresa & Co. Ltd, GGML and IFC.

Other speakers at the event were the IFC Regional Director for Eastern & Southern Africa – Mary Porter Peschka, Head of Cooperation, Global Affairs Canada – Carol Mundle, Gender Lead IFC Tanzania – Anna Mushi and IFC Regional Manager – Paula Leynes Felipe.

Nigeria

NECA TO TRAIN YOUTHS IN Information Communication and Technology



The Director General of the Nigeria Employers' Consultative Association (NECA), Mr Adewale-Smatt Oyerinde, has said that NECA's ICT Academy is set to train 35 trainees in Information and Computer Technology.

He disclosed this during the induction ceremony held in Lagos.

He highlighted youth unemployment as a significant challenge and emphasised the need for youth empowerment strategies to address labour supply and demand.

He stated that in response to those challenges, NECA, in collaboration with the Industrial Training Fund and various participating organisations, had established the

NECA ICT Academy.

According to the NECA boss, since its inception, the academy has provided free, intensive ICT training to around 200 youths, covering areas like digital marketing, graphic design, and soft skills such as work ethics and communication.

“This programme aims to equip young Nigerians with the critical competencies needed for self-employment and wealth creation, while also providing globally recognised certifications in computer and internet proficiency,” he stated.

Oyerinde encouraged the new trainees to leverage this opportunity to enhance their employability and contribute to economic growth.

Headquarters

Waajiri House, Argwings Kodhek Road

P.o. Box 48311-00100 Nairobi, Kenya

Tel : +2540709827101/102

E-Mail : info@businessafrica-employers.org

Web : www.businessafrica-employers.org