

BUSINESS
Africa



BUSINESSAfrica
EMPLOYERS' CONFEDERATION

ANNUAL REPORT
2018



AFRICA'S EMPLOYERS' CONFERENCE & FKE'S *60 Years Celebration*

SAVE THE DATES

Friday 26th - Saturday 27th July 2019

VENUE:

**Sarova Whitesands Beach Resort & Spa,
Mombasa - Kenya**

THEME:

Shaping the Future of Work and Enterprises in Africa.

The Federation of Kenya Employers and BUSINESSAfrica are excited to host a high-level employers' conference to review, re-energize and create inspiration for the future.

To confirm attendance please send an email to fkehq@fke-kenya.org

Come celebrate with us!

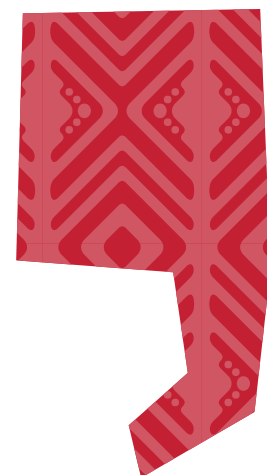


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THE VOICE OF EMPLOYERS AND THE PRIVATE SECTOR IN AFRICA



ABOUT BUSINESSAfrica

BUSINESSAfrica is an employers' confederation that brings together a number of employer bodies across the continent. It was founded in 1986 under the name of Pan African Employers' Confederation (PEC). PEC was later rebranded into BUSINESSAfrica –Employers Confederation in 2012. BUSINESSAfrica is recognized in the areas of labour, employment and social

affairs and within the context of international organizations including; the international Organization of Employers (IOE), the International Labour Organization (ILO) and the African Union (AU) among others. The membership of BusinessAfrica is drawn from African employers' organizations spread out from over 45 African countries from all the regions of the continent.

VISION

“To be the effective voice of business in Africa”

MISSION

“To advocate for a conducive business environment that facilitates sustainable enterprises, investment and employment for socio-economic development in Africa through our network of national employers and business Organizations”.

CORE VALUES

- Acceptance of the concept of market economy
- Rule of law and respect for property rights
- Professionalism and competence
- Ethics, transparency and good governance;
- Solidarity and respect for divergent views, and
- Sharing of information and experience

Executive Council

- 1. Mr. Albert Yuma**
President
DRC
- 2. Jamal Belahrach**
Morocco
1st Vice-President
- 3. Andrew le Roux**
Eswatini
2nd Vice-President
- 4. Jacqueline Mugo**
Kenya
Secretary General
- 5. Modibo Tolo**
Mali
Deputy Secretary General
- 6. Ousseine Dialo**
Cote d'Ivoire
Treasurer
- 7. Harrington Chibanda**
Zambia
Deputy Treasurer
- 8. Olusegun Oshinowo**
Member
Nigeria
- 9. Yameogo Philomene Tou**
Member
Burkina Faso
- 10. Bernard Hounnouvi**
Member
Benin
- 11. Hiag Prosper**
Member
Cameroon
- 12. Ms. Rosemary Ssenbulya**
Member
Uganda

Our Mandate

BUSINESSAfrica seeks to influence policy at continental level by enhancing business voice in continental and international bodies such as the African union Commission (AUC), the United Nations Economic Commission (ECOSOC) for Africa, the ILO Regional Office for Africa, the African Development bank and other continental bodies. BUSINESSAfrica will also build on relations developed within the United Nations system, the International monetary Fund (IMF), the World Bank, the World Trade Organization (WTO) and others.

In addition to pursuing its relations with European and American business groups, BUSINESSAfrica aims to build partnerships with business federations 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 summits that bring together Africa and emerging markets.

BUSINESSAfrica Also seeks to strengthen regional integration to boost intra-African trade. The development of rail, road and energy projects through PPPs to facilitate trade and business links is a key objective.



‘Our greatest goal is to constantly enhance the growth of businesses and creation of employment in Africa.’

**Jacqueline Mugo, EBS,
Secretary General**



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 annual 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.

Over the time, we have worked on a number of interventions to the challenges we face as a continent and I am high in optimism that we are on the right track.

BUSINESSAfrica has remained steadfast in its commitment to make the continent a better place to do business through policies that create a healthy business environment. I can confidently say that our efforts have borne fruits and the continent is on the rise in terms of growth in investments and job creation. The resources we have as a continent, especially human capital comprising the young people put us at an even better place to realize our goal. This however cannot be achieved without cooperation. Each member has a duty to ensure that the policies of BUSINESSAfrica are adopted in their respective countries and that stakeholders use them as references when making decisions.

It is a great honor to work with each member of this organization in the respective capacities and greatly appreciate the unwavering support that each of the members has accorded BUSINESSAfrica. It is my hope and belief that we will continue to soar even higher and move forward together as a continent. This much we owe ourselves and our future generations.

Thank you!

Mrs. Jacqueline Mugo, EBS
SECRETARY GENERAL



1. AFRICA'S BUSINESS ENVIRONMENT

African economic outlook 2019 clearly indicates good economic performance of the continent. This has remained over the years. Gross domestic product reached an estimated 3.5 percent in 2018, about the same as in 2017 and up from 2.1 percent in 2016. Further, Africa's economic growth is projected to accelerate to 4.0 percent in 2019 and 4.1 percent in 2020.

Despite this amazing performance, the greatest challenge for Africa has been to create adequate job opportunities for its growing population. For this to be achieved, the growth in labour force need to equal growth in business productivity. Africa needs to create jobs 12 million new jobs annually to prevent unemployment from rising. Africa needs strategies and policies that promote investment in sectors that are labour intensive such as manufacturing, agriculture and service.

Africa's business is dominated by small and medium enterprises (SMEs) which are largely informal, with low productivity and unable to create quality decent jobs. This means that for Africa to enhance decent jobs creation, Africa need to reconsider its business environment, by focusing on strategies that transformation of informal enterprises into established formal enterprises that produce high quality and competitive products for the global market. The industrialization and investment policy and initiatives in Africa should focus more on the transformation of the informal enterprises. One of the interventions through which Africa has tried to overcome the dilemma is through formation of regional economic communities (RECs) with intention to encourage business competitiveness through regional integration for trade, an economic cooperation. RECs have been successful to a big extent however, that they have had regional challenges.

Africa is strengthening the union and its leaders have come together and have agreed to move forward with a continental economic integration -through African continental free trade area (AfCFTA), that aims to promote free movement of persons, right to residence and right to establishment.

According to "Africa Business Revolution" by Mckinsey and company, Africa faces opportunities that if explored would stimulate business environment. These opportunities include:

- Continental union of African countries- expected (which is being achieved through AfCFTA) – which promotes business friendly reforms.
- Rapid urbanization, which comes with increasing population poses opportunity of enhanced consumer spending.
- Growth in business particularly in agribusiness and manufacturing will create a surge of jobs with supply chain, reducing poverty and starvation.

Recommended Priority investments for Africa:

The following policy interventions are proposed to unleash job creation and enterprise development in Africa:

- 1) Transforming the informal enterprises to become established formal enterprises should be a priority for member states. This can be done through value chain building and establishing markets for goods from our local enterprises in Africa. For example, if the governments across Africa decided that all boots for our security agents, the police, the army and any other security personnel shall be sourced from enterprises in Africa, then the leather and hides industry shall be revolutionalised. If the players in the informal sector are

brought into the supply chain of these shoes, then millions of households will not only have an income; they will afford to contribute towards their social security.

- 2) Patenting Africa products. There is need to give a modern touch to Africa products and patent them. This way will ensure Africa's wealth is not stolen from Africa. The numerous ventures in the informal sector including the indeginious ways of doing things need to be patented. They can then be developed and be showcased to the rest of the world as either opportunities to be invested in or for tourism attraction.
- 3) Investing in skilling Africa's people: A highly skilled citizenry will be able to not only be productive but also produce high quality products that will attract high incomes. This will ensure people in Africa earn higher income that will not only get them out of poverty but also afford them the necessary social protection.
- 4) Strengthening Africa's unity: Coordinated common African position and presenting a united front that advances Africa's interests when dealing with the international community. Need for member states to prioritize Strengthening of social dialogue and supporting tripartism at all levels from industries, sectoral, national, regional and continental level to ensure consensus on a common position.

In unity there is strength, success and prosperity. When Africa is united it shall be not only respected, but also listened to and will achieve results for her people. BUSINESSAfrica supports all efforts being undertaken at various levels to strengthen the Union.

Truly supporting free movement of her people, labour, services, goods and capital across Africa, then poverty will become a thing of the past.

- 5) Each Member State should identify a distinct product that it can be the sole supplier in Africa: According to the United Nations estimates, Africa's population stands at 1.3 billion people. This represents 16.64% of the world's population.

If each African country identified just a single distinct product that this population needs and that country is supported to be the most efficient producer and sole supplier of that product to African population, it will revolutionize Africa. Africa shall have about 55 products that it shall tell the rest of the world these they cannot bring in Africa. Unemployment and poverty will be a thing of the past.

This model has worked in South East Asian countries. They are identifying one industry (or product) and becoming laser focused on that industry or product. Vietnam is focused on becoming the global supplier of underneath clothing and Cambodia is focused on garment industry.

The secret behind china's success is her people and their model engagement between workers, employers and governments. 80% of Chinese production is for domestic use. Only 20% is for the rest of the world.

- 6) Changing Africa's model of Social Dialogue and Engagement in the Labour Market: Africa need to change her model of social dialogue and engagement in the labour market. Africa cannot continue with adversarial engagements and expect to move up the ladder of development. The players in the labour market can be those who meet only either because of threats strikes or demands for increased benefits and wages.

Africa needs a collaborative model like the Swedish model of negotiations with some Chinese model features into it. These models ensure that the employer and workers meet to discuss two things: first what should be done by each to ensure improved competitiveness, productivity and profitability of the enterprise; and second how to share the productivity gains between the workers, the employers and the state. This is a win-win-win model. That is why there are no prevalent strikes or companies closing down in Sweden and china.

2. STRENGTHENING COLLABORATIONS WITH AFRICAN UNION COMMISSION

BUSINESSAfrica and indeed all employers in Africa support the AU vision for Africa of an Integrated, prosperous and peaceful Africa, driven by its own citizens and representing a dynamic force in the global arena. Members may have a different view on the approach and strategies to enable Africa reach that but they are solid and firm to ensure that the continent reach it. BUSINESSAfrica continues to ensure

a coordinated approach so that employers positions are included in continental policies and initiatives. To strengthen this BUSINESSAfrica therefore, engaged in the African Union Commission with a view of signing an MoU on collaboration. The two institutions have agrees on a draft MoU that is awaiting signing as shown below.



MEMORANDUM OF UNDERSTANDING BETWEEN THE AFRICAN UNION COMMISSION AND THE BUSINESSAfrica EMPLOYERS CONFEDERATION

The African Union Commission represented by the Human Resources, Science and Technology Department (hereinafter referred to as AUC) and the BUSINESSAfrica Employers Confederation (hereinafter referred to as BUSINESSAfrica) and jointly referred to as the 'Parties':

DESIROUS of developing and strengthening their co-operation with respect to matters of common interest;

CONSIDERING that the mission of the AUC is to become "An efficient and value-adding institution driving the African integration and development process in close collaboration with African Union Member States, the Regional Economic Communities and African citizens".;

RECOGNIZING that the BUSINESSAfrica is a continental employers' organization that advocates for a conducive business environment that facilitates sustainable enterprises, investment and employment for socio-economic development in Africa; and to this end is seeking to promote coherent and coordinated policies, and actions to unleash the capacity of the private sector in Africa to deal effectively and constructively with the employment, integration and social policy challenges and opportunities in Africa.

CONVINCED that the development and strengthening of co-operation between them would be of mutual benefit to both parties and would enhance co-operation between the Private and Public Sectors among the AUC member States; have agreed as follows:

ARTICLE I

OBJECTIVE

The overall objective of this Memorandum of Understanding (MoU) is to create a framework for cooperation between the AUC and the BUSINESSAfrica in implementing the AU Agenda 2063 and consultation on matters pertaining to private sector engagement and liaison with employers on skills development and employment.

ARTICLE II

AREAS OF COOPERATION

In order to realize the objective of this MOU, the Parties shall cooperate with and consult each other in policies and programmes within the following areas:

- a) Labor and employment,
- b) Social security and social protection
- c) Social dialogue,
- d) Labour migration,
- e) Social Policy
- f) Developing skills that meet labour market needs
- g) Africa's integration including Free movement of Africa residents, labour and products across Africa
- h) Supporting enterprise growth and sustainability, and job creation in Africa
- i) Enhancing continental Business to Business and Business to Government collaborations
- j) Establishing linkages with employers across Africa.

ARTICLE III

JOINT ACTIVITIES

The Parties may, in accordance with mutually agreed conditions and within the limits of their resources carry out joint activities informed by the AU Agenda 2063 or the implementation of specific programmes or projects, relating to matters of common interest. These include programmes that seek to enhance youth skills development, employment and entrepreneurship and also the linkage with private sector and employers.

ARTICLE IV

PROVISION OF EXPERTISE

The Parties may, in accordance with mutually agreed conditions and within the limits of their resources, make available their experience and expertise to the other Party, by providing the services of members of their staff or consultants as the case may be.

ARTICLE V

ATTENDANCE AT MEETINGS

Each Party may, in accordance with their own legal instruments, and calendar or schedule of activities invite the other Party to meetings that it has convened, when matters relating to the areas of cooperation specified in this MOU or are of interest to the other Party are to be discussed.

ARTICLE VI

EXCHANGE OF INFORMATION

- (a) Subject to such arrangements as may be necessary to safeguard the status of confidential material available to the parties, they shall exchange information and documentation on matters of common interest, and will keep each other informed of current and planned activities of mutual interest for the purpose of identifying areas in which co-operation between them may prove desirable.
- (b) The parties shall promote shared knowledge and understanding of the synergies on matters of common interest.

ARTICLE VII

MODALITIES OF IMPLEMENTATION

- a) The AUC Department of HRST and BUSINESSAfrica (Secretariat) shall be responsible for the practical implementation of this MOU
- b) The Parties have established the linkages relevant for achievement of this partnership through the following designated points of contact responsible for the coordination of activities under this MOU:

For the AUC;
Head of Division of Human Resources and Youth
Department of HRST
Roosevelt Street
P.O. Box 3243
Addis Ababa, Ethiopia
Email: nonkululekon@africa-union.org

For BUSINESSAfrica
P. O. Box 48311-00100, Nairobi, Kenya.
+254 20 2721929/48/49/52, +254 709 827101/02
Fax: +254 20 2720295, 2721990, 2712299
info@businessafrica-emp.org

ARTICLE VIII

MONITORING AND EVALUATION

- (a) The implementation of this Memorandum of Understanding will be reviewed every two years.
- (b) Operational interaction will be monitored and evaluated regularly and an annual report will be prepared by both parties for presentation at an AUC/BUSINESSAfrica annual technical meeting.

ARTICLE IX

FINANCIAL ARRANGEMENTS

1. The implementation of the activities under this MOU shall be subject to the availability of funds.
2. Each Party shall bear the costs and expenses relating to, or arising from, its participation in activities undertaken pursuant to this MOU.

ARTICLE X

PRIVILEGES AND IMMUNITIES

Nothing in this MOU shall be construed as a waiver, either express or implied, of any of the privileges and immunities accorded to the Parties by international law.

ARTICLE XI

SETTLEMENT OF DISPUTES

The parties shall use their best efforts to settle amicably, through direct negotiations, any disagreement or controversy arising out of, or relating to the implementation of this MOU.

ARTICLE XII

DURATION AND TERMINATION

This MOU shall remain in force for 5 years and may be terminated by mutual consent, or by one Party giving the other Party three (3) months written notice of its intention to terminate the Memorandum of Understanding.

ARTICLE XIII

AMENDMENTS

- (a) The Parties may enter into such supplementary arrangements or agreements within the scope of this MOU as may be appropriate.
- (b) This MOU may be amended by mutual consent through simple exchange of letters.

ARTICLE XIV

NOTICE AND ADDRESSES

- (a) Any notice required to be given or made pursuant to this MOU shall be in writing.
- (b) A notice shall be deemed to have been duly given or made when it is delivered by hand, mail including email or fax, to the party to which it is required to be delivered, at the address specified here below:

i. For AUC

The Commissioner HRST-AUC
P. O. Box 3243
Addis Ababa, ETHIOPIA
Telephone: (251 11) 550 4988
Fax : (251 11) 550 4985
Website: www.au.int

ii. For BUSINESSAfrica

The Secretary General BUSINESSAfrica
Wajiri House, Argwings Kodhek Road
P.O. Box 48311-00100,
Nairobi Kenya
Telephone: (254 20) 27219229/48/49/52
Fax: +254 20 2720295, 2721990, 2712299
Website: www.businessafrica-emp.org

ARTICLE XV

ENTRY INTO FORCE

This MOU shall enter into force on the date of its signature by both Parties.

Done at Addis Ababa, Ethiopia on this..... day of..... 2019, two originals, in the English language, both texts being equally authentic.

H.E. Prof. Sarah Anyang Agbor,

Commissioner HRST
African Union Commission
For AUC

Jacqueline Mugo (Mrs) MBS, EBS

Secretary General
BUSINESSAfrica-Employers Confederation
For BUSINESSAfrica

Members are called upon to support this initiative.

3. ENHANCING EMPLOYERS VOICE IN CONTINENTAL POLICIES

BUSINESSAfrica has continued to represent members in various forums discussing continental policies and initiatives. In 2018 BUSINESSAfrica participated and enhanced the voice of employers in forums as highlighted below.

3.1 Planning Workshop For The Five (5) Pilot Countries Of The Five (5) Year Project On The Transformation Of The Informal Economy Lusaka, Zambia 24-25 August 2018

REPORT OF THE WORKSHOP INTRODUCTION

1. The Planning Workshop for the five (5) Pilot Countries of the five (5) year project on Transformation of the Informal Economy was held in Lusaka, Zambia, from 24-25 August 2018. The purpose of the workshop was to identify priority actions in the pilot countries for 2018-2019, consider the capacity building and campaign/advocacy components of the proposed five (5) year project on the Transformation of the Informal Economy.

ATTENDANCE

2. The meeting was attended by representatives of the five (5) pilot countries (Cameroon, Kenya, Senegal, Tanzania and Zambia), AU Commission, African Capacity Building Foundation (ACBF), Coordination Committee for Development and Promotion of African Handicrafts (CODEPA), European Union, ILO, ACP Secretariat, BUSINESSAfrica, Pan African Productivity Association (PAPA), Organisation of African Trade Union Unity (OATUU) and the Africa Leather and Leather Products Institute.

OPENING SESSION

3. Hon. Joyce Nonde Simukoko, Minister of Labour and Social Security, Republic of Zambia, welcomed participants to Zambia and emphasized that the transformation of the Informal Economy is a priority for Zambia. She noted that the labour movement is becoming weaker as the

informal economy is becoming stronger, with 61% of the Zambian labour force working in the informal economy with low wages and lack of social security. Africans have always relied on their children to look after them when they are old, but nowadays these children die before the parents, hence the need for saving for old age. Migrant, agricultural and domestic workers are most hard hit. Her Ministry has signed MoU's with 9 sectors to extend social protection, e.g. bus and taxi drivers, SME contractors, art and culture association, etc.

4. The representative of the ACBF, Mr Biruk Neghash noted that his organization is a specialized AU institution AND highlighted the need for transforming the Informal Economy and that Africa needs more policy and less police to deal with the Informal Economy, and that they need capacity to operated successfully and in peace.

5. Mr. Bila Clement Ouedraogo, representative of CODEPA, explained the mandate of CODEPA as a specialized AU institution, and emphasized the wealth of cultural creations supported by the organization. He mentioned how difficult it is for artists to access credit and to enjoy social protection and outlined the steps that the organization has taken to initiate social protection for them since 2012.

6. Dr. Timo Voipio, Director of the European Union SPS programme noted the progress he has witnessed when participating in AU policy organ meetings over the past 10 years, and the priority that has been accorded to the important Social Protection for the Informal and Rural Economy Workers (SPIREWORK) programme. He alluded to innovations supported by the EU, such as helping universities develop BA and MA programmes in Social Protection, rather than offering crash courses to target groups. Finland works on SPIREWORK in Zambia together with the National Pension Scheme Authority NAPSA and ILO. As part of this a Communications and Awareness Creation Plan has been drafted. The majority of informal and rural economy workers in Africa are women and - in the absence of formal social protection systems - the big part of social protection work in Africa is performed by the mothers and sisters working in unpaid home care. In line with SDG Goal 5.4, it is important to formalize work arrangements for this sector so that some women get formal jobs in the care economy while millions more women are relieved of part of their care responsibilities and can contribute to the public life and the national economy through labour markets, and as entrepreneurs.
7. The representative of the AU Commission, Mr Jean Denis Gabikini, thanked the Zambian Government for hosting the workshop on behalf of H.E. Mrs Amira Elfadil, AU Commissioner of Social Affairs. He mentioned the Agenda 2063 target of 20% social protection coverage for the Informal Economy by 2030. He stressed the need to identify and assess priority areas for the transformation of the Informal Economy, to discuss the capacity building and campaign/advocacy plans for the project to transform the Informal Economy and to hold a partners conference to secure funding for the implementation of the Road Map.

PRESENTATION OF PILOT COUNTRIES INITIATIVES AND IDENTIFICATION OF PRIORITY ACTIONS FOR 2018 AND 2019

ZAMBIA

8. The representative of the National Pension Scheme Authority (NAPSA) in Zambia explained the two pillars of their scheme for the informal sector, i.e. compulsory, where a relationship exists between the IE sector worker and his/her employer, and the voluntary pillar, for self-employed IE workers. He further described the structure that is in place to extend coverage to the informal sector. He noted that the primary sectors that they target are the domestic workers, bus and taxi drivers, saw millers in construction, marketers and traders and small scale farmers. They place strong emphasis on strategic partnerships in dealing with the different sectors. For example, in the domestic worker sector, NAPSA engages with the United House and Domestic Workers Union, the Association of Employers of Domestic Workers, the Corporate Sector whose workers employ domestic workers, Maid Centres and ILO.
9. The representative of ILO in Zambia presented on the SPIREWORK project in the country which is aimed at extending social protection coverage to small scale farmers. She mentioned that it is critical to create partnerships with key stakeholders and to understand the needs of small scale farmers who see pension as a very long term goal, but they have short term needs, so there must be a mix of provisions which must be guided by the principles of solidarity and risk pooling.
10. In the ensuing discussion, the critical role of the employer in extending benefits to workers in both the informal and formal economies was emphasized. It was further mentioned that all four strategies of decent work should be pursued, i.e. employment creation, social protection,

social dialogue and workers' rights. Stakeholder consultation throughout is critical, with Government, employers and workers fully involved.

SENEGAL

11. The representative of Senegal described the characteristics of the Informal Economy in the country, consisting of 60% in the non-agricultural sector and that 55% of GDP is derived from the I.E. The country held a national dialogue on the transformation of the Informal Economy and realized that an organized mechanism for extending social protection to this sector is lacking, hence RSPC fulfilled that role to extend health and retirement benefits coverage. RSPC strictly builds on mechanisms existing already to provide social protection to members of the Informal Economy and progressively realizes health and retirement benefits in this sector through a simplified system of collecting and paying contributions. Mobile phone payments are picking up in the country. Good practices observed include:
 - Principles: mandatory (incentives, then sanctions), progressive deployment (sickness and old age later widened to the granting of income security in case of Work Injury / Occupational Health and maternity), semi-contributory, use of existing systems (IPRES, Transvie social mutual incubator)
 - Beneficiaries: Informal economy Units membership of the Simplified Social Security regime automatically leads to the affiliation of all the workers within the latter
 - Contributions: health (flat rate per household 5,000 FCFA per month), retirement (8%, floor income SMIG, ceiling 360000). Contribution collection mechanisms will be implemented in partnership with private operators and informal economy operators and mobile operators
 - The equilibrium threshold of each social

insurance fund managing the sickness sector will be around 5,000 insured persons. To reach this equilibrium threshold, each mutual will receive a grant from the State

12. In the discussion that followed, the challenge to engage with all relevant ministries and professional organisations was highlighted to exchange ideas, to work together and to encourage the integration of additional actors.

CAMEROON

13. The representative from Cameroon mentioned that their Government directed that the Informal Economy be transformed into the formal economy and they were guided by two ILO studies in their country. They were faced with the challenges of the irregular income of IE workers and the mistrust these workers displayed when government officials approached them. It was concluded that IE workers should contribute according to their capacity and that the system be simplified without the red tape. At the end, all workers contribute the same small amount towards retirement and a fixed amount for health and work injury benefits. Their contributions are supplemented by the state, which provides further incentives for paying taxes. IE workers sign an agreement with the social security institution.
14. During the discussion, the need for simplified procedures and for payments to be done through internet banking or by phone was emphasized. It was further mentioned that some sectors invest more in retirement, while others invest more in health and work injury.

TANZANIA

15. The representative of Tanzania explained the social security governance structure in the country, coordinated at highest level in the office of the Prime Minister, which

coordinates 4 pension and health funds, and a social insurance scheme. A wide range of benefits are available, including low cost housing. In the voluntary savings and retirement scheme, members can contribute any time, and can withdraw 50% at any time. Members can also contribute in kind, like a litre of milk which is priced and the contribution registered. Regarding health insurance, the national Health Insurance Fund encourages IE groups to register and trade unions assist in registering these groups. A system of automatic enrollment is being introduced and a member can opt out if s/he wants to; this system is very helpful in extending SP to IE workers. The challenge is to customize channels for delivery of benefits, to utilize technology better and to develop more specialized schemes and products.

Barriers to informal sector inclusion in formal social security programs are described as:

- (i) Lack of enabling legislation;
- (ii) Inability to enforce legislation;
- (iii) Existing frameworks (social security/ Legal/ institutional);
- (iv) Requirement to contribute regularly;
- (v) Long vesting periods;
- (vi) Penalties for non-contribution;
- (vii) Lack of attractive products;
- (viii) Lack of awareness of benefits; and
- (ix) Lack of access to information and services.

Priority activities for 2018-2019 for Tanzania:

- Strategy III: Social Protection, Productivity and Competitiveness of the I.E workers and enterprises
- Capacity for Increased Productivity:
- Awareness Raising on Social Security: Increased coverage/access of informal and rural workers and producers, and their families to affordable social protection and social security building on SPIREWORK mix strategy approach.
- Occupational Safety and Health (OSH): Training of Trainers will be provided to IE enterprises followed by systemic support

in establishing the necessary framework to protect IE workers;

- Managerial and Technical Skills: Continuously improve the skills and competencies of the I.E workers and producers, including basic literacy and numeracy skills, recognition of skills acquired through traditional apprenticeship;
- Strategy IV: Statistics and Knowledge Management
- Enhanced knowledge and learning, put a sentence, Good practices from Tanzania include: Tanzania highlighted good practices on (i) Relevant legislation and legislative reforms with the Social Security (Regulatory) Authority Act, CAP 135; (ii) Diversification of services to the affiliates adding low cost housing, loans to ACCOs and partial withdrawals; (iii) Voluntary Savings Retirement Scheme (VSRS); (iv) encouraging enrollment through new legislation, joint programmes, auto-enrolment; enabling technologies for enrollment, paying contributions, receiving benefits and administration of the scheme, customized delivery channels, specialized products, specialized schemes. Other good management principles were underscored:
 - (i) flexibility in contributions knowing that women are highly employed in informal sector and agriculture;
 - (ii) bundling social security benefits - with access to credit (investment guideline allows up to 10%);
 - (iii) targeted awareness based to youth and Women's ability to save, manage finances;
 - (iv) align with other financial inclusion initiatives (in line with social security extension strategy and communication strategy);
 - (v) harmonization of Short Term Benefits - including maternity;
 - (vi) harmonization of policies (SME, Youth, empowerment); (vii) institutional capacity building (partnerships- International, SSS, Trade Unions, Employers); and (viii)

Community Health Funds.(esp rural -small holder farmers)

KENYA

16. The representative explained the characteristics of their Informal Economy, which in many respects are similar with that in the other pilot countries. Kenya also employs the group registration approach according to what the IE workers are producing. The requirements for enrollment for benefits are that they don't have access to external or additional funding and that they must already be in business. The social security agency then helps these groups to create linkages in the value chain and to work with the regional governments in the process of formalizing their activities. It also assists them to build capacity towards financial literacy, credit management and provides mentorship. What makes the project work, is capacity building, oversight and the implementation of an M&E framework. The steps in the identification and design phase are: awareness creation, feasibility study, identification of groups, identification of financial support and partners. Proposed priority interventions include:

- Agriculture value chain actors - Makueni (initial stages of implementation)
- Small scale traders
- Small cottage industry - Kajiado or Marsabit
- Fishery- Small fisher folks - Kisumu
- Environment management activities (garbage recycle)

PRESENTATION OF THE PLANNING TOOLS

17. The representative of the AU Commission presented the two tools for planning and referred to material distributed to the meeting, which consisted of a consultancy service to develop the project with clear TORs, methodology, expertise required, work plan envisaged, results and budget. The second tool was an outline

developed for the project, containing a clear description of the project, work plan and activities, resources, time line, mechanisms for follow up and evaluation and management structure, including a steering committee.

PREPARATION FOR THE PRODUCTION OF THE FIRST INFORMAL ECONOMY STATISTIC REPORT

18. The representative of the Department of Economic Affairs, AU Commission, presented the road map for the production of the first AU Informal Economy Statistics Report. He presented an overview of AU policy instruments on the Informal Economy and reiterated the road map with its required outputs.

VALUE CHAIN ANALYSIS AND TRANSFORMATION OF THE INFORMAL ECONOMY (INSTITUTE OF LEATHER AND LEATHER PRODUCTS)

19. The representative of the Africa Leather and Leather Products Institute presented a brief history of the Institute and emphasized that the leather industry is 6 times larger than the meat industry in Africa, with the continent having 21% of the world's live stock. 1,033 pairs of shoes are need in Africa annually with only 161.6 million produced on the continent hence the local industry must be supported. He explained how the industry of production of leather products is supported by the Institute, and that the process of formalizing the sector entails the following steps: participatory mapping and analysis of the value chain, profiling of SMEs, clustering potential test, capacity building on cluster design, initiation of registration of cluster and lastly registering it to become part of the formal economy.

20. Clustering can be helpful for resource mobilization with the banks

GENERAL AND SECTOR-SPECIFIC APPROACHES TO THE TRANSFORMATION OF THE INFORMAL ECONOMY

21. In preparation for the presentation of the capacity building package, the resource person highlighted the general approaches to transformation of the informal economy, i.e. taxation, upgrading of the value chain and organizing them to have a voice. Sector specific approaches are the social protection approach, the skills enhancement approach and the access to micro financing and financial services approach.

DEVELOPMENT OF CAPACITY BUILDING AND TRAINING PACKAGE TO SUPPORT MEMBER STATES, INCLUDING THE PILOT COUNTRIES - LESSONS FROM THE EU-SPS TRANSFORM PROJECT

22. The representative of ACBF presented the basic considerations for capacity building, emphasizing that, among others, it be considered for different levels and that the CB policy should emphasize inclusiveness, simplicity and flexibility and that the local interests, context and knowledge of the target groups be understood.

23. The EU-SPS representative from Finland highlighted the innovations in capacity development for social protection in Africa from the TRANSFORM project, based on the four pillars of contributory systems, social assistance, productive inclusion and access to social services. He again stressed the need for capacity building for the long term through university curricula, rather than crash courses. In the TRANSFORM project, adult learning and participatory pedagogy was employed successfully. African social protection experts are now leading the efforts as master trainers, rolling out capacity development in extending social protection throughout the continent. It was suggested that

the TRANSFORM curricula be used in extending SPIREWORLD as well.

24. After studying the proposed capacity building matrix, the workshop made the following recommendations:
- Generally the role of CSOs should be captured clearly, and in particular also World Solidarity
 - Relevant ministries must be identified, such as social development, labour and specific institutions such as workman's compensation units
 - More ambitious activities should be included, alongside the training sessions, also investment in training materials, curricula at universities and training of departments working with the Informal Economy and Social Protection
 - Upgrading of legislation on social security to be applicable to the IE should also be reflected in the matrix
 - MSME's actors such as cooperatives must also be included
 - The Pan African Network for the Social Economy should be included
 - Provision should be made for capacity building on the IE transformation using the already developed TRANSFORM methodology
 - RECs should feature clearly in the matrix
 - Some time lines are unrealistic for developing of training materials, etc
 - Include proposals raised by the pilot countries in their presentations
 - Rather than holding continental training sessions, plan to execute these at RECs level which will also decrease the traveling costs
 - The technical and budgetary allocations for the capacity building training should be shared among different partners and actors
 - Prepare a workshop in Addis Ababa early October to finalize the capacity building and the advocacy/campaign plans by a small experts group.

IDENTIFICATION OF PRIORITY ACTIONS FOR A FOCUSED CODEPA INITIATIVE

25. The CODEPA representative highlighted the objective of CODEPA which is to promote the informal handicraft sector and at the moment, the focus is strongly on empowering women in this sector. He elaborated on the governance structures for CODEPA and mentioned that a plan for the promotion of social protection in the creative sector was adopted in 2016.

26. Priorities for 2019 include the following:

- Regional workshops to gather information on good practices in extending social protection to the handicraft sector.
- Consultations in the 4 pilot countries.
- Development of the Plan of Action for transforming the informal handicraft sector.

27. In the discussion that ensued, it was emphasized that the idea is not to expand the sector as informal economy, but to establish formal businesses with decent work possibilities. Generally, craftsmen are different than informal sector workers. They are highly skilled people, but in some countries they are considered as workers in the informal economy. UNESCO has clear definitions on when artisans be considered formal or informal sector. If they don't have social protection provisions, or good work conditions, then they fall into the informal sector. Social protection institutions should be involved in the transformation of the sector. There are opportunities to engage with the Africa Leather and Leather Products Institute.

IDENTIFICATION OF A COMMUNICATION AND ADVOCACY PLAN FOR THE PROJECT

28. The representative of the AU Commission presented the document distributed the draft communication and advocacy plan for the project. This transformation

from informal to formal economy justifies a continent wide campaign. IMF in its study found that up to 39% of GDP is collected from the Informal Economy in Member States, hence the importance of this campaign with will include the components of sensitization, advocacy and mobilization with the policy makers as targets and the IE workers themselves. Need to also target other actors such as Chambers of Commerce and build capacity for the execution of the communication an advocacy plan.

29. In the discussion, it was emphasized that there are different actors involved in communication and advocacy, same with national and international decision makers, e.g. RECs. We should be clear of which roles they will each play, and that they are well informed of the needs of IE workers. We should also be clear about which social protection provisions we are advocating for. Also need to advocate for basic infrastructure to improve productivity in the IE, e.g. women growing cassava as well as markets for their products. Communication must encourage transformation from the IE to the FE, so targeting for the communication, its language and advocacy is very critical. ACP has toolkits and resources available for communication and advocacy. The Zambia SPIREWORK project, as well as NAPSA also developed communication tools that can be used in the project. Mobile phones and social media should be utilized as platforms of communication and advocacy. It was proposed that the matrix used for the capacity building be applied for the communication and advocacy plan as well, or they can be merged.

30. Take example from Child marriage communication plan. See ILO to support several countries.

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31. The Communication and advocacy plan will be finalized during a workshop in Addis Ababa early October 2018.

IDENTIFICATION OF POTENTIAL FUNDING SOURCES FOR TRANSFORMATION OF THE INFORMAL ECONOMY

32. The representative of the AU Commission explained that domestic and international funding will be required for the transformation of the Informal Economy. It should be included in the national budget, through social insurance funding, local development partners, NGOs and strategic partnerships funding. Once that is in place, international funding can be attracted. Generally, social partners and institutions that promote MSMEs can play critical advocacy roles to mobilize funding. International organizations such as BUSINESSAfrica also have a clear role in mobilizing funding for the transformation in pursuit of decent work.
33. Key areas for support by international partners are: policy planning, capacity building, advocacy and communication, technical cooperation between African countries, South-South cooperation, research, statistics and knowledge management and resource mobilization and partnerships building.
34. The initial list of technical and financial partners would include the African institutions of ACBF, PAPA, WIEGO, AfDB, and UN organisations, ILO and ISSA, UNIDO, UNDP, EU Delegations in Africa and EU-Commission in Brussels and OECD. Other partners may be ACP, USAID, GIZ, Finland and AFD and Friedrich Ebert Stiftung.
35. In the discussion, it was emphasized that addressing the context of the informal economy is important, and one way to empower the informal sector is for workers to buy stalls, upon which basis

money can be borrowed. Debate on the IE must reach out to bankers and be innovative on making money available to IE workers. Social insurance funds can also be tapped into to make money available to the IE. It was encouraged to engage with EU national delegations to acquire funding from the national bilateral support from EU. From 2020 onwards, social protection reforms may become conditions for bilateral support and in this regard, technical and financial support can be acquired. Africa group diplomats in New York, Geneva, Brussels and Vienna should know about what is happening with regard to the transformation of the IE, with the view for them to engage with international partners.

36. EU SOCIEUX is an expert facility providing short term experts at the request of African ministries and other public institutions. The EU (DEVCO) is currently designing a new social protection programme that is going to support those countries that are receiving budget support from the EU and that have agreed to reform their social protection systems (legislative reforms as condition to EU budget support).
37. There is also funding available from the ACP Cotonou Agreement. Regional Indicative Programmes could furthermore tap into these funding envelopes, also for the improvement of business environments and productivity. The cluster dimension will be important in engaging with the banking sector. Knowledge management can also be funded by the ACP Secretariat. SMSEs are prioritized, and ACP will engage with ambassadors in Brussels in October who should be informed about the AU initiatives. In phase 2 of the ACP mineral programme there is provision social protection for informal workers in this sector. AUC is in the process of establishing regional centers in Cotonou and in Southern Africa. Under 11th EDF fund 30 million Euro available until

2020 covering three pillars: social pillar; migration reduction pillar; WAEMU cooperation, Intra-ACP domain, intra-regional programmes. It is suggested to present informal economy as a cross-cutting issue. ACBF is in the process of establishing a South-South Cooperation center in Equatorial Guinea.

38. Suggested to added among the areas the following: business environment and productivity (130 million); inclusive finance (30 million); SMES access to finance (400 million); knowledge management. EDF target groups include MPMEs, vulnerable sectors, youth, women and disabled persons, health, culture and WAEMU (40 million). Quick support can be requested on knowledge management working with regional focal persons. Mineral cluster provides opportunity for formalization of mineral artisans.
39. Suggested to lobby North countries in Europe.
40. AUC to hold a donors' meeting in 2018 to raise fund for the continental programmes and for Member States, in particular the pilot countries. Support to be provided to Kenya and Tanzania to develop their national plan.
41. Work of the social insurance funds is often isolated from the development perspective of the countries. Their funding capacity and capacity to contribute to the development effort must, however, not be underestimated. Ministries can give them a mandate extend contributory social protection also to the big majority of people making their living from various informal and rural economy activities. Zambia has successfully engaged the social insurance funds in an effort to extend social protection to all Zambians.

CLOSING

42. The representative from the Government of Zambia, Mrs Michelo Silungwe, on behalf of the relevant offices and Ministry in Zambia, thanked the African Union and participants for their presentations and inputs to make the workshop a success. She emphasized the critical importance of advancing the informal economy.
43. The representative of the AU Commission, Mr Oumar Diop, thanked the Government of Zambia, delegates and partners for their participation and mentioned that the project document will be finalized in Addis Ababa in October, which will be followed by a training session in November in Yaounde, Cameroon.

FORMALIZING INFORMALITY

According to the ILO, the informal economy absorbs about half of the workforce worldwide in both wage and self-employment and manifests itself across all economic sectors. It accounts for:

- 65% of the economies of Sub-Saharan Africa
- 82% of non-agricultural employment in South Asia and
- 47% in Latin America

Above all 91% of SMEs worldwide are informal. This state of affairs cannot go unaddressed and it was for this reason that the Employers' group suggested that the 104th session of the International Labour Conference should adopt a recommendation to guide ILO Member States on key policy measures that would facilitate the transition from informal to the formal economy.

It is critically important to support the formalisation of informal SMEs. There is also the need to grow the size of the formal economy which, in some developing countries, has been shrinking at an alarming rate; and to above all promote and expand formal employment.

There is no doubt that the causes of informality are part of the policy reform agenda that IOE members throughout the world have always tried to address in their advocacy work with their Governments. In other words, making the business environment more conducive would go a long way in making it easier to start and register a business instead of confining oneself to informality. In countries where informality is high, it can take as many as nine months to register a business and acquire a licence. The work of Hernando de Soto on the need to facilitate the acquisition of title deeds for land and property owned by informal economy operators also illustrates how important it is to make government regulation easier and smarter.

In helping to implement the new ILO Recommendation No.204 on transition from the informal to the formal economy which received almost unanimous tripartite support during its adoption, Employers Organisations working closely with their governments need to push for the following practical measures:

- a) The need to establish an inclusive growth strategy that would promote the expansion of the formal economy and promote the creation of decent and productive employment
- b) The promotion of a conducive business and investment environment;
- c) The need to promote access to land and property rights;
- d) The need to harness and develop the entrepreneurial spirit of informal economy operators;
- e) The need to reduce barriers to the transition to the formal economy such as those related to registration, taxation and compliance with laws and regulations;
- f) The need to promote micro-, small- and medium-sized enterprises and provide them with incentives to grow;
- g) The need to promote access to education, life-long learning and skills development;
- h) The need to provide access to financial services;
- i) The need to provide access to business development services;
- j) The need to provide access to markets;
- k) The need to provide access to infrastructure and technology among others. It is however important to note that because of the regional and national differences in informality, the tripartite constituents have been given leeway at national level to determine the priority measures needed as per their national contexts and regional specificities

3.2 African Union (AU) Workshop on the Public-Private Partnership Framework for Decent Work and Inclusive Development (PPPF-JCID) – Dakar, Senegal, 27th to 29th November 2018

In January 2015, the AU Assembly (Assembly/AU/20/XXIV, Annexe 4) adopted the Public Private Partnership Framework on Jobs Creation and Inclusive Development (PPF-JCID). The Ouagadougou 2014 Plan of Action on Employment, Poverty Eradication and Inclusive Development dedicates its Key Priority Area 6 to the strategic theme “Partnership and Resource Mobilization”. It aims to “Establish/strengthen Public-Private Partnerships at all levels, including Corporate Social Responsibility schemes”.

This new implementation strategy requires a systematic approach based on a clear Public-Private Partnership Framework on Jobs Creation and Inclusive Development (PPPF-JCID). The PPPF-JCID is an action-oriented framework and is meant to serve as a catalyst for Member States to develop nationally customized PPPs, reflecting a set of common actions throughout Africa engaging the private sector

In the framework of the new strategy, the Commission, in collaboration with BUSINESSAfrica and the FOPAO, organized a workshop on Public-Private Partnership Framework on Jobs Creation and Inclusive Development (PPPF-JCID)

The expected results from the meeting were:

- Better knowledge of existing PPP Frameworks on decent jobs creation and inclusive growth in AU Member States, Social Partner’ organizations, international partners, etc
- Enhanced understanding of the link between labour market performance and migration
- RECs PPPF-JCID roadmaps designed
- Detailed M&E adopted with knowledge sharing platform

Reprehensive of 32 BUSINESSAfrica members attended the workshop

DAKAR DECLARATION

1. WE, the employers’ organizations of the Member States of the African Union, meeting in Dakar from 27 to 29 November 2018, DELIBERATED on the relevance of public-private partnership mechanisms for effective labor markets for social and economic inclusive development.
2. SUPPORTING the objectives of inclusive and sustainable development defined by the Heads of State and Government of the African Union concerning the issues of employment, labor, social security, training, gender equality, the transformation of the informal economy, etc.
3. REITERATING our commitment in particular to the Ouagadougou Declaration and Plan of Action on Employment, Poverty Eradication and Inclusive Development, Agenda 2063, the African Continental Free Trade Area, the Protocol on Free Movement of People, the Charter of Rights and the Welfare of the Child, Protocol on the Rights of Persons with Disabilities, the Protocol to the African Charter on Human and Peoples’ rights on the rights of women in Africa and the Roadmap for the Demographic Dividend.
4. AWARE that Public-Private Partnerships (PPPs) can be used as a tool to achieve the social and economic development goals of the UN Sustainable Development Goals (SDGs)2030 and the AU Agenda 2063
5. RECOGNIZING the role of the private sector and business in promoting and maintaining social cohesion as the engine of growth and poverty alleviation.

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6. **AKNOWLEDGING** the efforts of the private sector and African governments in the implementation of PPPs in various areas of the labor market.
 7. **RECALLING AND FOUNDING** our action on the UN Guiding Principles on Business and Human Rights.
 8. **RECOGNIZING** the efforts of international partners such as the ILO.

CALL on the following:

9. **ENGAGE** with the Governments and other concerned Parties to promote PPPs that create value for people to achieve the goals of Agenda 2063 for a prosperous Africa and the well-being of Africans, creating decent jobs, fighting poverty, inequality, discriminations in job market, supporting growth of enterprise in Africa, and also aligning with the United Nations 2030 Agenda for sustainable development.
10. **GOVERNMENTS** should promote competent institutions and transformed leadership in labor market governance based on effective and strict tripartism, to ensure that at least 70% of citizens recognize that the public service is professional, effective, responsive, accountable, impartial and without corruption
11. **GOVERNMENTS** must prioritize the establishment of environments conducive to efficient and effective private sectors for the creation of decent, productive and inclusive jobs.
12. **COMMIT** to work with the governments and to harness the benefits of the demographic dividend for the young African population by promoting education and vocational training for all, promoting access to social protection and financial inclusion, gender equality to improve the gender development index and the gender inequality index, improving productivity and competitiveness of enterprises.
13. **ENCOURAGE** companies to play a positive role in promoting decent work through responsible business practices.
14. **PROMOTE** inclusive entrepreneurship initiatives offering equal opportunities for all, targeting women, people with disabilities, young people, migrants, Diaspora and integrating migrant entrepreneurs into national professional organizations, including employers' organizations
15. **URGE** government authorities, in particular the Ministries responsible for Labor and Finance, to consider increasing funding for employment and social protection policies through appropriate joint funding mechanisms put in place by government and social insurance agencies.
16. **COOPERATE** with the REC Secretariats to develop public-private partnership frameworks for decent employment and inclusive development for our respective regions.
17. **GOVERNMENTS** to strengthen the capacity of civil servants and other public sector actors to partner with the private sector in the various sectors of social and economic development.
18. **WORK** with the Government to strengthen the capacity of employers' organizations and other private sector associations to negotiate, manage and evaluate public-private partnerships for decent employment.
19. **IMPROVE** the capacity and knowledge of employers' organizations, Government and enterprises on corporate social responsibility.

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20. CALL ON the ILO to strengthen its technical cooperation to support integration of Public-Private Partnerships as a way of managing labor markets in Africa to achieve the social and economic development goals of Agenda 2063 and Agenda 2030.
21. ALL PARTIES TO PROVIDE technical assistance to develop national and regional Public-Private Partnerships frameworks.
22. ALL PARTIES TO ENCOURAGE international cooperation, especially South-South cooperation
23. COLLABORATE with the Governments to establish a public-private partnership to eradicate child labor, forced labor, modern slavery and gender based violence at the workplace.
24. ENGAGE with the Governments in continent-wide common communication, including the transformation of the informal economy
25. WORK with the Governments and AUC on productivity promotion, including the creation of the required and appropriate institutional structure at the national, continental and regional levels, in collaboration with the ILO and the Pan African Productivity Association
26. COLLABORATE with the AUC, ILO and other international partners on the recognition and transferability of skills on the continent to promote labor migration and mobility on the continent,
27. WE EXPRESS our readiness to work with AUC to define a portfolio of PPPs at national, regional and continental levels.
28. WORK with AUC to negotiate contributions from multinationals and foundations and strengthen CSR for employment of youth, women and people with disabilities.
29. Organize a Public-Private Partnerships forum jointly with AUC every two years focusing on work, training, employment and social security
30. Call for the establishment of a working group on the AU's Decent Work and Inclusive Development Program, in accordance with the Rules of Procedure of the STC's on Social Development, Labor and Employment; the working group is composed of representatives of the public and private sectors. This working group should establish a common plan of action for future activities and oversee the implementation of existing recommendations and relevant measures in the interest of both parties.
31. CALL GOVERNMENTS to work with employers organization to conduct regular participatory, joint, open and transparent monitoring and review to monitor progress in implementing the PPP, identifying critical success factors, recording achievements, and challenges. National evaluation reports will be prepared every three years, submitted to the REC Secretariat and consolidated by the AUC in a continental report to be submitted to the Specialized Technical Committee for review.
32. CREATE a community of practice in Public-Private Partnerships (PPPs) to support the creation of a network of policy and governance practitioners, share best practices, tools and lessons on the continent, to enable mutual learning and innovation, to raise awareness and develop the knowledge base; for this purpose, an online hub will be created.
33. In collaboration with the AUC, CREATE a network of communication and advocacy actors from the public and private sectors

to promote awareness, knowledge sharing and information on public-private partnerships for the creation of decent jobs, including communication tools and staff employers 'and workers' organizations.

34. CALL to work with the AUC and ILO for the formulation of a roadmap/action plan for the implementation of the Dakar Declaration, and the AU public-Private partnership Framework for decent Jobs and Inclusive development.

35. BUSINESSAfrica, in collaboration with the AUC, TO SUBMIT the Dakar Declaration to the 3rd Ordinary Session of the AU Specialized Technical Committee on Social Development, Labor and Employment in April 2019 for consideration and adoption by all parties.

The meeting resolved to submit "the Dakar Declaration on Public private Partnership for Decent jobs creation in Africa" to the Social Technical Committee on Labour and Social Affairs of the AU in April 2019.

3.3 SIFA Validation Workshop 16th to 17th August, and SIFA Private Sector Round Table Forum 29th to 30th October, 2018 - Addis Ababa Ethiopia,

In August 2018, BUSINESSAfrica, GIZ, NEPAD, and AUC held a validation Workshop on behalf to authenticate concepts and prepare for the "Africa Talks Jobs" forum.

Private Sector Roundtable

The Skills Initiative for Africa (SIFA) Private Sector Roundtable brought together members of the Business Community, public sector and other key stakeholders encompassing continental, regional and national actors. The aim was to take the engagement of the Business Community in skills development to the next level. "Africa Talks Jobs" will help to deepen the exchange and work towards implementation and execution arrangements through development of individual national-regional action plans for the targeted regional anchor partner organizations. SIFA aims to promote occupational prospects of young Africans through the support of innovative skills development programs and a close cooperation with the private sector as integral key stakeholder in the creation of jobs.

Concept Note: Roadmap Towards strengthening engagement with Private Sector for employment-oriented training and skills development

Introduction

Context

The Skills Initiative for Africa (SIFA) aims to promote occupational prospects of young Africans through the support of innovative skills development programs and a close cooperation with the private sector as integral key stakeholder in the creation of jobs. SIFA is a programme of the African Union Commission, NEPAD Agency with the support of the German Development Cooperation (GIZ).

Following the successful hosting of the inaugural annual AfricaTalksJobs! (ATJ!) Conference in October 2017, the Business Community under the auspices of BUSINESSAfrica as apex body of the Confederation of employers, committed to work together with the African Union and NEPAD Agency, to play a more pro-active role through partnership and collaboration with government and training institutions.

Envisaged, is improved engagement with the education sector for improved quality and access of employment oriented education and training, for improved youth employment, employability and entrepreneurship outcomes.

The AUC-HRST/NEPAD/BUSINESSAfrica Declaration of Commitment

To this end, the Business Community committed to a broad range of initiatives which include, inter alia- establishing innovation hubs, industrial parks linked to universities and research, venture fund, Business Community dialogue platforms as well as opportunities for mentorship for the youth. In addition, public-private sector partnerships to target strengthening of market-oriented skills development by training institutions through broadening apprenticeships and internships through effective and efficient design, delivery, assessment, job placement, further education, particularly involving innovation and technology transfer. Hitherto, a total of 120 commitments from individual companies and associations from BUSINESSAfrica members have expressed interest to invest in youth and initiate partnerships with the education sector for improved employability.

Progress to date

To this end, the AUC-HRST, NEPAD Agency and BUSINESSAfrica jointly developed an action plan to put in place shared values and principles of engagement as well as operational modalities for strengthened cooperation and collaboration. Therefore, guided by the action plan, SIFA has undertaken a continent-wide mapping exercise covering over 170 representative continental, regional and national apex private sector organisations. As well, country missions to the members of BUSINESSAfrica and associated companies have been undertaken to ascertain how to fulfil the commitments and upscale collaboration along already existing initiatives.

From ATJ! to AfricaCreatesJobs!

The two parallel work streams have culminated into the elaboration of a SIFA Private Sector Engagement framework, providing guiding principles to support the sustainable cooperation for broad-based collaboration with private sector to achieve stated objectives. In turn 2 key milestone events are foreseen as part of socialization, synergy

building and expanding opportunities for collaboration- namely a validation workshop and the regional AfricaTalksJobs-2018 Private Sector Roundtable.

Collaboration strengthened

At its core, SIFA aims to find meaningful ways by which to engage with the private sector on the continent to achieve the delivery of quality and relevant education, skills development and training of youth at all levels for employment and entrepreneurship. The SIFA Private Sector Engagement Framework, will facilitate dialogue and partnerships through the deployment of a team of SIFA Regional Coordinators to work with identified private sector bodies. Their role will be to provide process facilitation support along jointly developed national-regional plans, to harness best practices and strengthen public-private partnerships, in particular the linkages with skills development service providers for improved employability outcomes of youth.

Milestone 1: SIFA Private Sector Engagement Framework validation Workshop Addis Ababa, Ethiopia 16-17 August 2018

Purpose Orientation of the Validation workshop

Based on the findings of the Private sector mapping exercise and country visits to BUSINESSAfrica allied individual companies and associations, a SIFA Private Sector Engagement Framework is emerging with intended purpose to facilitate an ecosystem wide approach for employment oriented skills development through partnerships. What is next? What can SIFA offer the companies? What can the companies offer young people in the countries?

The Workshop was facilitated to allow for interactivity and networking, through sharing of lessons, insights and good practices on how private sector can develop joint strategies to implement scalable, sustainable initiatives for skills development and improving competitiveness of youth-

led small to medium scale enterprises as well as innovation capacity with training and development service providers.

Guiding questions

- Receive feedback and input to enhance the Framework document along the following: Understanding the representativeness of African private sector at continental, regional and national levels?
- What are the broad scope of existing initiatives in relation to, inter alia, practise-oriented skills development which SIFA could partner with?
- What is the quality of engagement, dialogue and collaboration between private sector and skills development service providers to advance and improve conditions for employment-oriented education and entrepreneurship development?

Thereto, towards facilitating partnerships...

- What are we expecting or asking the private sector to do in support of SIFA objectives?
- What is our shared vision towards a transformative public-private sector collaboration for improved job creation, skills development and enterprise development for youth?
- Where could we create value addition and find synergy?
- What additional information do we need to know- at continental, regional and national levels to achieve the shared objective?
- What could be potential set of criteria and indicators to track progress towards SIFA programme objectives, on the basis of identified successes, gaps, challenges & opportunities?

Expected Output product and Way Forward

- Finalization of the SIFA Private Sector Engagement Framework, along agreed set of values, principles and success factors to support private sector engagement with training institutions and employability outcomes for youth, not limited to-

- o Anchorage of Regional Coordinators within private sector institutions
- o Strengthen public-private sector policy dialogue and exchange
- o Support to generation and sharing of good practises (inputs to the African Skills Portal for Youth Employment and Entrepreneurship (ASPSYEE); AU policy recommendations, AfricaTalksJobs! Continental Dialogue
- o Finalisation of ToRs for the Regional Coordination structure for deployment by January 2019.

Following finalization of the Framework document, next steps will be the AfricaTalksJobs! Private Sector Roundtable

Milestone 2: ATJ! 2018 Private Sector Roundtable. 30 October – 1 November 2018. Addis Ababa Ethiopia

Purpose Orientation of the Validation workshop As key outcome of the ATJ! 2017, the Business Community committed to work with AUC and NEPAD Agency to up-scale public private partnerships as well as take a pro-active role in delivery of quality and relevant education, skills development and training of youth at all levels for employment and entrepreneurship. The Private Sector Roundtable therefore aims to provide a platform to facilitate socialization of the SIFA Private Sector Engagement Framework to an expanded Business Community encompassing continental, regional and national business sector actors. The ATJ! Private Sector Roundtable will help to deepen the exchange and work towards implementation arrangements and execution through development of an action plan towards the Continental AfricaCreatesJobs! Dialogue Platform (November 2019).

Therefore the Roundtable aims to achieve the following:

- Review and adopt the Framework document and Regional Coordination Structure
- Showcase best practises and lessons learning: drawn from the initial

- commitments and others
- Facilitate multi-stakeholder dialogue along role of private sector in determining labour market demands ; partnering for demand oriented skills development; etc
- Showcase ASPYEE Knowledge products
- Agree on an implementable action plan

Guiding questions

The Private Sector Roundtable will allow the lead implementation partners to further scope

- What initiative are existing already?
- Where could we find synergies?
- Where could we scale it up?
- What further partners need to be informed?
- How do we communicate?
- What are activities?

What can SIFA offer to the business sector to facilitate the partnerships with the education sector and therefore fulfil the commitments?

1. Mapping of Training centres and private

sector actors

2. ASPYEE (knowledge exchange & products)
3. Regional structure (partnerships, network)
4. Part of the process to develop policy recommendations

Expected Outcomes

Country/Regional Action Plans to roll out the Regional Structure

3.4 Digital Skills for Africa n Youth, Conference – Tunis, Tunisia 17th to 19st April 2018.

The conference discussed:

- Challenges and opportunities for advancing the TVET Agenda
 - Harnessing of Good Practise Examples for the African Skills Portal for Youth Employment and Entrepreneurship (ASPYEE)
 - Plan of Action for the African Decade for Technical, Professional and Entrepreneurial Training and Youth Employment
 - Implementation modalities of the TVET Continental Strategy
 - Creating a shared vision for transforming TVET architecture in Africa
 - Exploring the future of the World of Work to inform skills policy
 - The future of skills and jobs
 - African Youth, digital competencies and creative media: “from skills to market” -
- New approaches for youth empowerment through digital skills and entrepreneurship: addressing the skills gap and fostering inclusive growth
 - Empowering young women and girls through digital skills
 - Conventional and emerging technologies (Virtual Realities, Open Educational Resources, Gamification, Robotics, Open Badges, etc.) – Trends in skilling youth for new and future jobs
 - Digital secondary education, 21st century skills and readiness for the world of work

Adapting and developing agility through a comprehensive national digital skills for enhanced employability, productivity and innovation capacity

3.5 5th African Social Partners Summit on Employment – Abidjan, Cote d'Ivoire, 13th to 14th September 2018.

The IOE/BUSINESSAfrica and the Confederation of Enterprises of Côte d'Ivoire (CGECI) organized the summit “Monitoring and Developing National Action Plans on Employment.” The Summit brought together more than 50 representatives of organizations of employers, workers and governments with an agenda that built on the outcomes of previous Summits held in Morocco, Tunisia and Algeria, as well as of regional meetings organized in Namibia and Uganda, to identify and overcome the obstacles to decent and productive employment, especially for Africa's youth. Social partners present identified rural employment, agriculture and agribusiness, the development of STEM (science, technology, engineering, and mathematics) skills and ICT, and access to finance, especially for SMEs, as the three sectors of focus and action with a view to promoting

employment creation, entrepreneurship and inclusive growth. The Summit also agreed to collect and share the best practices of employers' organisations in these areas so that the most successful programmes can be replicated in other African countries. To this end, focal points would be designated in each employers' organisation. Thereby, the role of BUSINESSAfrica will be strengthened. As the collective voice of employers' organisations in Africa, BUSINESSAfrica is in a key position to address the employment transformation of the continent, as well as the delivery of outcomes. As BUSINESSAfrica Secretary-General, Mrs. Mugo thanked the CGECI and the IOE for having organised the Summit and appealed to the African social partners to continue their constructive efforts towards employment promotion in Africa.

BUSINESS AND HUMAN RIGHTS

Worldwide respect of human rights is one of the most important challenges facing the global community. Respecting the dignity of every individual and creating a legal climate in which human rights can flourish are not only fundamental ethical requirements, but preconditions for sustainable political stability and economic and social development.

Human rights covenants are conventions under international law and therefore agreements between states. This means that, in the first instance, states are responsible for the implementation of human rights.

In the debate on better global implementation of human rights however, the activity of MNEs is playing an increasingly important role. In 2003, a sub-commission of the UN Commission on Human Rights presented the “draft norms” on the responsibilities of corporations towards human rights. These draft norms took the approach that the duty of governments to enforce human rights could be transferred to companies, sometimes in a binding manner. In 2004, these draft norms were thrown out by the UN Commission on Human Rights and a special representative for human rights and business was appointed – Professor John Ruggie – who in 2008 proposed a concept for human rights and companies based on three pillars:

- The State duty to protect against human rights abuses through appropriate policies, regulation and dispute resolutions;
- The corporate responsibility to respect human rights, to act with due diligence to avoid infringing the rights of others.
- Access to effective remedy for victims of human rights abuse, including through court or in-house processes.

The IOE welcomed Prof. Ruggie’s “protect, respect and remedy” framework because it clearly distinguished between the responsibilities of the various players and clarified the complex interface between human rights and companies.

Based on these three pillars, Prof. Ruggie developed the UN Guiding Principles on Business and Human Rights which were endorsed by the UN Human Rights Council in June 2011. Importantly, these Principles do not impose new legal obligations, or change existing human rights instruments, but aim to articulate what these established instruments mean, and to address the gap between law and practice.

As a follow-up, the Human Rights Council established a Working Group on the issue of human rights and transnational corporations to promote the dissemination and implementation of the Guiding Principles

3.6 THE 1ST MEETING OF THE AU-LABOUR MIGRATION ADVISORY COMMITTEE (AU-LMAC) HELD IN DAKAR, SENEGAL, 2-4 MAY, 2018

INTRODUCTION

The 1st AU Labor Migration Advisory Committee (AU-LMAC) was held in Dakar, Senegal, from 2-4 May, 2018. The meeting brought together representatives of RECs, trade unions, civil society and diaspora, among others, for the first time to address labor migration issues in the continent.

The purpose of the Meeting was to consider and approve the following:

- Elect a new Bureau
- Take through each member's work and identify areas of convergence
- Consider and adopt a Draft Work Plan and Road Map for LMAC for next 3 Years.

ATTENDANCE

The first AU- Labor Migration Advisory Committee (AU-LMAC) was attended by representatives RECs and organizations: ECOWAS, EAC, SADC, ECCAS, MUU, IGAD, COMESA, PAP, AfDB, NEPAD, BUSINESSAfrica, OUATUU, ITUC, Africa, DAF, and AFRICAN DIASPORA NETWORK.

The IOM, UNHCR and, ILO also attended the meeting.

SUMMARY OF SPEECHES

H.E. Amb. Diallo of AUC/NEPAD in Dakar office, on behalf of the Commissioner for Social Affairs of the African Union Commission, welcomed all in attendance and thanked the Government of Senegal for its hospitality in hosting this meeting. He further congratulated the members of the committee for their appointments to the AU-LMAC and attending the meeting. He also thanked the RECs for attending and noted their important

role in the committee. He called for Member States and partners to support the committee and noted the importance of the media in the work as an important partner in showcasing Africa's potential. He assured the meeting on behalf of the Commissioner for Social Affairs; the AUC will support the committee for the resource mobilization and its work through provision of dedicated secretariat to the committee.

Dr. Richard Danziger, IOM West African Regional Director, congratulated the members of the committee and thanked them for their attendance. He noted the importance of Labour Migration and wished that all countries take into account the issues of labour migration and addresses all issues affecting migrant workers in their countries. He noted that there is need to have a labour migration framework that encourages and facilitates social and economic benefits as well as protection of labour migrants. He noted that the UN and in particular, IOM has developed an initiative to address challenges affecting the youth in Africa. The initiative will prioritize intra-regional and intra-continental movement of African youth including Europe and Middle East. He further asked Europe to look at labour migration as a critical component of addressing its aging population. Lastly, he reiterated IOM commitment to work with the Commission to address these issues and further support the work of the Committee.

Ms Cynthia Samuel-Olonjuwon, ILO regional Director, thanked the Government of Senegal for hosting the meeting and lauded the AUC and other partners for making the reality the operationalisation of the LMAC. She noted labour migration needs to address three key priorities: Employment of young people and women; migration; and social protection

to enhance inclusive development. She reiterated ILO's commitment and support to the Committee especially by providing technical expertise for special Labour migration areas including: implementation, promotion and protection of migrants' rights, preparing recommendations to MS and RECs, foster and improve policy frameworks and legal instruments, harmonization of policies, communication of benefits of labour migration; and overall support to the eight thematic areas of JLMP. She further informed the meeting that African development Bank (AfDB) and ILO are working together on skills portability and effective interventions to forestall young Africans from irregularly leaving the continent.

Mr Aboubacar Wade, the Chief Staff, Ministry of Labour, Senegal welcomed the committee to Senegal and thanked the African Union Commission for choosing Senegal to host the meeting. He noted that the meeting testifies the importance Africa attaches to labour migration issues in the continent. He informed the meeting that Migration is a main concern of the Government of Senegal and that the Government has taken a huge step developing a national policy on migration. The Government of Senegal has further enhanced relations with other stakeholders including ILO and IOM to manage labour migration for sustainable development. He assured the committee of full support by the Government of Senegal in its work and wished participants well as they start their deliberations.

ELECTION OF THE BUREAU

The Committee elected its new Bureau as follows:

- Chairperson: ECOWAS
- 1st Vice Chair: OATUU
- 2nd Vice Chair: BUSINESSAfrica
- Rapporteur: AUC

GENERAL RECOMMENDATION:

The first ordinary session of the LMAC makes the following recommendations to:

a. African Union Commission (AUC):

1. Establish strong cooperation between AUC and UMA to enhance the UMA capacity on labour migration management
2. Look into negotiating circular migration or seasonal programs with popular receiving countries like the EU, USA, Canada and the Gulf States to alleviate vulnerability of the youth to illegal agents who send them on visitors' visas and drop them off and cause the youth to suffer untold hardships
3. Lobby USA:
 - to increase the number African countries eligible for the USA H2b and H2a visa programs - which is now open to 2 nations only - Ethiopia and South Africa.
 - on JI visa trainee programmes to provide internships and trainee seasonal job opportunities
4. Negotiate a regional cooperation framework with Middle East and GCC which will be used by MS to negotiate bilateral agreements
5. Assess and eliminate obstacles to operations of women cross borders traders
6. Develop capacity and programmes in member states on reintegration of return migrant workers in the labour market and society
7. Identify mechanisms to engage diaspora as 6th region of AU on labour migration management
8. Facilitate deployment of labour attaches at key receiving countries (in particular in Middle East and GCC) where there are issues for monitoring and evaluation. The Philippines has multiple Labour Attaches at each receiving country, who monitor migrants and have immigration lawyers attached to their embassies. This is a good practice for AU member states
9. Develop a standard reporting template -periodic reports for the LMAC

b. Regional Economic Communities (RECs):

1. Establishment and maintenance of the Regional LMMIS, Coordination of PES and a regional information portal on employment
2. Harmonize the right of residence and establishment between RECs
3. Set up gender sensitive facilities and procedures at the border, such as safe facilities for women and greater security to reduce gender based violence
4. Enhance promotion and protection of the rights of Domestic workers
5. Develop and implement gender sensitive Regional and national labour migration policy

c. MEMBER STATES:

1. Review legislation and regulation applicable to private placement agencies governed by ethical code of conduct
2. Ratify and implement key international standards on labour migration and social protection

3. Include employers and workers organizations in labour migration agreements negotiation
4. Strengthening Public Employment Services Job Matching Databases in Member States
5. Media houses and African entertainment celebrities must join forces with the AU to provide public awareness campaigns to save lives as part of their corporate social responsibility
6. Use of biometric National ID cards for intra-regional mobility
7. Provide pre-departure Migrant/ Diaspora Training
8. Engage business community on ethical migration operation through organizing a business community/private sector forum
9. Engage communities and grass root organizations on migrant workers integration
10. Deploy Employers and workers sensitization programs on labour migration

3.7 IOE BUSINESSAfrica Enterprise Forum and Stars In Africa, 5th and 6th March 2018, Nairobi, Kenya

Highlights of the Forum

- 23 countries participated.
- Represented by Executive Directors and Presidents of National Employers Organizations

Objective of the Forum

- Entrepreneurship and Employment Creation in Africa

Issues Discussed

- Employment creation in Africa.
- Analysis of the African Business Environment
- EOs' experiences in Advocating for Improvement of the Business Environment
- Potential for trade within Africa and how to address the Non-Tariff Barriers (NTBs).
- Proposals to reduce unemployment in Africa

Panel 1: Analysis of the Africa Business Environment

- The economic and social situation in Africa and the structure of its economies.
- Africa's macroeconomic performance, financing, trade policies and regional integration, human development, and governance.
- How improving entrepreneurship contributes to Africa's industrialization
- What employers' organizations should take into consideration in their advocacy

Panel 2: Countries Experiences on Advocacy

- Programmes of employers organisations who have embarked on policy advocacy for improvement
 - o Ghana
 - o Malawi
 - o IOE

Panel 3: EOs' role in unleashing the potential of trade for more and better jobs

- Africa's signature policy reform of 2018: the Continental Free Trade Area (CFTA),
- Employer's and business organisations becoming part of the process of transformation, of the creation of value chains on the continent and services to create more jobs on the continent and supporting entrepreneurs.

Panel 4: Building capacity of EOs to engage in social dialogue

- Capacities of EOs to contribute to good governance in their countries,
- Safeguarding good governance within EOs own structures.
- EOs capacities for effective social dialogue
- Press Conference: Issues Highlighted
- Need to turn African possibilities into realities
- Need to implement existing policies that support entrepreneurship and put the African businesses at a global level
- EOs support for Africa's integrated market.
- Need to include the young entrepreneurs into EOs membership and change the way we communicate and serve them
- BUSINESSAfrica commitment to serving all employers in African countries

Take away

- Specific Areas of Interest
 - o Developing skills that labour market needs
 - o Free movement of Africa residents and products across Africa
 - o EU-Africa B2B and B2G collaborations
 - o Integration of Africa
 - o Linking young entrepreneurs to established businesses for mentorship, and coaching
 - o Making English and French mandatory in basic education in Africa
 - o Supporting women and girls in Africa to get into employment and businesses

3.8 East, Central & Southern Africa Employers Annual Conference, (ECSAO) 26th -27th April, 2018 Kampala, Uganda

The conference discussed:
Accelerating an Enabling Environment for youth employability and entrepreneurship

The main topics discussed included:-

- youth employment, regional integration and labour migration
- business perspectives on the Global Compact for Safe, Orderly and Regular Migration, which will be adopted by the UN later this year
- best practices to address youth unemployment, as well as ways to foster youth and women's entrepreneurship.
- A Road Map to identify and implement key areas for action to deliver the objective of the event.
- Preparations for the 2018 International Labour Conference & key matters relevant the Employers.

4. BRIEF OF INTERNATIONAL LABOUR ORGANIZATION

334th Session of ILO – Geneva, 25th October to 8th November 2018.

The 334th Session of the ILO Governing Body agenda comprised:

- A meeting of the Committee on Freedom of Association between 25th and 27th October which discussed 23 cases touching on Freedom of Association and Protection of Right to organise (Convention 87) and Collective Bargaining (Convention No. 98) and dealt with twenty two cases, three of which were from Africa. Resulting from this, the Governing Body adopted the 387th report of the Committee on Freedom of Association which addresses violations of freedom of association affecting the social partners around the globe;
- ILO's engagement with the tobacco sector – in its decision, the Governing Body welcomed the integrated strategy 2019-2022 and directed the Director General to organize a tripartite meeting for further development and implementation of the strategy;
- UN reform and implications for ILO future work;
- Review of the progress on the implementation of the ILO's seven Centenary Initiatives and discussion of the agenda of the ILO's centenary International Labour Conference;
- Approval of measures regarding the Standards Initiative after discussing the work plan for strengthening the ILO supervisory system of international labour standards;
- Completion of the review of the Organization's governance, initiated in 2011.

DO YOU KNOW THE LABOUR STANDARDS?

International Labour Standards (ILS) are legal instruments, drawn up by the ILO constituents (governments, employers and workers), that set out basic principles and rights at work. They are either Conventions, which are legally-binding international treaties that may be ratified by ILO member States, or Recommendations, which serve as non-binding guidelines. In many cases, a Convention lays down the basic principles to be implemented by ratifying countries, while a related Recommendation can also be autonomous (not linked to any Convention).

These instruments are adopted at the International Labour Conference and member States are required to submit them to their competent authority (normally the parliament) for consideration. In the case of Conventions, this means consideration for ratification. Ratifying countries commit to applying the Convention in national law and practice and to reporting its application at regular intervals. Representation and complaint procedures can be initiated against countries for violations of a Convention they have ratified.

There are now more than 189 Conventions and 202 Recommendations, supported by a comprehensive system of supervision. The ILO considers that some 77 Conventions are up-to-date and suitable for promotion on a priority basis and for further ratification by member States. Others are deemed to be in need of revision or are obsolete.

The Employers' position is that ILS, and in particular Conventions, should seek to address fundamental workplace issues and have a high impact. Conventions should be reserved for unchanging principles and for issues on which there exists a broad tripartite consensus that regulation at international level is necessary.

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HIGHLIGHTS OF ACHIEVEMENTS BY NECA ON BEHALF OF ORGANISED BUSINESSES IN NIGERIA (2018)



NECA is the umbrella organization of employers in the Organised Private Sector of Nigeria. It was formed in 1957 to provide the forum for the Government to consult with private sector employers on socio-economic and labour policy issues. NECA provides a platform for private sector

employers to interact with the government, labour, communities and other relevant institutions in and outside Nigeria for the purpose of promoting harmonious business environment that will engender productivity and prosperity for the benefit of all.



Commissioning and Presentation of Equipment and Tools to Benin Technical College, Benin City



Graduates of TSDP at Ruff 'n' Tumble Fashion School, Ikeja

1. Saved businesses billions of Naira by challenging the law requiring businesses to contribute 0.5% After Tax Profit to fund a Commission designated to implement the Federal Competition and Consumer Protection Bill.
2. Secured a landmark judgement against the Kano State Government on its duplication of Value Added Tax. The Courts ruled that Consumption Tax introduced by the State was the same as Value Added Tax. This saved businesses billions of Naira.
3. Ensured the reversal of over 1000% increase in Land Use Charge bill by the Lagos State Government through dialogue and advocacy.
4. Promotion of industrial peace and successful mediation between member-companies and Regulatory Agencies on one hand and member-companies and Unions on the other hand.
5. Played an active role in the successful negotiation of a new National Minimum Wage.
6. Successfully negotiated forbearance for member-companies from the Federal Inland Revenue Service (FIRS).
7. Successfully challenged and got legal relief for members over regulatory gangsterism and stifling tendencies of some regulatory agencies.
8. Advocated for the effective functioning of the National Housing Fund, which has led to the building and allocation of affordable houses to workers and employers in Nigeria through partnership with the Federal Mortgage Bank of Nigeria (FMBN).
9. Creation of NECAPreneur, an online Entrepreneurship training platform for youths using the ILO Modules.
10. Mentorship programme for University Students to improve their employability.
11. Sustenance of the created gender-based network, NECA's Network of Entrepreneurial Women (NNEW) with focus on supporting women entrepreneurs.
12. Facilitated the creation of the first Micro-Finance Bank for women Entrepreneurs in Nigeria called NNEW Micro Finance Bank.

NECA-ITF TECHNICAL SKILLS DEVELOPMENT PROJECT (TSDP)

The ITF-NECA Technical Skills Development Project (TSDP) is a joint initiative by the Industrial Training Fund (ITF) and Nigeria Employers' Consultative Association (NECA) since 2008, designed to promote the availability of middle-level manpower with the appropriate Technical and Vocational Skills to meet the identified needs of industries in Nigeria.

Since inception the Project have achieved significant milestone which include the graduation of over 4,239 technicians, 80% of whom had secured jobs in various industries.

Others have embraced entrepreneurship by setting up their own businesses, provision of business start-up grants to the graduates of TSDP, the training capacity of TSDP training centres have been improved through the donation of state-of-the-art equipment, tools and consumables, workshops have been constructed for 3 Technical Colleges (FSTC Orozo, Yaba College of Technology and GTC, Ikorodu) and the project have upgraded 14 Technical Colleges to Model Skills Training Centres through the supply and installation of modern training equipment and tools.



Furniture Craft Workshop donated to Government Technical College Ikorodu by ITF-NECA TSDP



TSDP Trainees at Kamjay Farms, Ibeju Lekki

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