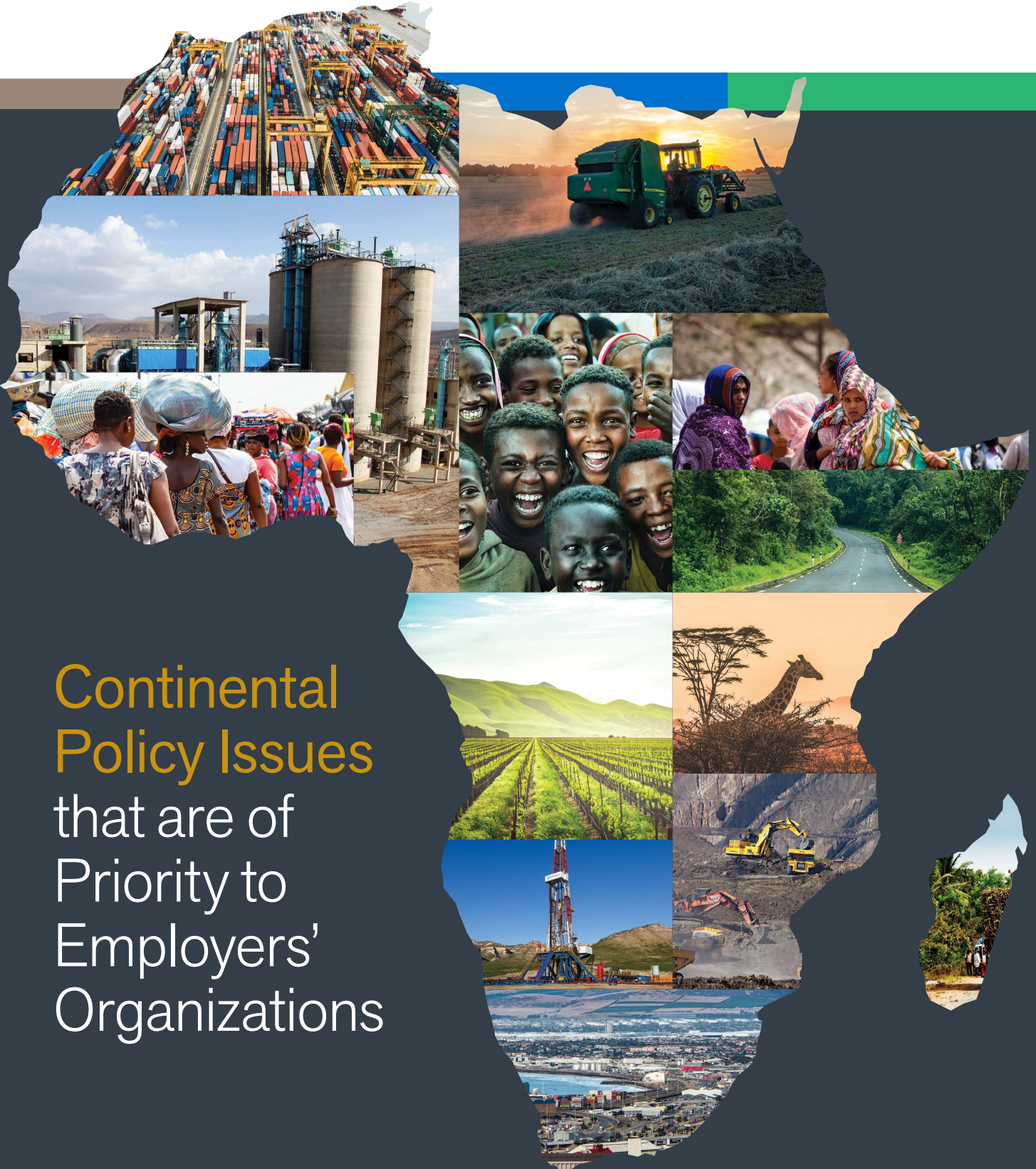


BUSINESS AFRICA

EMPLOYERS' CONFEDERATION



Continental
Policy Issues
that are of
Priority to
Employers'
Organizations



Continental Policy Issues that are of Priority to Employers' Organizations

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FOREWORD BY

Secretary General



This Annual Report highlights and informs its members of BUSINESSAfrica operations undertaken in 2019 in pursuit of her objectives, promotion of Africa and its environment, policy issues, collaborations that BUSINESSAfrica has pursued and policy positions taken on various matters. The guiding principle in all initiatives has remained pushing for policies that support both business growth and employment job creation in Africa.

I am happy to note that most of the proposals that BUSINESSAfrica gives are being adopted by policymakers across the continent. This report highlights BUSINESSAfrica initiatives for 2019; elections of the executive council with Ms. Saida Neghza being elected as president; the Africa's Employers Summit; the Specialized Technical Committees; the 14th African Regional Employers Summit; Strengthening collaborations with the African Union Commission, International Labour Organization and International Organization of Employers; and Strategies to strengthen the secretariat.

It is my firm belief that if the employers in Africa are empowered to establish more resilient and profitable enterprises in order to create more decent jobs, promote supports development of the needed skills in the labour market, only then can we tackle the numerous challenges of poverty, diseases and illiteracy that are prevalent in the continent.

To this end, BUSINESSAfrica has continued to engage various stakeholders, policymakers not only highlighting the difficulties that the continent and especially businesses face but also proposing interventions needed to address these challenges. Key areas Africa has engaged in are; the Skills Initiative for Africa, Social protection and Africa's integration in creating free trade area , labour and employment, Labour Migration Governance, Child Labour, Youth Employment and Promotion of Decent work within the continent. I wish to thank all the members for their continued support and especially those who have remained committed in payment of their subscription and active in participation in BUSINESSAfrica events whenever they are held. I also appreciate the partners that continue to support BUSINESSAfrica.

Mrs. Jacqueline Mugo, EBS
SECRETARY GENERAL

ABOUT US:

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".



OUR 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

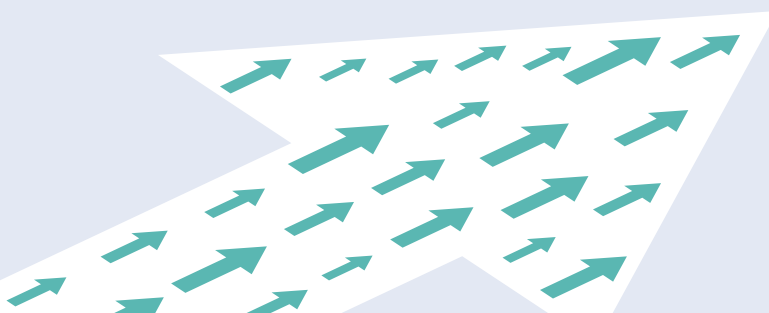


OUR MANDATE

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.

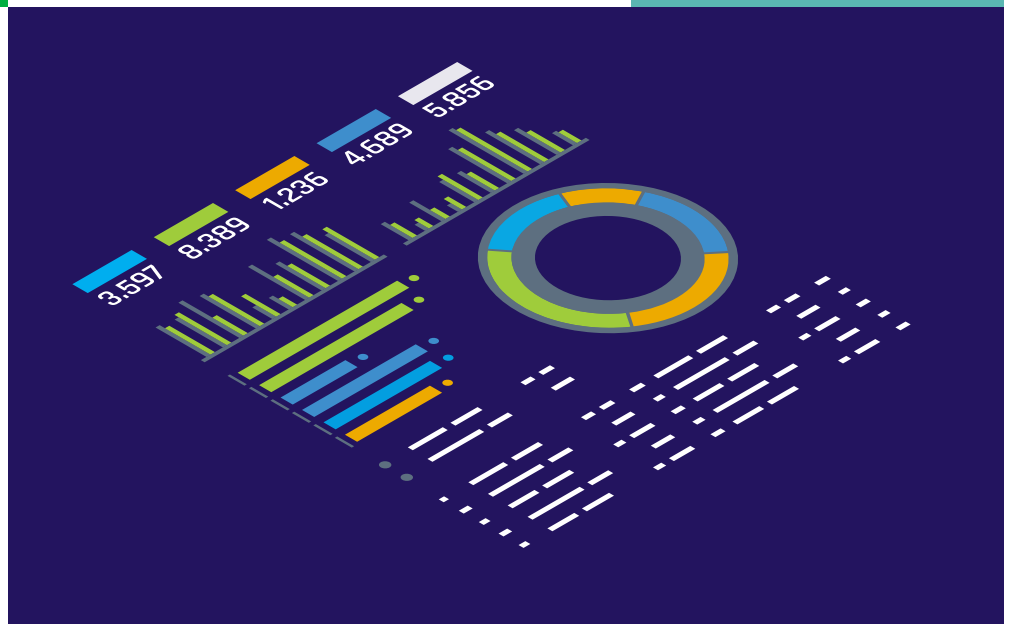
In addition to pursuing its relations with European and American business groups, BUSINESSAfrica aims to build partnerships with business federations from emerging economies such as China, India, Brazil and Russia. It is important that African business is presented in a much more coordinated way during 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.



A LOOK AT

Africa's Business Environment



Economic Outlook 2019

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.

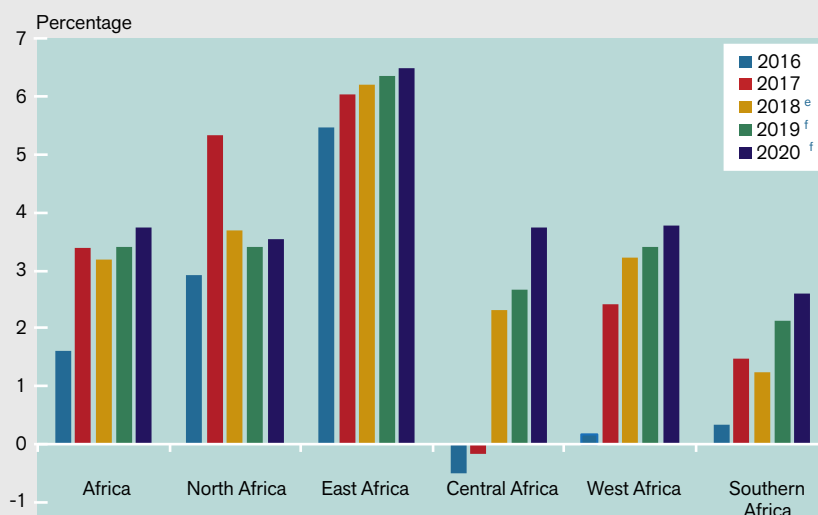
Africa is strengthening the union and its leaders have come together and have agreed to move forward with a continental economic integration -through African continental free trade area (AfCFTA), that aims to promote free movement of persons, right to residence and right to establishment.

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.

GDP growth rates by African subregions, 2016–2020



Source: UN/DESA.
Note: e = estimate, f = forecast.

Ongoing Continental Policy Discussions



POLICY DISCUSSIONS BY THE AFRICAN UNION SPECIALIZED TECHNICAL COMMITTEES ON SOCIAL DEVELOPMENT, LABOUR AND EMPLOYMENT

BusinessAfrica represents employers in AU STC on Social Development, Labour and Employment. Specialised Technical Committees (STCs) are thematic Committees and are answerable to the Executive Council. Each STC is composed of Member States' ministers and senior officials responsible for sectors falling within their respective areas of competence.

The purpose of the STCs is to work in close collaboration with AUC departments to ensure the harmonisation of AU projects and programmes as well as coordination with the Regional Economic Communities (RECs). The Constitutive Act of the AU provides that each committee shall, within its field of competence:

- Prepare AU projects and programmes and submit them to the Executive Council
- Ensure the supervision, follow up and evaluation of the implementation of decisions taken by AU organs
- Ensure the coordination and harmonisation of AU projects and programmes

- Submit to the Executive Council, either on its own initiative or at the request of the Executive Council, reports and recommendations on the implementation of the provisions of the Constitutive Act
- Carry out any other functions assigned to it for the purpose of ensuring the implementation of the provisions of the Constitutive Act.

STC on Social Development, Labour and Employment: The STC promotes and develops cooperation amongst African countries in the field of social protection, labour, employment, productivity and poverty alleviation. It reviews and harmonises Member States' policies and legislation, and coordinates Common African Positions to advance African interests, promote tripartism and freedom of association, collective bargaining and decent work. The STC also reviews and assesses progress made by Member States and Regional Economic Communities in implementing the various instruments and policies that advance social protection.

3.1 MEETING ON PRE-EVENTS TO THE STC ON LABOUR AND SOCIAL AFFAIRS IN ADDIS ABABA, ETHIOPIA, 18TH TO 31ST MARCH 2019

Purpose of forum: Social coverage and social security extension to migrant workers, workers in the informal economy and rural sector.

1. AU Labour Migration Advisory Committee (AULMAC) (The Labour Migration Advisory Committee (LMAC)) is an essential mechanism established by the AU Assembly of Head of States providing for an "AU-LSAC associated consultative-advisory body on labour migration established with links to REC forums/mechanisms".

The LMAC is comprised of representatives of AU-RECs, Pan African Parliament, ECOSOCC, African Commission on Human and People's Rights, African Committee of Experts on the rights of Welfare of the Children, OATUU, ITUC-Africa, Business Africa, ILO, IOM, ECA, Universities and Research Institutions, (2) African Diaspora Organizations and Women in Cross-Border Traders. It is the first of a three layer comprehensive and integrated

consultation mechanism on labour migration/mobility consisting of coordination and consultation structure at national, RECs and continental levels.

2. Technical Consultation on the draft African Union Ten Year Action Plan to Eradicate Child Labour, Forced Labour, Human Trafficking and Modern Slavery, AUC Headquarters, Addis Ababa, 20-21 March 2019.

The main objective of the Technical Consultation was to enrich and validate the draft Action Plan prior its finalization for submission to the STC on Social Development, Labour and Employment. Participants came from the Pan African Parliament, ECOSOCC, several AUC departments, one Regional Economic Community (UMA; the others were unable to attend), UN agencies, employers' and workers' organizations, and civil society organizations (CSOs). A young man and a young woman, representing, respectively, victims of child labour and forced labour/human trafficking, also participated and provided moving testimonies of the experiences they went through.

3.A High Level Disability Experts Meeting on 31 March 2019 at Hyatt Regency Hotel, Addis Ababa. This considered:

- Draft Report on the Implementation of the Continental Plan of Action on the African Decade of Persons with Disabilities (2010 – 2019); and
- Draft AU Disability Policy Framework - that shall replace the Continental Plan of Action when it ends on 31 December 2019.

The objectives of the workshop:

Key Recommendations

Extension of Coverage

- Excluded group
 - Informal formal
 - Informal informal
 - Vulnerable employers
 - Vulnerable workers
- Extension of Coverage to the Informal Sector
 - Promote formalization of the informal sector
 - Legal framework for extension of coverage to the informal sector
 - Establishment of structures for extension of coverage
 - Segmentation of informal sector and devising targeted strategies to cover each the segment
 - Progressive extension of coverage
 - Leveraging technology like mobile money solutions
 - Design a different scheme and incentivize the contributions
 - Increasing the government investment into social security to cover those who cannot afford
 - Administrative solutions and reforms to make it easy and flexible to contribute etc
 - Financial inclusion
 - Defining of minimum social protection floors to be guaranteed

- Strengthening Tripartite social dialogue to develop strategies for extension of social protection to the informal sector
- Education and awareness creation to inculcate a culture of taking personal responsibility for social security
- The aim is to enhance the labour migration management of AU leaders within the framework of the implementation of the AU-ILO-IOM-ECA Joint Programme on Labour Migration Governance for Development and Integration. It is a regional mechanism for dialogue and advisory support on labour migration law, policy and practice across Africa.

The meeting reviewed the child labour, forced labour, human trafficking and modern slavery situation in Africa, responses by AU organs, the RECs, UN agencies (within the Alliance 8.7 Multi-stakeholder partnership set up to support and facilitate the achievement of the Sustainable Development Goals Target 8.7, which aims at eliminating these four scourges), social partners, CSOs and other partners. Other discussions covered the mainstreaming of the proposed Action Plan into relevant AU policies and programmes, resource mobilization, and monitoring and evaluation within the context of the First Ten-Year Implementation Plan of Agenda 2063.

Policy Issues

- Social coverage and social security extension to workers in the informal economy and rural sector
- Management of labour migration (labour migration law, policy and practice across Africa.)
- Eradication of Child Labour, Forced Labour, Human Trafficking, child marriages and Modern Slavery
- Persons with Disabilities access to the labour market

3.2 SPECIALIZED TECHNICAL COMMITTEE ON SOCIAL DEVELOPMENT, LABOUR AND EMPLOYMENT IN ADDIS ABABA, ETHIOPIA, 1 TO 5 APRIL 2019

Theme: "Poverty Eradication Through Strategic Investments at National and Regional Levels Towards Social Development, Labour and Employment in Africa"

Preamble

this theme is opportune in light of the necessity for strategic investments and strengthening of key institutions as catalytic means of policy planning,

implementation and accountability of the AU Agenda 2063 and the 2030 Agenda for Sustainable Development.

Purpose of forum: Poverty Eradication through Strategic Investments at National and Regional Levels towards Social Development, Labour and Employment in Africa.

The Specialized Technical Committee (STC) on Social Development, Labour and Employment is one of fourteen (14) STCs, defined as an Organ of the African Union in accordance with Article 5 (1) (g) of the AU Constitutive Act. The STC on Social Development, Labour and Employment meets once every two (2) years. It is set as a 'tripartite organ composed of Ministers in



Specialized Technical Committee on Social Development, Labour and Employment in Addis Ababa. Photo courtesy of AU Commission

charge of Social Development, Labour and Employment or such other Ministers or Authorities duly accredited by the Governments of Member States, and the Representatives of the most representative Employers and Workers' Organizations at national, regional and continental levels' (Rule 3).

In order to give these key areas visibility and build a coherent approach to social development, they were integrated into the 'Social Agenda of the Agenda 2063' which was formulated with UNDP support for submission to the 3rd session of the STC on Social Development, Labour and Employment in April 2019. In addition, in order to give a legal basis, a draft Protocol to the African Charter on Human and Peoples' Rights on the Rights of Citizens to Social Protection and Social Security was formulated and will be submitted to the STC3 for consideration.

Further, in an effort to address disability rights in Africa, a Draft Report on the Implementation of the of the Continental Plan of Action on the African Decade of Persons with Disabilities (2010 – 2019) and the the Draft Replacement Policy Document of the Continental Plan of Action on the African Decade of Persons with Disabilities (2010 – 2019) will be submitted for consideration and endorsement.

Objective

The overall objective of the STC-SDLE3 is to consider investment strategies for poverty reduction policies at national and regional levels towards social development through empowering the vulnerable and marginalized groups to improve their access to livelihood opportunities.

Policy Issues

- Social development
- Labour and employment

3.3 A SPECIALIZED TECHNICAL COMMITTEE ON SOCIAL DEVELOPMENT, LABOUR AND EMPLOYMENT ON THE FUTURE OF WORK, ADVANCING SOCIAL JUSTICE, PROMOTING DECENT WORK IN ADDIS ABABA, ETHIOPIA, 4TH APRIL 2019

Objective of forum: Specialized Technical Committee on Social Development, Labour and Employment on the Future of Work, Advancing Social Justice, Promoting Decent work i.e. Joint Ministerial Session on the Future of Work.

The objectives of the workshop:

Poverty Eradication through Strategic Investments at National and Regional Levels towards Social Development, Labour and Employment in Africa. How to achieve a better future of work for unprecedented change and exceptional challenges in the world of work.

Policy Issues

- Social development
- Labour and employment

POLICY DISCUSSIONS AT THE ILO'S 14TH AFRICA REGIONAL MEETING IN ABIDJAN, CÔTE D'IVOIRE,

The 14th ILO African Regional Meeting was held in Abidjan, Côte d'Ivoire. It brought together the ILO's tripartite constituents from 54 countries as well as representatives of international organisations, intergovernmental and non-governmental institutions - all invited by the Governing Body.

The following agenda items were put for discussion:
Discussion of the Report of the Director-General
Presidential Panel on the Future of Work We Want for Africa

Thematic plenary sitting on International Labour Standards, Social Dialogue and Gender Equality in the Realization of Decent Work Agenda and the Sustainable Development Goals

Thematic plenary sitting on Making Decent Work a Reality for Africa's Youth

Thematic plenary sitting on Skills, Technological Pathways and Productivity for a Brighter Future of Work in Africa

Thematic plenary sitting on Transforming Africa's Informal and Rural Economy for Decent Work

Lunch discussion concerning the promotion and application of the Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy in Africa

Communiqué

The Declaration builds on the approach outlined in the ILO Centenary Declaration for the Future of Work, adopted by the International Labour Conference in June 2019.

It recognizes that improvements have been made since the Addis Ababa Declaration adopted at the 13th African Regional Meeting in 2015 in terms of economic growth, poverty reduction, wages and education, and that "with [Africa's] largely young and energetic population... its abundance of natural resources, potential for further growth is promising." However, it also recognizes that "transformative processes need to be accelerated," and serious concerns remain in areas including inequality, unemployment and under-employment, youth employment, child and forced labour, migration, social protection and climate change.



Ms Jacqueline Mugo speaks on behalf of the employer's group at the 14th ILO African Regional Meeting Closing Ceremony.

The Declaration calls for the shaping of an African Decent Work Agenda, with a focus on five core priorities: Making decent work a reality for Africa's youth; developing skills, technological pathways and productivity for a brighter future in Africa; transforming the informal and rural economy for decent work; respecting international labour standards; promoting social dialogue and gender equality.

Strengthening the capacities of all people to benefit from the opportunities of a changing world of work.
Strengthening the efficiency of the institutions of work to ensure adequate protection of all workers.
Promoting inclusive and sustainable economic development and growth, full and productive freely chosen employment and decent work for all.
Strengthening synergies between the ILO and institutions in Africa.

The Declaration calls for investment in education and training, tackling gender inequality and discrimination, ensuring rights for youth, extending social protection, supporting the private sector in creating economic growth and jobs, promoting productivity and technological pathways for decent work, as well as entrepreneurship and social dialogue (including cross-border), among others.



IGAD Thematic Ministerial Forum held in Kampala, Uganda

POLICY DISCUSSION AT THE IGAD REGIONAL THEMATIC MINISTERIAL ON JOBS, LIVELIHOODS AND SELF RELIANCE FOR REFUGEES, RETURNEES AND HOST COMMUNITIES IN THE IGAD REGION IN KAMPALA, UGANDA, 26TH TO 28TH MARCH 2019

Purpose of forum: The meeting resolved to take collective responsibility to create jobs, improve livelihoods and ensure self-reliance for refugees, returnees and host communities in the IGAD Region.

Preamble

This meeting was preceded by a three-day gathering of Experts from IGAD Member States' line ministries, including lead agencies that handle refugee matters; ministries of finance (treasury); ministries of planning and those responsible for local government (devolution, federalism or decentralization), as well as ministries of agriculture, livestock development and those responsible for labour.

Development and humanitarian partners, as well as the private sector and the civil society groups from the humanitarian and development spheres to support commitments towards refugees, returnees, and host communities also participated.

The objectives of the workshop:

IGAD member states further adopted and committed to implement Action Plan on Jobs, Livelihoods And Self Reliance for Refugees, Returnees and Host Communities in the IGAD Region; establish regional committees of experts and ministers to follow up on issues agreed upon; and integrate refugees into national policies, strategies, programs and plans of action in their respective countries. These commitments are expressed in the Declaration, and adopted in an Action Plan, which outlines the actions to be carried out in order to improve livelihoods, ensure economic inclusivity and self-reliance of refugees, returnees and host communities.

Policy Issues

- Inclusivity of refugees in labour markets of host countries.
- Increased cooperation to achieve:
 - a. Food security and environmental protection;
 - b. Promotion and maintenance of peace and security and humanitarian affairs; and
 - c. Economic cooperation and integration.

SKILLS DEVELOPMENT



An employee operates a sewing machine inside the workshop of Luxury Leather Africa (LULEA) in Thika, Kenya. Photo courtesy of Make it Kenya

3.7 SKILLS INITIATIVE FOR AFRICA WORKSHOP (SIFA) IN JOHANNESBURG, SOUTH AFRICA, 29TH TO 30TH JANUARY 2019

The SIFA workshop held in South Africa was held with other partner organizations, namely African Union Development Agency, African Union Commission under Nepad, German Cooperation(GIZ) as the main partners.

This cooperation began in 2015 with the AU Chairperson and German Minister for Economic Cooperation and Development with the goal of strengthening occupational prospects of young people, especially for women and youth from poor areas.

Objective of forum: Employer Organizations Collaboration with SIFA on skills interventions. Policy Issues

- Youth skill development
- Youth employability

Discussions

Introduction of our organization's on the skills interventions and synergies with SIFA. Each representing organization gave a presentation on the synergies that can be explored for collaboration with different players. Business Africa was represented by Jacqueline Mugo Executive Director FKE. She laid out her presentation about Business Africa, being the Business environment

that facilitates growth of sustainable enterprises, investment, employment and socio-economic development in Africa and therefore a partner to collaborate with in the SIFA project. In order was areas she shared on where synergy can be

She gave areas where synergy can be achieved in the collaboration of the SIFA project under Business Africa and still representing Employer Organizations e.g. FKE. Listed as

- Skills Initiative for Africa Workshop (SIFA) to involve and support employer organization's by coordinating workshop and events, job creation, lifelong learning and linkages with industry and academia.
- The showcasing of good practices.
- Developing skills that the labour market needs. Usefulness of the labour market information system
- Through Government to Business and Business to Business collaborations

This being a continental issue, it was however noted, on the impressive strides that is being taken to reach the goal on skills for youth. To note is the emphasis on the inclusive approach for businesses and government. The global Value chain is important as Africa's young labour force is a great opportunity to harness this ticking time bomb. The support of practical skills development

to increase the opportunities to African Youth was of mention throughout the various presentations as the key objective to this program.

In the discussions at the workshop, it was mentioned that after the launch of the Africa Talks jobs, we should be talking of Africa Creates Jobs platform.

It was said that the four areas for youth are Entrepreneurship, Employment, Engagement and Education. Of course with the daunting truth of the

440,000,000 million Youth with no jobs is as scary as what we are preparing for them in terms of skilling and job creation. The question is what is being done now? Among those of great interest to have met was Dr. George Afeti a skills expert and other officials who are major players in the area of skills for youth. It was a great learning experience in this area that I am passionate about on skills and talent development.

3.8 THE 2ND INTERNATIONAL TVET CONFERENCE ON "MAKING SKILLS WORK FOR ECONOMIC TRANSFORMATION" IN ADDIS ABABA, ETHIOPIA, 29TH TO 31ST JULY 2019

Introduction

The event took the format of a one-day pre-conference session followed by a 2-day conference. The Federal TVET Agency, with technical assistance from the Sustainable Training and Education Programme (STEP) project of GIZ, organized the event.

The overall objective of the conference was to bring together TVET experts, policy makers and key TVET actors to discuss the opportunities, challenges and success factors that eventually strengthen the environment for developing skilled human capital through TVET in an emerging economy like Ethiopia. Outputs from the conference are eventually expected to enhance the quality of the Ethiopian TVET system.

1. Outcomes

A common declaration was adopted by the conference:

2. Common Declaration

1. TVET is a public private coordination. Both the public and private actors need to collaborate for success of TVET.
2. The Government of Ethiopia needs to encourage the private sector actors to efficiently engage in TVET and skills development.
3. The benefits of cooperative training for all actors; the public and private side as well as trainees, are recognized in Ethiopia. The need to develop more flexible and context specific cooperative training models for the Ethiopian setting is acknowledged. Taking shared responsibilities between public and private stakeholders is a crucial instrument for effective skills development.

4. There is a need to build a trust between the public and private actors. For this, structured dialogue platforms between public and private actors need to be strengthened.
5. TVET needs to be gender sensitive and inclusive, giving equal access and opportunity to all for skills development and employability.
6. Destigmatizing the image of TVET is important. Increasing the awareness on its importance is necessary. Effective communication plays an instrumental role for image building and enhancing attractiveness of TVET. Policies and regulations need to be designed in a way that TVET is a viable career path for youth.
7. Technological advancement and Industry 4.0 is changing the skills demand rapidly. Private and public actors as well as civil society have to put focus on digitalization and develop adequate measures to respond to requirement arising from technological advancement, and Industry 4.0.
8. A dialogue platform is advised to be created whereby a private sector could play an instrumental role in financing industry wide training for better competitiveness of the companies and their products.

2. Common themes that emerged from the conference included:

- The need for government, TVETs and the private sector to work together to identify supply and demand needs and structures
- - The need to increase the attractiveness of TVET colleges and to encourage young people to see this as a post school career route
- The need to increase resources at TVETs including financial, human and infrastructure
- - The need for private sector input into curricula development and course offerings
- The need for a private sector engagement framework was expressed
- The need for structured dialogue platforms between private and public sector.
- The need for development of labour market information systems in countries to monitor skills needs.

- The need for lifelong learning, soft skills and entrepreneurship to be included in the curricula- The need for government incentives to be put in place to encourage private sector participation
- The need to recognize the role that in-company and private TVETs play in the demand delivery value chain

3. Observations/Interesting Points for Consideration

- The public TVET challenges appear to be the same across most countries on the continent
- Private sector partnerships appear to work better if facilitated through an association, professional body, NGO or donor projects
- The current partnerships seem to be supported through donor or government funding and long-term sustainability or scalability could be hampered by a lack of future funding support
- Policy frameworks appear to be in place, but implementation is the challenge. Government expressed frustration about the fact that the same discussions were held 2 years ago with limited forward movement. There is a need to harmonize private sector engagement mechanisms in skills development within the different countries to facilitate broader sector inputs.
- Most of the participants were from government, TVETs and donor organization's. There did not appear to be a strong participation by the private sector
- There is a gap in terms of a consolidated and integrated national strategy that provides leadership to individual projects and initiatives lead by development partners, private and public TVET institutions and NGOs. The challenge at a national level is to monitor and assess the collective impact of the distinct interventions.

Other observations:

- The SIFA exhibition stand attracted interest and we were able to provide information on ASPYEE and the FC function

- The BUSA input was well received and Sino used the opportunity to inform delegates of the role SIFA is playing with BUSA and the benefits of partnerships of this nature
- There appear to be many GIZ projects across the region that are engaging with the private sector and we need to identify and harness the opportunities of working together.

4. Proposed Next Steps

- Follow up on contacts made to identify best practice examples
- Meet with Prof Stephanie Allias, Wits University, regarding the TVET research they have undertaken in South Africa
- Discuss the value of future participation in conferences of this nature and the value add for SIFA.

ACQF 2nd-5th September

To advance the implementation of the Continental Education Strategy for Africa 2016-2025 (CESA) and the Pan-African Quality Assurance and Accreditation Framework (PAQAF) the African Union Commission is in a process of developing the African Continental Qualifications Framework (ACQF) in collaboration with the European Union, GIZ and the European Training Foundation.

The ACQF is a policy instrument that will contribute to enhance comparability and transparency of qualifications; facilitate mutual recognition of certificates; improve mobility of learners and workers across the continent; and promote cooperation and alignment between different qualifications frameworks (national, regional) in Africa and eventually with other frameworks globally.

To ensure ownership of all key stakeholders to the ACQF development process and to enhance consultative policy dialog, an Inaugural Workshop will be held from 2 - 3 September 2019; and the meeting of the ACQF Advisory Group on 4th September at the African Union Commission Headquarters in Addis Ababa.

3.9 CONFERENCE ON BUILDING PARTNERSHIPS FOR THE PROMOTION OF TVET FOR INNOVATION, ENTREPRENEURSHIP AND YOUTH EMPLOYMENT IN AFRICA IN KIGALI, RWANDA, 26TH TO 31ST AUGUST 2019

Introduction

The Commonwealth Association of Technical Universities and Polytechnics in Africa (CAPA), known as the Commonwealth Association of Polytechnics in

Africa held the 2019 CAPA International Conference in Rwanda under the theme "Building Partnerships for the Promotion of TVET for Innovation, Entrepreneurship and Youth Employment in Africa". The conference was held at Kigali Convention Centre from Sunday, 25th- to Saturday, 31st of August 2019.

Participation

The Conference attracted over 425 participants who included: Ministers and Permanent Secretaries of Education; representatives from the African Union Commission Youth Division in the Department of Human Resources, Science and Technology; AUDA-NEPAD,

GIZ, heads of TVET regulatory bodies and parastatals, CAPA partners, Chairmen, Council Members and heads of Technical Universities and Polytechnics, senior staff of TVET Colleges as well as members of civil society groups and other development partners.

The participating countries included delegations from; Tanzania, Uganda, Kenya, Ethiopia, Zambia, Namibia, Malawi, Zimbabwe, South Africa, Lesotho, Cameroon, Congo, Togo, Cote D'Ivoire, Sierra Leone, Niger, Morocco, Gambia, Ghana, Burkina Faso, China, Germany, and host nation Rwanda.

The delegates included youth leaders and student representatives who also took part in the Second CAPA Pan-African Youth Forum & Pitch Africa Talent and Innovation Competition 2019 for TVET Students.

Event Structure

-This Conference was marked with several events that included a special Ministerial Forum for Africa Education Ministers and Permanent / Principal Secretaries, exhibition of industrial technologies and R&D innovations by TVET institutions from CAPA member countries, research institutes and local industries on August 26 – 30. The conference was organised in plenaries of panel discussions and keynote presentations, a special workshop on dual training, and parallel technical research paper presentations.

The conferment of CAPA 2019 Annual Awards of Excellence for Development in Africa, to selected organizations and individuals, for outstanding contributions to technical education and socio-economic development was also one of the highlights. The recipients were: the Hon. Badara Joof, Minister of Higher Education, Research, Science and Technology, The Gambia; Mr. Bideri John Bonds, Chairperson of the Board of Directors of Workforce Development Authority (WDA); and Crystal Ventures Limited, Rwanda.

Events also included the FINALS of Pitch Africa Talent & Innovation Competition 2019 for TVET Students jointly organized by CAPA, Startup Africa and African Union Commission's Department of Human Resources, Science and Technology, where winners were declared after a gruelling competition. The awards were US\$.700, US\$.500 and US\$.400 respectively for the top three teams. In addition, all finalists are to receive mentorship and incubation for a period of 6 months for their start-ups.

The conference also featured a special session of women in technical education and development (WITED). This session brought together the Nigerian Chapter and the Ghana Chapter which are notably vibrant and well structured. Participants from other countries were challenged by CAPA Secretary General Mrs. Jahou S. Faal, to revitalise their Chapters in individual institutions and in Country Chapters. She promised to henceforth

have special side events at future conferences akin to the Pan-Africa Youth Forum for TVET Student Leaders, which is in its second edition. At the WITED meeting, country champions were nominated to coordinated activities.

General Conference of Heads of CAPA Member Institutions, which is the highest organ of CAPA, met on Thursday August 29, 2019. This Conference notably ratified the decision to rebrand the organisation from its current form 'Commonwealth Association of Technical Universities and Polytechnics in Africa (CAPA)' to 'ASSOCIATION OF TECHNICAL UNIVERSITIES AND POLYTECHNICS IN AFRICA (ATUPA)'.

The General Conference also approved to hold its next conference in the Republic of Zimbabwe.

Themes

- Delegates at the conference deliberated on the theme "Building Partnerships for the Promotion of TVET for Innovation, Entrepreneurship and Youth Employment in Africa". This theme was discussed under the following sub-themes; -
- Private-Public Partnerships in Expanding the TVET Space and Developing Vocational Education and Skills in Africa;
- Toppling the Barriers to Creativity and Innovation for Wealth Creation among African Youth;
- Advancing Entrepreneurship and Generic Skills in TVET for Youth Empowerment;
- Mainstreaming and Placing TVET at the Center of Youth Employment Programmes for Sustainable Industrial Development in Africa; and
- Cultural and Religious Diversity and Empowerment of the Youth for Social Harmony and Development in Africa

Outcomes

Members appreciated the support from The Ministry of Education, Rwanda & AUC for the transformation of CAPA to a continental body for TVET institutions in all African countries. To this end the name Association of Technical Universities and Polytechnics in Africa (ATUPA) was adopted during the Conference of Heads of CAPA member institutions, significantly to ensure that the organization becomes truly African embracing all the five blocks of the African Union and opening membership to TVET institutions in all the 54 African countries.

The delegates commended the reforms in TVET in some African countries and called for increased investments in TVET. The conference particularly appealed to All participants to spearhead the campaign to rebrand TVET and strengthen CAPA to play a very significant

role towards a successful implementation of the AU Continental TVET Strategy. (The final conference communique is appended hereto).
The Conference of Heads of CAPA Member Institutions endorsed that CAPA 2020 International Conference would hold in Harare, Zimbabwe

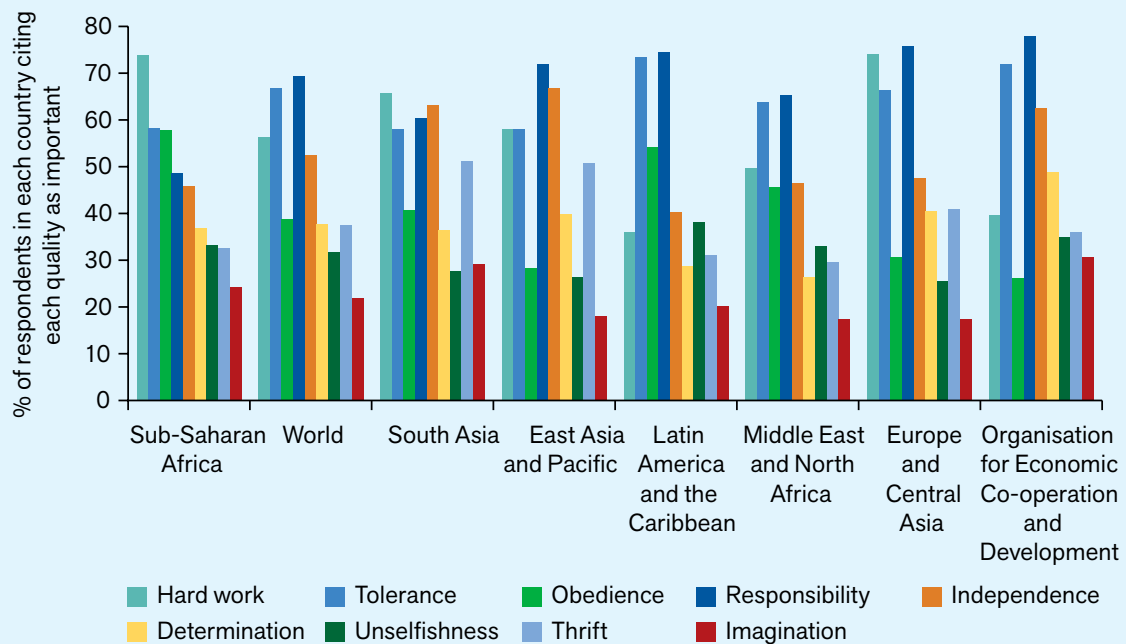
4.0 TVET EXPERT MEETING EAEO/EATUC IN KAMPALA, UGANDA, 17TH TO 19TH JUNE 2019

The objective of the workshop: Both COTU and FKE gave a presentation on TVET in Kenya. The Danish Industry explained their TVET Model as learning point for participants.

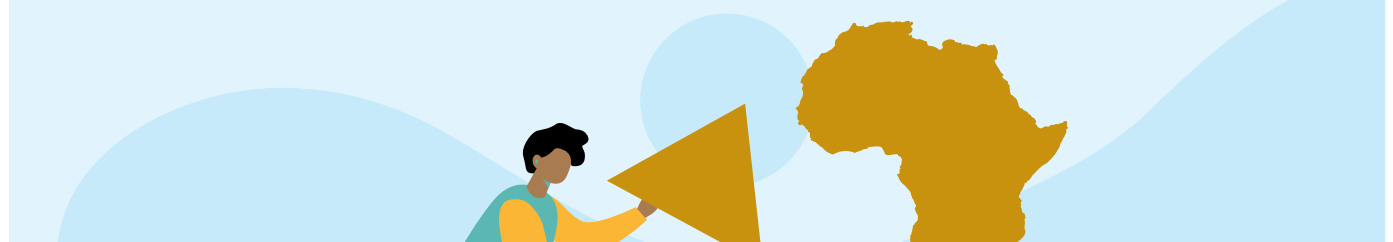
Policy Issues

This was based on the Education system, Adult Vocational Training, social partnership which is composed of equal number of representatives from trade unions and employer's organizations. And the process of developing a training program. It was of importance to note the reasons companies get involved in the Tvet system such as the recruitment of core labour force, and the influence it has on BMO's. The financing of their model was also articulated.

Average Valuation of Children's Socioemotional Qualities in Sub-Saharan Africa and Other Regions



Source: Calculations based on Berkeley Center's World Values Surveys, most recent year.
Note: The following question was asked: "Here is a list of qualities that children can be encouraged to learn at home. Which, if any, do you consider to be especially important? Please choose up to five." The figure plots the average across countries in each region of the percentage of respondents citing a given quality.



LABOUR MIGRATION GOVERNANCE

A. INTRODUCTION

Labour migration has emerged as an important factor in the development and governance nexus in Africa. The continent is noted as hosting the youngest population, with a median age of 19.7 years compared to the global median of 30.4 years (UNECA 2015). Inevitably, African youth remain the regions greatest asset. If harnessed properly this demographic dividend could generate 11 to 15% GDP growth from 2011 to 2030 (World Bank 2015). Despite this potential the young population in Africa are currently experience unemployment rates as high as 60% and increasingly account for a considerable proportion of migrants.

As an evolving dynamic, Labour migration continues to impact several areas of society in Africa including politics, economics and culture. Similarly, migrant remittances have now surpassed official Development Assistance in many African countries. In addition, South to South Migration has outpaced all other categories of Migration (World Bank 2017) which has helped push Labour Migration to the top of the agenda of many governments in the region. Similarly, the African Diaspora continues to play a pivotal role in the on-going reconstruction of Africa, especially in countries emerging from protracted periods of civil unrest. Despite the harrowing stories from African migrants, each year a growing number of the continent's Youth take the decision to embark on an often-arduous journey out of Africa in search of employment and a better life; however, many have fallen victim to unscrupulous human traffickers and smugglers.

Nevertheless, the Importance of Labour migration is evident in the African Union's 2030 Agenda and Agenda 2063, which emphasizes: (i) the reduction of inequality within and among member states; (ii) the facilitation of orderly, safe, regular and responsible migration and mobility of people (SDG10); and (iii) the promotion of sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all (SDG8). These points and others remain integral parts of the global Agenda.

Evidence of the importance of labour migration led to the adoption of the AU Joint Labour Migration Programme (JLMP) in 2015, which promotes critical areas of facilitating the free movement of workers as a means of advancing regional integration and development. Key activity areas of the JLMP include skills portability and the mutual recognition of qualifications, and the development of an African Qualifications Framework.

B. RATIONALE FOR THE LABOUR MIGRATION ADVISORY COMMITTEE

The absence of regional mechanism for dialogue and advisory support on labour migration law, policy and practice across Africa remains a major hindrance to the development and implementation of coherent, stakeholder-owned effective policy and practice. While tripartite social dialogue mechanisms exist in several countries, there are very few national level mechanisms on labour mobility and migration fields. Only two RECs have mechanisms for tripartite discussion of labor migration issues. There is no dedicated space at the Africa-wide level for policy exchange, dialogue and advisory support on labour and skills mobility/migration.

Considering the above lacuna, the AUC-ILO-IOM-ECA Joint Programme on Labour Migration provides for the necessary continental dialogue platform through the establishment and operationalization of an "AU-LSAC associated consultative-advisory body on labour migration established with links to REC forums/mechanisms".

The AU Plan of Action on Employment, Poverty Eradication and Inclusive Development request the AUC to "Create a tripartite African Labour Migration Advisory Committee (LMAC) of the AU LSAC to improve labour migration governance in Africa, addressing the issues of labour force gaps, social protection mechanisms initiated by member states, and RECs".

The LMAC is constituted without representation of Governments given that it is being established to proffer advice to Governments. It is expected that this effort will consolidate an ongoing structured and result-oriented dialogue on labour migration among social partners and relevant government entities, namely ministries of labour/employment. This dialogue will support and facilitate national and regional governance of free movement and migration.

The LMAC is comprised of representatives of AU-RECs, Pan African Parliament, ECOSOC, African Commission on Human and People's Rights, African Committee of Experts on the rights of Welfare of the Children, OATUU, ITUC-Africa, Business Africa, ILO, IOM, ECA, Universities and Research Institutions, (2) African Diaspora Organizations and Women in Cross-Border Traders. It is the first of a three-layer comprehensive and integrated consultation mechanism on labour migration/mobility consisting of coordination and consultation structures at national, RECs and continental levels.

C. THE AU-ILO-IOM-ECA JOINT PROGRAMME ON LABOUR MIGRATION GOVERNANCE FOR DEVELOPMENT AND INTEGRATION (JLMP)

The AU-ILO-IOM-ECA Joint Programme on Labour Migration Governance for Development and Integration (better known as the Joint Labour Migration Programme, or JLMP) in Africa is a long-term joint undertaking among the four organizations in coordination with other relevant partners operating in Africa, development cooperation actors, private sector organizations and civil society representatives. It is the instrument dedicated to the implementation of the 5th Key Priority Area of the Declaration and Plan of Action on Employment, Poverty Eradication and Inclusive Development which was adopted by the Assembly of Heads of States and Governments in January 2015 in Addis Ababa, Ethiopia. Its strategy focuses on intra-African labour migration and supports achievements of the First 2023 Ten Year Plan of the African Union (AU) Agenda 2063 and of the Sustainable Development Goals (SDGs) recently adopted by the UN. In addition, the JLMP is a critical instrument of implementing the Migration Policy Framework for Africa (MPFA) and Plan of Action (2018-2030) adopted by the AU Executive Council on 25-26 January 2018 in Addis Ababa. In order to ensure strong take off the JLMP a Three Year Project (2018-2021), the JLMP Priority, is developed with the overall objective to improve the governance of labour migration to achieve safe, orderly and regular migration in Africa as committed in relevant frameworks of the African Union (AU) and Regional Economic Commissions (RECs), as well as relevant international human rights and labour standards and other cooperation processes. The JLMP Priority prioritizes four specific objectives closely drawn from the JLMP:

Outcome 1: Enhanced effectiveness and transparency of operations of labour migration stakeholders, such as labour market actors and institutions, migration authorities, in consultation and cooperation with workers and employers' organizations, the private sector, recruitment industry and relevant civil society organizations, in delivering improved labour migration governance services

Outcome 2: Improved policy and regulatory systems on labour migration at Member State and REC levels, considering its gender dimension and the relevant international human rights and labour standards.

Outcome 3: Multi-stakeholder policy consultation and practical coordination on labour migration and mobility to provide advisory support to MSs', AU's and REC's decision makers; and

Outcome 4: Continental and regional operational leadership and capacity to spearhead/steer the implementation of the JLMP at all levels.

With technical and financial support of the JLMP Priority project and in line with its 2019 calendar of activities, the LMAC undertook consultative mission to five Regional Economic Communities (RECs) i.e. the Arab Maghreb Union (UMA), the East African Community (EAC), the Economic Community of Central African States (ECCAS), the Common Market for Eastern and Southern Africa (COMESA), and the Intergovernmental Authority on Development (IGAD). During the missions, the Committee also consulted with the Member States hosting the REC Secretariat i.e. Morocco, Zambia, Djibouti, and Gabon. For the EAC, the Rules of Procedure dictate that all Partner States must be invited to meetings hosted by the Secretariat, and this was not possible due to limited financial resources.

The main objective of these mission was to understand and share experience on the policy frameworks and legal instruments regulating the labour migration management of the targeted REC to improve its role and advisory service on labour migration management and governance to MS, AU and RECs decision makers.

D. RECOMMENDATIONS

The following recommendations aimed to enhance the activities and impact of the LMAC

- a. AU Commission to support the creation of an independent support team within the Department of Social Affairs to support LMAC activities;
- b. LMAC field visits shall feed into the JLMP strategic framework which is currently being developed. It is envisioned the Strategic Framework will highlight the progress of the JLMP implementation since adoption by AU Heads of State and Government in 2015. Underfunded and unfunded areas in the JLMP will be highlighted for the consideration of in resource mobilization.
- c. LMAC should advocate and encourage Member States to ratify the AU Protocol on the Free Movement of Persons, Rights of Establishment and Right of Residence



AU-ILO-IOM-ECA Hold Steering Committee Meeting on Labour Migration
Photo courtesy of Africa Union Commission

4.1 MEETING OF THE STEERING COMMITTEE OF THE AU-ILO-IOM-ECA JOINT PROGRAM ON LABOUR MIGRATION GOVERNANCE FOR DEVELOPMENT AND INTEGRATION IN AFRICA (JLMP PRIORITY) IN ADDIS ABABA, ETHIOPIA, 29TH JANUARY 2019

Objective of forum: In order to help solve the issues of migration when it comes to the abuse and violations of human rights of migrants and refugees on the African Continent, the African Union Commission (AU), International Labour Migration (ILO), the International Organization for Migration (IOM) and Economic Commission for Africa (ECA) have organized a two-day Steering Committee meeting on Labour Migration Governance for Development and Integration (better known as the Joint Labour Migration Programme, or JLMP) in Africa at Addis Ababa, Ethiopia. The JLMP Steering Committee meeting will examine and review the 2019 work plans of implementing agencies as well as the Labour Migration Advisory Committee (LMAC) work plan to ensure successful results. Discussions will take place on the Terms of Reference of the Steering Committee and the Technical Committee of JLMP and the JLMP governance structure. The JLMP Steering Committee oversees and validates the overall direction and policy of the programme, and ensures that the activities of all the programme components are in line with the AU strategy on migration and REC frameworks and common approaches. The JLMP Steering Committee is tasked with planning, oversight and financial responsibilities as a comprehensive governance and management

structure. These responsibilities govern and guide the implementation of the JLMP and its Three-Year Project. They cover the administrative, financial and operational aspects of the implementation.

The Steering Committee objectives are to:

- Increase RECs and social partner's awareness on the JLMP objectives and on the Three Year Priority in particular;
- Share update on the implementation of the Three-year project (2018 to 2021);
- Align the implementation work plan of the JLMP Three Year Priority Project (2018 to 2021) with the RECs priorities;
- Adopt the JLMP 2019 consolidated work plan;
- Approve the disbursement and execution of funding requests submitted by implementing agencies;
- Rationalize the governance of the JLMP for optimized and coordinated implementation;
- Develop Terms of Reference for the JLMP Steering Committee; and
- Identify JLMP focal points and their deputies from the RECs and selected social partners.

The JLMP's strategic focus is on intra-African labour migration and lends support to the achievements of the First Ten Year Implementation Plan (2013 to 2023) of the African Union's Agenda 2063 and the Sustainable Development Goals (SDGs), adopted by the United Nations (UN).

The JLMP Steering Committee members consist of representatives from the RECs secretariats, the AUC, the ILO, the IOM, the United Nations Economic Commission for Africa (ECA), social partners (Business Africa, ITUC-

Africa and OATUU). In addition, the JLMP Steering Committee is at liberty to invite other parties when necessary.

Background:

The African Union Commission (AUC)-International Labour Organization (ILO)-International Organization for Migration (IOM)-Economic Commission for Africa (ECA) Joint Programme on Labour Migration Governance for Development and Integration (better known as the Joint Labour Migration Programme or JLMP) in Africa is a long-term joint undertaking between the four organizations.

It is an instrument to implement the 5th Key Priority Area of the Declaration and Plan of Action on Employment, Poverty Eradication and Inclusive Development adopted by the Assembly of Heads of States and Governments in Addis Ababa, Ethiopia in January 2015. Its strategy focuses on intra-African labour migration and supports achievement of the First 2023 Ten Year Plan of the AU's Agenda 2063 and of the UN Sustainable Development Goals (SDGs).

The JLMP has been designed in response to identified challenges in many African countries and the Regional Economic Communities (RECs), such as labour and skills shortages in some sectors, social security benefits and skills portability, labour migration management capacity, and unemployment and a growing youth bulge in others. Moreover, 46.1 percent of migrants in Africa are women who often end up working in traditionally unremunerated roles at destination within the global economy. Female migrant workers are thus a vulnerable group of migrants who are susceptible to working in the informal economy, which renders them even more vulnerable.

JLMP Priority:

In order to have a significant and realistic take-off of the Programme, a Three-Year Project (JLMP Priority) was developed and launched in 2018 with the overall objective of improving the governance of labour migration to achieve safer, orderly and regular migration in Africa as committed in relevant frameworks of the African Union (AU) and Regional Economic Communities (RECs), as well as international labour conventions and other cooperation processes.

Policy Issues

- Management of labour migration across Africa

4.2 AFRICAN UNION LABOUR MIGRATION ADVISORY COMMITTEE (AULMAC) FIELD VISIT TO THE COMMON MARKET FOR EASTERN AND SOUTHERN AFRICA (COMESA) IN LUSAKA, ZAMBIA, 13TH TO 14TH JUNE 2019

Objective: This assessment field visit aimed to enhance the role of the AU Labour Migration Advisory Committee (the Committee/LMAC) in its advisory service on labour migration management and governance to Member States, the African Union, and Regional Economic Communities decision makers.

The objective of the workshop: The Committee needed to gather information, understand and share experiences on the national and regional policy frameworks and legal instruments regulating the migration of labour in the Common Market for Eastern and Central Africa (COMESA) region. This included information on labour migration cooperation frameworks such as Bilateral Labour Agreements, Multilateral Labour Agreements and Regional Consultation Forums in the region.

Policy Issues

- Through the visit, LMAC members had an opportunity to better understand the uniqueness of COMESA, as a REC with a mandate on trade and investment. Partners present indicated a keen interest for further collaboration and engagement through the LMAC and the JLMP.
- General recommendations echoed during the mission:
- There is a need for increased and comprehensive AU engagement at the multilateral level for African migrants to different migration corridors e.g. America, Europe, GCC, etc. to address human trafficking & smuggling and other protection-related issue facing migrant workers;
- There is a need to strike a balance between regional obligations and preferential treatment without practicing discrimination;
- The LMAC should join partners across the continent to advocate for the ratification, domestication and implementation of international, continental and regional frameworks on labour migration.

4.4 AFRICAN UNION LABOUR MIGRATION ADVISORY COMMITTEE (LMAC) VISITS THE ECONOMIC COMMUNITY OF WEST AFRICAN STATES (ECOWAS), 1-23 OCTOBER, 2019

Key Recommendations

- This LMAC visit to the ECOWAS is the sixth field visit of LMAC to the RECs; previous visits had been carried out to UMA, COMESA, IGAD, EAC and ECCAS. Key recommendations from these five visits were the need for: enhanced inter-REC coordination and cooperation, capacity building on labour migration data and statistics, capacity building on labour migration and increased promotion of ratification of key international and continental frameworks on labour migration;
- ECOWAS is the current chair of the LMAC and is among the three priority RECs implementing the Priority Implementation Actions of AU-ILO-IOM-ECA Joint Programme on Labour Migration Governance for Development and Integration in Africa (JLMP Priority project) which aims at responding to identified challenges in many countries such as labour and skills shortages, improving migration governance, unemployment and a growing youth bulge. The JLMP Priority project ultimately aims to improve labour migration governance to achieve safe, orderly and regular migration in Africa, as committed in relevant frameworks of the AU and RECs, international labour conventions and other processes.

a. Participants:

- LMAC Members: African Union Commission, AU-HRST, OUATUU, Business Africa, ECOSOCC, UMA, IGAD, PAP, IOM, Women in Cross Border Trade, ITUC-Africa, EAC
- Delegation from Nigeria & ECOWAS: NRC, Africa Centre for Human Advancement, Nigeria Immigration Service, Ministry of Labour, National Health Workers' Union, OTUWA, ECOWAS, Nigeria Employers Consultative Association, Organization of Trade Unions in Nigeria, IOM & ILO.

b. Overview of discussions:

The meeting began with opening remarks from the AUC, IOM, ILO, LMAC & the ECOWAS.

- On behalf of the AU Commissioner of Social Affairs, Dr Mohammed Kyari noted that 'as a tripartite organization, LMAC is crucial in galvanizing the required support from stakeholders including policy makers, legislators, media, civil society, and other development partners. Developing and adopting policies is one thing, and implementation is another'
- The ECOWAS Commissioner also added that 'West African labour migration is a regional matter as ECOWAS has the highest mobility in the African continent'. She noted that labour migration is critical for regional integration, hence there is need for evidence-

based data on labour migration which will be the basis for development priorities. She outlined ECOWAS' efforts in providing a framework for improved labour migration governance including ECOWAS Convention on Social Security which enable portability of social security benefits among Member States. She also noted that ECOWAS adopts a rights-based approach, to ensure protection of rights of migrant workers and their families.

- On behalf of ILO, Mr. Dino Corell commended AUC for its leadership of the JLMP and stated that the project is a tool to change the migration narrative in Africa and the direction of migration governance in Africa. He highlighted ILO's contributions in the project spanning capacity building and technical support to workers and employers organizations, advocacy for the adoption of relevant international labour conventions, and research on skills portability in the leather sector.
- On behalf of IOM Nigeria Chief of Mission, Ms Taibatou Sidibe commended the AU and RECs for their impressive collaboration in the implementation of the JLMP and the JLMP Priority project funded by Sida. She noted that the LMAC missions, which are supported by the JLMP Priority project, will contribute to improving the LMAC role and advisory service on labour migration management and governance to the AU and RECs' decision makers.
- Speaking on behalf of LMAC, Mr Stephen Obiro stated that the purpose of the visit is to learn from ECOWAS, with the aim of highlighting best practices. He noted the project is crucial considering that well managed migration can be a tool for addressing the changes in labour dynamics due to the global demographic changes.
- Ensuing presentations focused on the JLMP overview and expected results, FMM interventions and achievements, the LMAC role and mandate, ECOWAS Labour migration programming, Joint presentation by key Nigerian ministries working on labour migration management, the EAC Scorecard on labour migration, the AU Department of Political Affairs' work on free movement and engagement by social partners on labour migration.

c. Key recommendations:

1. Security threats for labour migrants: The ECOWAS Commission should increase its engagement with its Member States and the AU to enhance the protection of labour migrants caught in the middle if security threats such as the conflict in Libya;
2. Awareness raising on labour laws and policies: The ECOWAS Commission in collaboration with ECOWAS Commission should enhance awareness of key regional policies and frameworks on labour migration applicable in the region by Member States;
3. Migrant workers' protection: ECOWAS Member States should enhance protection measures for labour migrants and address protection concerns stemming

- from the influx of Indian and Chinese investors not practicing decent work as well as the plight of ECOWAS labour migrants in the GCC;
4. Inter-REC cooperation and collaboration: the ECOWAS Commission in collaboration with other RECs should increase efforts to identify areas of cooperation and collaboration on labour migration governance in view of overlapping membership by states and increased intra-African labour mobility;
 5. Resource mobilization: ECOWAS Commission should enhance domestic resource mobilization on labour migration programming & interventions in collaboration with development partners such as the IOM & ILO;
 6. FMM project outputs: ECOWAS Member States and relevant partners should leverage the knowledge products and achievements made through the FMM project to enhance labour migration governance;
 7. Harmonization of definitions and terminology: ECOWAS Member States should consult and reach a common approach or understanding on key terminology on labour migration such as “public safety and security”;
 8. Communication campaign: the ECOWAS Commission and Member States should increase communication and advocacy campaigns on the benefits of safe, orderly and regular labour migration and the contribution of labour migrants to the economy both in countries of origin and destination;
 9. Youth employment: ECOWAS Commission and Member States should enhance the popularization of the ECOWAS manual on counter-violent extremism, the ECOWAS Protocol on education and training, the ECOWAS Convention on equivalence of qualifications, the ECOWAS strategy on TVET and the ECOWAS academic mobility scheme to counter radicalization and irregular migration;
 10. MIDWA: the ECOWAS Commission should work with its Member States to identify sustainable resources for the MIDWA;

YOUTH EMPLOYMENT



National Workshop
Photo courtesy of ARLAC

4.5 YOUTH EMPLOYMENT CREATION: PROMOTING THE USE OF LABOUR MARKET INFORMATION FOR EFFECTIVE POLICY MAKING IN HARARE, ZIMBABWE, 11TH TO 14TH MARCH 2019

COMMUNIQUÉ Preamble

The workshop on “Youth Employment Creation: Promoting The Use of Labour Market Information for Effective Policy Making” was conducted at the ARLAC Campus from 11 to 14 March 2019. Participation was drawn from the following ARLAC member countries: Botswana, Egypt, Eswatini, Ghana, Kenya, Lesotho, Mauritius, Nigeria, and Zimbabwe. Representation at the workshop was on a tripartite basis as per attached list of participants.

The training need in the area of youth employment was highlighted by the ARLAC Principal/Permanent Secretaries, Directors General and approved by the ARLAC Governing Council because it is in line with the ILO decent work agenda.

The objectives of the workshop were to:

1. Promote the use of labour market information in the development, revision or implementation of evidence-based policies and programmes that promote employment creation for the youth among other disadvantaged groups; and
2. Enhance the capacity of policy makers to develop comprehensive policies and strategies to tackle the multifaceted dimensions of the youth employment challenge, with gender mainstreaming.
3. Having noted the statement made by the ARLAC Executive Director, Dr Patrick Nalere, in his welcome remarks during the official opening ceremony; and after thoroughly discussing the issues presented by resource persons, syndicate groups and country representatives;

We the participants of the workshop;
Acknowledged that;

- Africa is a young continent and youth are the future;
- Youth Unemployment is a serious issue in Africa;
- Data (valid, comparable, timely and reliable) is necessary for effective policy making;
- Changing world of work / future of work requires innovative and dynamic thinking

Recognized the following CHALLENGES:

1. Limited resources for data collection;
2. Capacity limitations within ministries responsible for labour;
3. Coordination difficulties within government ministries, inter-ministerial and intra-ministerial, and stakeholders (fragmentation);
4. Absence of employment policies in some countries;
5. Incomplete project management cycles (including absence of Action Plans, Execution, Monitoring & Evaluation)
6. Skills Mismatch, Disconnection between Training Institutions and Industry skill demands;
7. Limited economic complexity within our countries;
8. High levels of informality in Africa;
9. Rampant Corruption;
10. Exclusion of Youth in policy making;
11. Limited political will to address employment issues in a sustainable way.

And having noted the following OPPORTUNITIES;

1. Ratification and domestication of ILO (International Labor Organization) conventions related to Youth Employment Creation;
2. All countries have adopted tripartism approach to social dialogue;
3. The existence of Decent Work Country Programs in member countries;

4. Available support of Development Partners;
5. Transition to formality;
6. Regional and Continental knowledge sharing through institutions (like ARLAC);
7. Continental Free Trade Area (CFTA) Africa Union;
8. Africa Union Agenda 2063.

Therefore, propose the following RECOMMENDATIONS:

1. Improved (valid, comparable, timely and reliable) data collection;
2. Coordination of government ministries and stakeholders (including the youth) on employment from a higher office;
3. Improve resource mobilization and allocation for data collection and policy formulation;
4. Mainstreaming of youth employment objectives in all policy and economic frameworks;
5. Inclusive and informed curriculum reforms;
6. Promotion of value addition/ beneficiation of raw materials (Industrial revolution);
7. Strengthen project management cycles;
8. Promotion and strengthening of Social Dialogue (promotion and inclusion of youth in tripartite plus where appropriate).

4.6 THE GLOBAL YOUTH EMPLOYMENT FORUM IN ABUJA, NIGERIA, 1ST TO 3RD AUGUST 2019

Preamble

Youth employment has long been at or near the top of national development agendas and progressive guidance on how to improve young people's transition to decent work is in high demand. The African context is also significant that by 2050, the continent will account for 33 percent of 15 to 29 year olds worldwide.

Purpose: Today and tomorrow with decent jobs for the youth. ILO's centenary celebration in promoting decent work for youth and social justice, in the context of the 2030 Agenda for Sustainable Development. The objectives of the workshop:

- Amplify youth voices, aspirations and expectations and invite perspectives of constituents and other stakeholders on advancing the Call for Action in the period 2020-2030;

- Reflect on sectors and occupations that will provide productive employment and decent work opportunities for young women and men, and the emerging challenges for youth labour market transitions;
- Facilitate an intra- and inter-generational sharing of experiences and knowledge on innovations and actions boosting productive employment and decent jobs for youth along with gender equality, rights, standards, and voice and representation; and
- Solicit concrete commitments for action, impact and partnerships across the globe.
- Policy Issues:
- Skills mismatch.
- Exclusion of youth in policy making.
- Lack of government policies that foster creation of jobs.
- Rampant corruption especially in Africa.
- Lack of coordination between government ministries, and the various stakeholders.
- Economic over-regulation, informality, and protectionism.

DECENT WORK

4.7 MEETING ON DECENT WORK DEFICITS IN THE TOBACCO SECTOR IN KAMPALA, UGANDA, 3RD TO 5TH JULY 2019

Purpose: The purpose of the meeting was to exchange views on strategies and good practices to promote decent work in the tobacco sector as well as the transition to alternative livelihoods Background. The International Labour office had prepared a background report to inform discussions at the Meeting, which

provided an overview of recent economic trends and development in the tobacco sector, with a specific focus on addressing decent work deficits and promoting opportunities for alternative livelihoods in tobacco-growing communities.

Policy Issues

The outcomes will be included in the paper prepared by the ILO office for discussion at the next session of the ILO, Governing Body.

4.8 PROMOTION OF QUALITY JOBS AND DECENT WORK IN THE RURAL ECONOMY IN HARARE, ZIMBABWE, 23RD TO 27TH SEPTEMBER 2019

COMMUNIQUÉ

Preamble

The tripartite workshop on the "Promotion of Quality Jobs and Decent Work in the Rural Economy" was conducted at the ARLAC Campus from 23 – 27 September 2019. Participants were from the following ARLAC member countries: Botswana, Eswatini, Ethiopia, Kenya, Malawi, Mauritius, Nigeria, Sierra Leone, South Africa and Zimbabwe. Representation at the workshop was on a tripartite basis as per attached list of participants. The training need in the area of rural economies was highlighted by the ARLAC Principal/ Permanent Secretaries, Directors General and approved by the ARLAC Governing Council because it is in line with the ILO decent work agenda.

The objectives of the workshop were to:

1. Provide technical assistance for the development and implementation of policies and strategies that prioritize the promotion of productive employment and decent work in the rural economy;
2. Provide a platform for member countries to share good practices and experiences; and
3. Promote decent work for all

Having noted the statement made by Her Excellency Janet Bessong Odeka, the Nigeria Ambassador to Zimbabwe, in her opening speech as well as remarks by other dignitaries during the official opening ceremony; and after thoroughly discussing the issues presented by resource persons, syndicate groups and country representatives;

We the participants of the workshop;

Acknowledged that;

- A large share of the African population resides in rural areas;
- Agriculture is the mainstay of the rural economy although other sectors such as tourism, mining, and fishing also constitute the rural economy;
- Rural economy is highly informal and characterized by decent work deficits;
- The majority of the labour force in the rural economy are women and youth;
- If coordinated very well the rural economy has the potential to increase the GDP of many African economies.

Recognized the following challenges:

1. Ineffective labour inspection and law enforcement;
2. Decent work deficits;
3. Inadequacy of relevant and employability skills;
4. Violation of fundamental rights (forced labour and child labour);
5. Poverty;
6. Lack of employment opportunities;
7. Natural resource depletion;
8. Climate change effects;
9. Gender insensitivity due cultural and religious norms;
10. Lack of unionisation of rural workers;
11. Lack of Policy Coordination;
12. Lack of technology, disconnection of the rural economies from the urban economies.

And having noted the following opportunities;

1. Ratified most of the conventions;
2. Structures in place;
3. Youth dividend;
4. Untapped potential of natural resources.

Therefore, propose the following recommendations:

1. Strengthening labour inspection and law enforcement;
2. Promote Decent work agenda;

3. Uphold fundamental rights at work;
4. End poverty in rural areas;
5. Create and promote entrepreneurship and employment opportunities especially for women and youth;
6. Conserve natural resources;
7. Mitigate climate change effects;
8. Promote gender equality in rural economy;
9. Encourage unionization of rural workers;
10. Coordinate all sectoral policies;
11. Support access to technology, and improve connectivity in rural areas.

SHAPING THE FUTURE OF WORK AND ENTERPRISES IN AFRICA



The Africa Employers' Conference and FKE 60th Anniversary Celebrations. Photo courtesy of FKE

5.1 THE AFRICA EMPLOYERS' CONFERENCE AND FKE 60TH ANNIVERSARY CELEBRATIONS IN MOMBASA, KENYA, 26TH TO 27TH JULY 2019

Theme: Shaping The Future Of Work And Enterprises In Africa

Introduction

The Africa Employers Conference and Federation of Kenya Employers' (FKE) 60th anniversary celebrations were held at the Sarova Whitesands Hotel, Mombasa from July 26 to 27, 2019. The conference (co-hosted by FKE and BUSINESS Africa) brought together employers, employers organization's and other key partners in the tripartite (Ministry of Labour and Social Protection and COTU (K) under the theme 'Shaping the Future of Work and Enterprises in Africa'. FKE celebrated 60yrs of representing the Employers interests and making significant contributions in fostering labour relations and labour productivity.

The world is asymmetrically structured in favour of Africa. It is a youthful continent among the aging continents. This youth population renders Africa at an advantage of being the future of the global workforce as labour will be in Africa. Measures geared towards supporting creation of adequate jobs, improving quality of these jobs, protecting the existing ones as well as building capacity for the continental citizens to take on these jobs are at the core of BUSINESSAfrica and must really be the clarion call to all the African systems. Furthermore, the continent is endowed with a large quantity of natural resources that it only needs to add value and export in processed form rather than the raw form.

This will go further in creating jobs that will in turn improve the living standards, productivity and social cohesion. This conference therefore provided a platform for deliberations on the future of work and enterprises in the continent. The discussions aimed at generating fresh resolve, inspiration and frameworks for the role of employers, employers' associations and business today and for

the future. In particular, the discussions were centred on: transforming Africa into the global powerhouse of the future; empowering enterprises for accelerated job creation in Africa; repositioning employers organization's for the enterprises of the future; transforming Africa's informal sector; transforming Africa's labour migration; skilling Africa for the future of work; industrial relations charter for the future of work and enterprises; and legal and regulatory reforms in labour sector and their impact on the future of work and enterprises.

Panel Discussions

Panel Discussion 1 – Transforming Africa into the global powerhouse of the future

Panel Discussion 2 – Legal and Regulatory Aspects in Labour market

Panel Discussion 3 – Skilling Africa for the Future of Work

Panel Discussion 4 – Repositioning Employers Organizations for the Enterprises of the Future

Panel Discussion 5 – Empowering Enterprises for Accelerated Job Creation in Africa

Panel Discussion 6 – Industrial Relations charter for the Future of Work and Enterprises

RESOLUTIONS

Labour market

Reform work and enterprises to be in tandem with the rapidly changing work dynamics. This should also include necessary reforms in the legal and regulatory framework and the Industrial Relations Charter.

Trade

Advocate for strengthening of intra- Africa trade relationships – Africa should be able to do more business with herself including making the Africa Continental Free Trade Area (ACFTA) agreement a reality and not just another nice policy document. The conference too noted that 53 out of 54 African states have signed it and 25 have already ratified the instrument.

Advocate for export of value added products and services as opposed to exporting raw materials as it is happening now.

Labour migration

Reform labour migration management and governance to ensure it is beneficial to Africa.

Public funded projects

Advocate for completion of public funded projects across Africa. This should include projects running across a number of political regimes and period.

SMEs and Informal Enterprises

Support indigenous African SMEs and business enterprises to grow to large/established business; jobs will come from the SME/informal sector.

Advocate for adoption of policies and initiatives that transform informal sector into formality. The informal sector enterprises should be supported to become established businesses with products that are able to compete globally

Advocate for strengthening of the intellectual property rights regime in African to protect Africa innovations and products

Women and Youth

Advocate for enterprises to create avenues to integrate women and youth into their value chains.

Affirmative action for women in Africa to take a lead in private sector development and public policy. The International Labour Organization (ILO) commits to partner with BUSINESSAfrica-Employers' Confederation (BUSINESSAfrica) to develop and support programs that prepare youths for the Future of Work. Federation of Kenya Employers (FKE) and BUSINESSAfrica Employers Confederation (BUSINESSAfrica) in collaboration with other partners to develop proposals to secure funding to address women and youth

Entrepreneurship.

Skills and Training

Actualize linkages between industry and skills development in Africa. This should include academia, industry and policymakers in skills anticipation, financing and development. Utilize the convening power of Employers Organisations to enhance employers' role in skills development.

BUSINESSAfrica and FKE to initiate skills development and skills anticipation with their membership and further seek technical assistance support from development partners including AfDB.

Work with the relevant institutions to revise curriculum so that it meets the market demands;

STEM (Science, Technology, Engineering and Mathematics);

Data analytic courses;

TVETs and Vocational training

Encourage mastery based education and training like what NITA does; talent based skill development.

Social partners

Enhance tripartite engagement and robust social dialogue to ensure smooth labour relations, work relationships and a contribution of the Social Partners into economic development.

Recognizing that membership to Trade Unions and Employers organization is rapidly decreasing, the social

partners should change the way they work and reorganize their way of service delivery. Have a clear value proposition to offer.

Technology and connectivity

Work with relevant governments to leverage on technology – postpone adoption of technology at your own risk. Pursue possibilities of making internet connectivity a fundamental human right, make it affordable and encourage more IT based solutions.

Labour related policies

Consider revising work, workplace and working hours – businesses need to redefine these important elements in realization of productivity; it will be important for businesses to reconsider 8 working hours vis-à-vis productivity; they need to re-examine whether confining labour in a particular place will be necessarily spur optimum productivity in this internet era; the youths idea of work is not where you go but what you do.

Work with governments and legislative arms to generate policies and regulations that will protect intellectual property and privacies in this data exposing internet age.

Labour organizations

Since union representation and membership to employment organization is rapidly decreasing, there is need for these organizations to reorganize their way of service delivery.

Conference partners commitment

FKE, BUSINESSAfrica, ILO, the International Organization of Employers (IOE) and German Corporation for International Cooperation (GIZ) commit to follow up on the implementation of these resolutions

FKE and BUSINESSAfrica to report on progress on implementation of the Africa Employers Conference resolutions annually.

Conclusion

The conference provided a platform for experts from different countries to share knowledge, experiences and available opportunities to finding lasting and sustainable solutions to the future of work and enterprises in Africa.

AFRICAN CONTINENTAL FREE TRADE AREA (AfCFTA) LEGAL TEXTS AND POLICY DOCUMENTS

The Agreement Establishing the African Continental Free Trade Agreement (AfCFTA) entered into force on 30 May 2019 for the 24 countries that had deposited their instruments of ratification. This date marked 30 days after 22 countries had deposited their ratification instruments with the African Union Commission (AUC) Chairperson – the designated depositary for this purpose, as stipulated in Article 23 of the Agreement.

The 22-country threshold in conformity with legal provisions was reached on 29 April 2019 when Sierra Leone and the Saharawi Republic deposited their instruments of ratification with the depositary. To date, 30 countries have both signed and approved ratification of the AfCFTA Agreement. Of the 55 AU member states, only Eritrea has yet to sign.

The operational phase of the AfCFTA was subsequently launched during the 12th Extraordinary Session of the Assembly of the African Union in Niamey, Niger on 7 July 2019. The AfCFTA will be governed by five operational instruments, i.e. the Rules of Origin; the online negotiating forum; the monitoring and elimination of non-tariff barriers; a digital payments system and the African Trade Observatory.

Trading under the AfCFTA Agreement was due to commence on 1 July 2020, but as a result of the COVID-19 global pandemic, this date is being postponed (a new date is yet to be confirmed by the African Union Commission). The 18th Ordinary Session of the Assembly of Heads of State and Government of the African Union, held in Addis Ababa, Ethiopia in January 2012, adopted a decision to establish a Continental Free Trade Area by an indicative date of 2017. This deadline was, however, not met. The Summit also endorsed the Action Plan on Boosting Intra-Africa Trade (BIAT) which identifies seven priority action clusters: trade policy, trade facilitation, productive capacity, trade related infrastructure, trade finance, trade information, and factor market integration.

The AfCFTA will bring together all 55 member states of the African Union covering a market of more than 1.2 billion people, including a growing middle class, and a combined gross domestic product (GDP) of more than US\$3.4 trillion. In terms of numbers of participating countries, the AfCFTA will be the world's largest free trade area since the formation of the World Trade Organization. Estimates from the Economic Commission for Africa (UNECA)

suggest that the AfCFTA has the potential both to boost intra-African trade by 52.3 percent by eliminating import duties, and to double this trade if non-tariff barriers are also reduced.

The main objectives of the AfCFTA are to create a single continental market for goods and services, with free movement of business persons and investments, and thus pave the way for accelerating the establishment of the Customs Union. It will also expand intra-African trade through better harmonization and coordination of trade liberalization and facilitation and instruments across the RECs and across Africa in general. The AfCFTA is also expected to enhance competitiveness at the industry and enterprise level through exploitation of opportunities for scale production, continental market access and better reallocation of resources.

African leaders held an Extraordinary Summit on the African Continental Free Trade Area (AfCFTA) from 17-21 March 2018 in Kigali, Rwanda, during which the Agreement establishing the AfCFTA was presented for signature, along with the Kigali Declaration and the Protocol to the Treaty Establishing the African Economic Community relating to the Free Movement of Persons, Right to Residence and Right to Establishment. In total, 44 out of the 55 AU member states signed the consolidated text of the AfCFTA Agreement, 47 signed the Kigali Declaration and 30 signed the Protocol on Free Movement. To date, only Eritrea has yet to sign the AfCFTA Agreement.

Operational phase launched

The operational phase of the AfCFTA was launched during the 12th Extraordinary Session of the Assembly on the AfCFTA in Niamey in July 2019. The AfCFTA will be governed by five operational instruments, i.e. the Rules of Origin; the online negotiating forum; the monitoring and elimination of non-tariff barriers; a digital payments system and the African Trade Observatory.

In addition to the Niamey Declaration on the Launch of the Operational Phase of the AfCFTA – the key outcome – the following Decisions were adopted by the Assembly: (i) on hosting of the Secretariat of the AfCFTA; and (ii) on the successful hosting of the 12th Extraordinary Session of the AU Assembly and the First Mid-Year Coordination Meeting between the AU and the RECs.

The first meeting of the AfCFTA Council of Ministers responsible for trade took place in Addis Ababa on 24-25 October 2019. It was preceded by a meeting of senior technical officials on 21-23 October.

The most recent communication from the African Union on the AfCFTA is contained in a Decision adopted at the 33rd Ordinary AU Assembly held from 9-10 February, 2020 in Addis Ababa:

The AfCFTA Secretariat will be hosted by Ghana. H.E. Mr. WamkeleMene was officially appointed the first Secretary General of the Secretariat on 19 March 2020. It is envisaged that the Secretariat will provide administrative support for the implementation of the AfCFTA Agreement, such as convening meetings, monitoring and evaluating the implementation process and other duties assigned to it by the Committee of Senior Officials, Council of Ministers, and the AU Assembly.

Ratification status

The African Continental Free Trade Area Agreement entered into force on 30 May 2019 for those countries that had deposited their instruments of ratification before this date.

According to Article 23 of the Agreement, entry into force occurs 30 days after the 22nd instrument of ratification is deposited with the Chairperson of the African Union Commission (AUC) – the designated depositary for this purpose – an essential step for the AfCFTA to enter into force. On 29 April 2019, Sierra Leone and the Saharawi Republic deposited their instruments of ratification with the depositary, paving the way for the AfCFTA's entry into force. Of the 55 AU member states, only Eritrea has yet to sign the Agreement.

The 30 countries that have deposited their instruments of AfCFTA ratification with the AUC Chairperson are Ghana, Kenya, Rwanda, Niger, Chad, Congo Republic, Djibouti, Guinea, Eswatini, Mali, Mauritania, Namibia, South Africa, Uganda, Ivory Coast (Côte d'Ivoire), Senegal, Togo, Egypt, Ethiopia, The Gambia, Sierra Leone, Saharawi Republic, Zimbabwe, Burkina Faso, São Tomé and Príncipe, Gabon, Equatorial Guinea and Mauritius. Cameroon and Angola officially approved ratification of the AfCFTA Agreement on 31 October 2019 and 28 April 2020, respectively.

Deposit of these instruments of ratification is pending.

Priority Policies and Recommendations for Employer Organizations



SUMMARY OF KEY ISSUES FOR EMPLOYERS:

From the foregoing policy issues that employers' organisations in Africa should focus on:

1. Africa's integration

- a) Free movement and residence of Africa citizen across the continent.
- b) Free movement of African labour across the continent.
- c) Free movement of African goods and services across the continent.
- d) Free movement of capital across the continent.

2. **Improving productivity, growth**, profitability and sustainability of Micro, Small, and Medium Enterprises (MSMEs) across Africa. These category of enterprises are majorly owned by Africans and thereby their growth creates massive employment and wealth for Africa.

3. **Tackling informality and transforming** informal enterprises into established productive modern businesses.

4. **Strategic skilling of African labour force.** Skills development is needed to ensure Africa labour force remain relevant to the future of work and the work of the future.

5. Strengthening labour migrations

governance, child labour, human trafficking, forced labour and gender inequality.

6. **Enhancing social protection** for all African citizen.

7. **Strengthening the Africa labour movement** and dissemination of Employment, labour and social statistics across the continent.

8. **Harnessing demographic** dividend across the continent.

9. **Tackling youth unemployment**, and improving employability access to employment of women, people with disability, and refugees across Africa.

10. **Leveraging the Africa labour movement** and employers/business organizations' experience in social dialogue to enhance peace, political stability and conflict resolution across the continent.

KEY CONTINENTAL STRATEGIES

The employers' organizations should remain active and engaged in the implementation of the following continental strategies and frameworks:

1. AU Agenda 2063:

The Africa We Want.

AGENDA 2063 is Africa's blueprint and master plan for transforming Africa into the global powerhouse of the future. It is the continent's strategic framework that aims to deliver on its goal for inclusive and sustainable development and is a concrete manifestation of the pan-African drive for unity, self-determination, freedom, progress and collective prosperity pursued under Pan-Africanism and African Renaissance. The genesis of Agenda 2063 was the realization by African leaders that there was a need to refocus and reprioritize Africa's agenda from the struggle against apartheid and the

attainment of political independence for the continent which had been the focus of The Organization of African Unity (OAU), the precursor of the African Union; and instead to prioritize inclusive social and economic development, continental and regional integration, democratic governance and peace and security amongst other issues aimed at repositioning Africa to becoming a dominant player in the global arena.

2. ACFTA;

The 18th Ordinary Session of the Assembly of Heads of State and Government of the African Union, held in Addis Ababa, Ethiopia in January 2012, adopted a decision to

establish a Continental Free Trade Area (CFTA) by an indicative date of 2017. The Summit also endorsed the Action Plan on Boosting Intra-Africa Trade (BIAT) which identifies seven clusters: trade policy, trade facilitation, productive capacity, trade related infrastructure, trade finance, trade information, and factor market integration. The CFTA will bring together fifty-four African countries with a combined population of more than one billion people and a combined gross domestic product of more than US \$3.4 trillion.

3. SDGs:

The Sustainable Development Goals (SDGs), also known as the Global Goals, were adopted by all United Nations Member States in 2015 as a universal call to action to end poverty, protect the planet and ensure that all people enjoy peace and prosperity by 2030. The 17 SDGs are integrated—that is, they recognize that action in one area will affect outcomes in others, and that development must balance social, economic and environmental sustainability. Through the pledge to Leave No One Behind, countries have committed to fast-track progress for those furthest behind first. That is why the SDGs are designed to bring the world to several life-changing 'zeros', including zero poverty, hunger, AIDS and discrimination against women and girls.

4. RECS PROTOCOLS/AGENDAS:

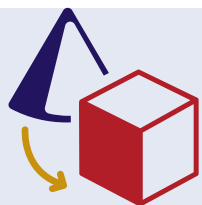
The Regional Economic Communities (RECs) are regional groupings of African states. The RECs have developed individually and have differing roles and structures. Generally, the purpose of the RECs is to facilitate regional economic integration between members of the individual regions and through the wider African Economic Community (AEC), which was established under the Abuja Treaty (1991). The 1980 Lagos Plan of Action for the Development of Africa and the Abuja Treaty proposed the creation of RECs as the basis for wider African integration, with a view to regional and eventual continental integration. The RECS are increasingly involved in coordinating AU Member States' interests in wider areas such as peace and security, development and governance.

5. ACP-EU framework:

Development cooperation between the European Union (EU) and the countries of the African, Caribbean and Pacific Group of States (ACP) celebrated its 50th anniversary in 2007. Although bilateral relations have always been and still remain one of the main features of modern development cooperation, it was the Treaty of Rome in 1957 which first established a collective European development policy.

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 market 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 indigenous 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.



4

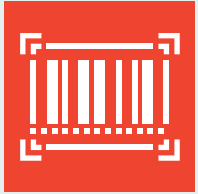
Strengthening Africa's unity: Coordinated common African position and presenting a united front that advances Africa's interests when dealing with the international community. Need for member states to prioritize Strengthening of social dialogue and supporting tripartism at all levels from industries, 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.



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.



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.

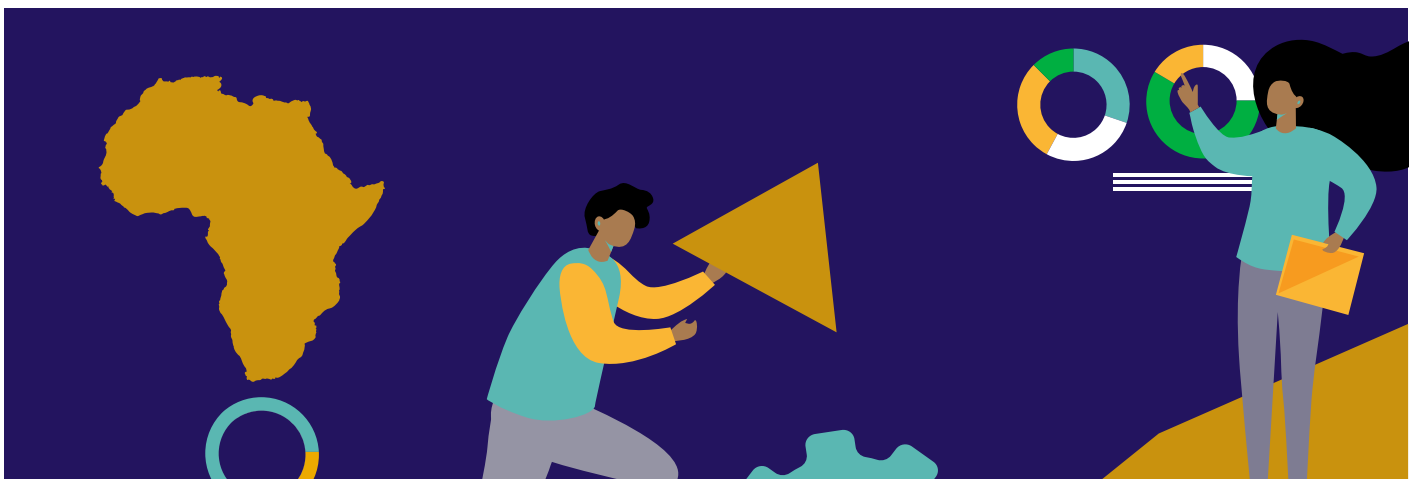
This model has worked in South East Asian countries. They are identifying one industry (or product) and becoming laser focused on that industry or product. Vietnam is focused on becoming the global supplier of underneath clothing and Cambodia is focused on garment industry.

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.



**BUSINESS
AFRICA**



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