

AFRICA EMPLOYERS' CONFERENCE

Newsletter (Special Edition)

9th August, 2019

The Federation of Kenya Employers (FKE) and BUSINESSAfrica- Employers Confederation (BUSINESSAfrica) held a successful Africa Employers' Conference at the Sarova Whitesands Hotel in Mombasa, Kenya on 26th and 27th July 2019. More than 200 FKE members, government representatives, representatives of the International community, partners in Africa, trade unions and industry captains attended the event.

The conference was an opportunity for FKE members and stakeholders to deliberate on the emerging issues in the rapidly changing world. Guided by the theme; "Shaping the Future of Work and Enterprises in Africa," the interactions generated lively discussion and practical solutions to challenges facing employers, employers associations and business leaders.

The Federation was privileged to have representation of its tripartite social partners by the presence of Hon. Abdul Bahari Ali, the chief administrative secretary at the Ministry of Labour & Social Protection, Eng. Peter Tum, Principal Secretary, State Department of Labour, and the Secretary General of the Central Organization of Trade Unions (COTU-K) Dr. Francis Atwoli.

Their presence enriched the deliberations that focused on legal and regulatory reforms in the Kenya labour sector, acceleration of job creation, managing labour migration, enriching skills in the labour sector and providing insights on the Industrial Relations Charter for the Future of Work.

Our international partners and guests included the International Labour Organization (ILO), Ms. Cynthia Samuel-Olonjuwon, Assistant Director General and Regional Director, Mr Roberto Suárez Santos, Secretary General International Organisation of Employers (IOE), members of BUSINESSAfrica (Lesotho, Tanzania, Uganda and Algeria), El-Mahfoudh Megateli, Secretary General, General Confederation of Enterprises of Algeria, and IOE Vice President for Africa, and China Enterprise Confederation (CEC), Mr. Zhu Hongren, Executive Vice Chairman and Director. They ensured that the opinions of employers across the continent were well represented.



(LR) Hon. Abdul Bahari Ali, the chief administrative secretary, Ministry of Labour & Social Protection and Ms. Jacqueline Mugo, Executive Director, Federation of Kenya Employers/Secretary General, BUSINESSAfrica keenly following the conference proceedings.



(LR) Dr. Habil Olaka, FKE Vice President, Mark Joseph Obuya, FKE, National President, Mr Roberto Suárez Santos, Secretary General International Organisation of Employers and Ms. Cynthia Samuel Olonjuwon, Assistant Director General and Regional Director, ILO, Africa during the conference panel discussions.

Discussions during the conference generated resolutions which will provide policy guidance to the Federation on key issues including social dialogue, reform of the labour laws and industrial relations charter to be able to deal with the changing dynamics in enterprises and work.

Conference resolutions- Summary

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.

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 the intellectual property rights regime in Africa to protect Africa innovations and products

Skills

- 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.

Trade

- Advocate for strengthening of intra- Africa trade relationships – Africa should be able to do more business with herself including making Africa Continental Free Trade Area (ACFTA) agreement a reality and not just another nice policy document; Note that out of 53 Africa states have signed it and 25 have already ratified.
- Advocate for export value added products and services as opposed to exporting raw materials as it is happening now.

Women and Youths

- Advocate for enterprises to create avenues to integrate women and youth into their value chains.
- Affirmative action for women in Africa to take lead in private sector development and public policy.
- ILO commit to partner with BUSINESSAfrica to develop and support programs that prepare youths for the future of work.
- FKE and BUSINESSAfrica in collaboration with partners to develop proposals to secure funding to address women and youth Entrepreneurship.

Labour Migration

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

Publicly Funded Projects

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

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.

FKE 60th Anniversary Celebrations

Gala Dinner Celebrations (Cake Cutting & Dinner)



For six decades, FKE has strategically supported enterprises to grow and create employment.

We have offered to our members exceptional services and created a platform for advocacy of key concerns of employers in the areas of employment law and practice, labour relations, skills development and policy issues affecting business.

The 60th Anniversary provided an opportunity for us to celebrate with our members and partners and create new impetus for the journey ahead in a rapidly changing world.

As we dedicate this year to celebrate FKE's achievements, we held a gala dinner on the 26th of July at the Sarova Whitesands Hotel in Mombasa, where we recognised founding members and past chairmen and leaders who have helped us achieve our success over the years.

Several members events have taken place to highlight the achievements of the Federation and the role it plays in everyone's lives:

- Forum on Promoting Employment of Vulnerable Youth
- AGM Coast Branch
- AGM Rift Valley Branch
- AGM Western Kenya Branch
- 60th FKE National AGM
- Launch of Employer of the Year Awards

We hope you enjoyed the experience.



PLEASE ACCESS ALL THE CONFERENCE DISCUSSIONS ONLINE VIA OUR FACEBOOK PAGE:

<https://www.facebook.com/FKEkenya>
www.fke-kenya.org

Conference Pictorial

Group Photo of Conference Participants



FKE Leadership, Chief Guest, Government Officials and International Guests Arrive at the Conference



Press Briefing by the Chief Administrative Secretary, FKE National President, IOE Secretary General and FKE Executive Director



FKE National President and FKE Executive Director showing appreciation for FKE members who displayed their products & services



Delegates Following the Discussions



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NETWORKING TOUR

Conference Delegates Tour Fort Jesus



Conference Delegates Tour Bamburi Nature Walk



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FEDERATION OF KENYA EMPLOYERS

Click on link to view conference discussions, opening ceremony and panel discussions:

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