

**EMPLOYERS' ANNUAL CONFERENCE 2022**  
**SAROVA WHITESANDS, MOMBASA, 3rd - 4th March 2022**  
*THEME: Adapting to the Changing Labour Market.*

**CONFERENCE RESOLUTIONS**

**The Federation of Kenya Employers and Business Africa-Employers Confederation in collaboration with IOE and ILO held Employers Annual conference and resolved as follows:**

**A) Advancing the Abidjan Declaration 2019 in the face of the pandemic, and strategies for enterprise responsiveness in the changing Labour Market**

1. THAT there's need to protect private investments through education, health, and nutrition; protect, regulate, and develop markets by nudging them to the optimal path; improve domestic resource mobilization to finance development and targeted interventions; and adopt the 4<sup>th</sup> industrial revolutions being pivoted around through digital evolution.

*Action: Governments, Employers, Workers Union*

2. THAT market liberalization can go a long way in helping stabilize the economies. However, for this to be achieved, the markets have to be well governed.

*Action: Governments*

3. THAT full implementation of the longterm national, regional and continental strategies, policies and frameworks is critical for private sector development.

*Action: Government*

**B) Business Opportunities in AfCFTA and the Role of Employers' Organizations**

4. AfCFTA to establish mechanisms to collaborate with BUSINESSAfrica and Employers organizations in Africa.

*Action: AfCFTA Secretariat*

5. THAT African states work on adjustment and removal of tariffs and non-tariff barriers to trade in order to facilitate the boost for intra-Africa trade.

***Action: AU, Governments***

6. THAT there's need to improve the transport infrastructure between African countries to facilitate intra-Africa trade.

***Action: AU, Governments***

7. THAT AfCFTA has mapped four key available business opportunities or continental/ regional value chains in automotive sector, agro-processing (meat, fish), pharmaceutical and transport & logistics sectors. Enterprises are therefore called upon to consider these areas.

***Action: Enterprises***

8. THAT there's need to urgently formalize the informal sector which has currently employed over 80% of the working population in Africa.

***Action: Governments, Enterprises***

9. THAT together with harmonization of business, transport and migration regulatory frameworks, there's need for harmonization of language to ease cross border communication – possibly have a single African language of trade to facilitate intra-Africa trade.

***Action: AU, Governments***

10. THAT there's need to have the voice of cottage (Jua kali) industries, who make up the informal sector, on the table to discuss issues that will grow their enterprises and enable them supply beyond borders. This should be coupled with affordable credit and financing for quality innovations and sustainability & expansion of the industry.

***Action: Jua kali, Employers, Governments***

11. THAT African employers and Jua kali enterprises consider benchmarking with the best practices in the world such as 'Zero defect in India' for Jua kali

industries, Export Development Strategy in Togo, and AfCFTA Committee for guided entry into AfCFTA in Ivory Coast.

***Action: Governments, Jua kali enterprises***

12. THAT there's need for segmentation of core competencies among the African countries and institutionalize competitive advantage in what various African countries produce in mass and quality then trade with each other.

***Action: AU, Governments, Enterprises***

13. That AfCFTA strengthen its collaboration with BUSINESSAfrica and Employers in the implementation of AfCFTA

***Action: AfCFTA***

**C) The Role of TVET in Strengthening Industry Performance**

14. THAT the future is TVET, and countries need to invest in rebuilding the TVET infrastructure, improve management of education around the labour market realities for economic development.

***Action: Governments, TVETs***

15. THAT there's need for collaborative leadership between the industry and training institutions to enhance employability as well as quality of employees through skilling, reskilling and upskilling.

***Action: TVETs, Employers, Workers union***

16. THAT employer's organizations undertake skills gap assessment and advocate for skills development so that training is in tandem with market realities and needs.

***Action: Employers, Workers union***

17. THAT the industry comes on board to support curriculum development and assessment among the training institutions such as TVETs.

***Action: Training institutions, Employers***

## **D) Unleashing Labour Migration for Africa's Prosperity**

18. THAT social protection is an issue for the migrant workers and that there's need for Governments to establish social protection mechanisms that extend to the migrant workers.

*Action: Governments, Employers, Workers union*

19. THAT the Employers be at the negotiation table of bilateral agreements and discussion on issues to do with migration rather than the government negotiating alone.

*Action: Government, Employers, Workers union*

20. THAT there's need for skills audit, anticipation, and mapping to inform skilled labour migration tendencies and the next skill frontier.

*Action: Employers, Government, Workers union*

21. THAT there's need to regularize labour migration and have it work to the advantage of the African economies in skilling and spurring economic growth.

*Action: Employers, Government, Workers union*

## **E) Supporting Gender Equality and Women Advancement in the Changing Labour Market**

22. THAT there's need to formulate and implement policies and legislations aspiring to achieve gender equality.

*Action: Governments, Employers, Workers union*

23. THAT employers consider generating policies that grow women through leadership positions. Where training is needed, women should be trained to create spaces for women leadership.

*Action: Governments, Employers, Workers union*

24. THAT all the leaders (employers present in the room) step up and play a role in mainstreaming gender equality and make the world of work a place of equal opportunity.

*Action: Employers*

## **F) Conference Partners Commitments**

25. BUSINESSAfrica, FKE, IOE and ILO commit to follow up on the implementation of these resolutions.
26. BUSINESSAfrica and FKE to report on progress on implementation of the Africa Employers Conference resolutions annually.