

Namibian Employers' Federation



International Organisation of Employers  
Organisation Internationale des Employeurs  
Organización Internacional de Empleadores  
*The Global Voice of Business*



## CONFERENCE BROCHURE

ANNUAL CONFERENCE OF EMPLOYERS' ORGANISATIONS  
FROM EAST, CENTRAL AND SOUTHERN AFRICA

14-15 FEBRUARY 2017

PROTEA HOTEL, PELICAN BAY, WALVIS BAY, NAMIBIA



Co-funded by the European Union





## **EAST, CENTRAL & SOUTHERN AFRICA EMPLOYERS' ORGANISATIONS CONFERENCE**

### **“Training for Development and Job Creation, especially for the Youth”**

The East, Central and Southern Africa Employers' Organisations Conference is an annual gathering of employers' organisations to share best practices and to discuss topical issues of concern to employers. Members have been meeting since 1977. This year's conference is being hosted at Walvis Bay by the Namibian Employers' Federation (NEF). It is being held at a time of slowdown in economic growth in Africa after several years of sustained growth rates that made Africa the second fastest growing continent in the world after Asia. Falling commodity prices, the impact of the Ebola pandemic in West Africa, unrest in North Africa and increased insecurity have contributed to lowering growth rates in the continent.

Despite sustained economic growth, Africa has not managed to effectively address unemployment, especially among the youth. Youth unemployment has become a ticking time bomb for many countries. In Tunisia, the self-immolation of Mohamed Bouazizi, a young man who was trying to make ends meet, sparked the Arab Spring revolution. In 2016 alone, more than 5,000 energetic young Africans drowned in the Mediterranean as they tried to seek opportunities in Europe. Others have been recruited by extremist groups and constitute destabilising factors in Nigeria, Cameroon, Chad and Niger and Kenya.

These examples are a wake-up call for policymakers - that they need to do everything possible to make Africa's economic growth more inclusive to absorb the millions of young people that enter the job market each year. By 2050, the working age population of Africa will surpass that of India and China combined. This will mean that Africa will need to create even more jobs to absorb people entering the job market. The issue is not just about creating jobs but also making sure that the youth are equipped with the necessary skills to occupy the jobs. This means that education, vocational education and training, lifelong learning, apprenticeships, and internships are critical in skills development.

There is growing evidence that Africa now fully embraces the importance of skills development for youth development. Various initiatives are taking place at national level, which participants would no doubt want to share during the conference as well as describing the role employers are playing. At the international level, the Jobs for Africa Foundation seeks to sustain growth and accelerate the pace of job creation. The African Development Bank has launched the Jobs for Youth in Africa initiative and aims at creating 25 million jobs by the year 2030. The Jobs for Africa Foundation and the Jobs for Youth in Africa Initiative are in discussions with the ILO to build synergies.

To share experiences and to deliberate further on these issues, representatives of employers' organisations from East, Central and Southern Africa will meet in Walvis Bay, Namibia on 14-15 February 2017. The event is co-funded by the European Commission under the IOE-EU partnership project. Participants will be drawn from Angola, Botswana, Burundi, Democratic Republic of Congo, Djibouti, Ethiopia, Kenya, Lesotho, Madagascar, Malawi, Mauritius, Mozambique, Namibia, Rwanda, Seychelles, South Africa, Sudan, Swaziland, Tanzania, Uganda, Zambia and Zimbabwe.

International participants will be drawn from the International Labour Organization, the International Organisation of Employers and the Jobs for Africa Foundation.

## PROGRAMME

**Tuesday, 14 February 2017 – 08.30 – 17:00**

08.30 - 09:00	<i>Arrival and registration of participants</i>	
09.00 - 09.15	<i>Opening of the Conference</i>	Mr Tim Parkhouse, Secretary-General, Namibian Employers' Federation (NEF)
09.15 - 10.15	<i>Welcoming remarks</i>	Hon Cleophas Mutjavikua, Governor of Erongo Region  Mr Frederick Muia, Senior Adviser for Africa, International Organisation of Employers (IOE)  Ms Jacqueline Mugo, Secretary-General, Business Africa  Ms Hopolang Phororo, Director, ILO Office, Harare, Zimbabwe
	<i>Keynote address</i>	Mr Bro-Matthew Shinguadja, Permanent Secretary, Ministry of Labour, Industrial Relations and Employment Creation, Republic of Namibia
	<i>Vote of thanks</i>	His Worship, Mr Immanuel Wilfred, Mayor of Walvis Bay

### Group photo and refreshment break

#### Skills development for employment: setting the scene

10.45 - 13:00	<i>Introduction</i>	Ms Hopolang Phororo, Director, ILO Office, Harare, Zimbabwe
	<i>An overview of "Training for Development and Job Creation, especially for the Youth"</i>	Ms Ally Angula, Co-founder and Managing Director, Leap Namibia
	<i>Q&amp;A Session</i>	All
	<i>Government of the Republic of Namibia's plans and programs for the Youth</i>	Ms Daisry Mathias, Special Adviser to the President of the Republic of Namibia on Youth Matters and Enterprise Development

### Lunch

#### Creating more and better jobs

14:00 - 15:00	<i>Success stories in Namibia: Entrepreneurship, Youth Empowerment and Job Creation</i>	Ms Twapewa Kadhikwa, Managing Director, Xwama Cultural Village  Ms Mariane Akwenye, CEO, Nomad Spa  Mr Sam Shivute, Director, Banking Services, Bank of Namibia
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15:00 - 17:00	<i>Skills Development and Employment Promotion in Namibia – problems and suggestions on how to address them</i>	Mr Mandela Kapere, Executive Chairperson, National Youth Council of Namibia
	<i>The importance of Vocational Education and Training</i>	Mr Jeremy Muller, COSDEF, Namibia
	<i>Innovative training for Employability</i>	Mr Dirk Bellens, Young Africa (Namibia) Trust
	<i>Progress report from the Jobs for Africa Foundation and the Global Apprenticeships Network</i>	Mr Frederick Muia, Senior Adviser, IOE and Secretary of the Jobs for Africa Foundation

**Wednesday, 15 February 2017 – 09:00 – 13:00**

**Country Reports**

08:30 - 10:00	<i>Presentation of reports from the different countries</i>	All
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**Refreshment break**

10.30 - 12:15	<i>Continuation of country reports</i>	All
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**106<sup>th</sup> Session of the International Labour Conference, 5 – 7 June 2017**

12:15 - 12:45	<i>Presentation of the items on the ILC Agenda and key considerations for employers</i>	Mr Mthunzi Mdwaba, Regional Vice-President for Africa, International Organisation of Employers (IOE)
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**Closing session**

12:45 - 13:00	<i>Presentation of the Walvis Bay Declaration and vote of thanks</i>	Mr Elias Shikongo, President, NEF
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**Lunch**

14:00 -	<i>Visit to Hangana Seafood Plant and to the Dune 7</i>	
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