



Concept for Africa Employers Conference and Federation of Kenya Employers 60th Anniversary Celebrations

26th to 27th July 2019, at White Sands Hotel, Mombasa, Kenya

Theme: *“Shaping the Future of Work and Enterprises in Africa.”*

Introduction

The Africa Employers’ Conference and FKE 60th Anniversary Celebrations will take place on Friday, 26th and Saturday, 27th July 2019 at the Sarova Whitesands Hotel in Mombasa, Kenya. FKE and BUSINESSAfrica are excited to co-host this high level event in 2019. More than 200 policymakers and Industry Captains are expected to attend.

ABOUT FKE

The Federation of Kenya Employers (FKE) is the leading and most representative Employers Organisation in Kenya. It was established in 1959 under the Trade Unions Act Cap 233 (now repealed) to represent the collective interest of employers in Kenya.

FKE conducts advocacy for policy influence on behalf of employers at the tripartite level involving the Government, Employers and Trade Unions/workers. FKE has excellent working relationships with top organs in the sector and is represented on the board of the International Organization of Employers (IOE), International Labour Organization (ILO) and Business Africa – Employers Confederation.

Our mission is to improve the business environment for employers through advocacy, effective representation, social dialogue and provision of value add services.

ABOUT BUSINESSAfrica

BUSINESSAfrica is the 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 the recognized voice of Employers in Africa and mainly works 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.

FKE 60th Anniversary

For the past 60 years, FKE has represented the interests of employers and made significant contributions in fostering harmonious labour relations and labour productivity in Kenya and beyond. FKE's role, achievements and aspirations are captured in our simple tagline “the Voice of Employers.” This event provides an opportunity for us to take stock of where we have come from, re-energize and create new impetus for the journey ahead in a rapidly changing world. You have been part of our story and our journey.

Africa Employers Conference

Africa is a continent endowed with a large quantity of natural resources yet her people continue to languish in poverty. Why this contradiction? How can a people in a rich land languish in poverty, diseases and illiteracy for decades? What should the current generation do to change this narrative in their lifetime?

At BUSINESSAfrica we believe that supporting enterprise development to give quality employment to our people is the way out of poverty. Economic growth reaches most people through employment income. For the poor and vulnerable, jobs is the main way to improve their standard of living and escape poverty. Evidence shows that when people get jobs or can increase their earnings, their families can escape poverty. Conversely, when people lose a job or earnings, households can fall into poverty. Creating more better and inclusive jobs is central to the development agenda.

It is an agreed fact, that jobs can be transformational along three dimensions:

- Living standards: Poverty falls as people work their way out of hardship, especially in countries where the scope for redistribution is limited.
- Productivity: Efficiency increases as workers get better at what they do, as more productive jobs appear, and less productive ones disappear.
- Social cohesion: Societies flourish as jobs bring together people from different ethnic and social backgrounds and create a sense of opportunity and belonging.

Therefore measures that support creation of adequate jobs, improving the quality of jobs, protecting the existing jobs and building capacity of the Africa citizens to take on those jobs are at the heart of BUSINESSAfrica. In addition BUSINESSAfrica calls for measures that protect the vulnerable in the society without hurting the enterprises.

When you consider the transformations happening not just globally but also in Africa, it becomes imperative to discuss what we can do for Africa to move it to the next level. Some of the transformations include:

i. Technological transformations of workplaces and jobs

Technological advancements – artificial intelligence, automation and robotics are with us and will create new jobs. Africa is adopting technology to transform its operations.

For example as of 2017, we had 314 active Tech Hubs in 93 cities in 42 countries in Africa. South Africa had 54, Egypt 28, Kenya 27, Nigeria 23 and morocco 21 among others. Of the 314, 60% are incubators/accelerators, 12% coworking spaces and 28% other Tech Hubs.

Technology creates new opportunities and also disruptions to the existing order. For example it enhances more efficiency, transparency and effectiveness in operations. The quality and productivity of services and products will improve.

On disruptions, the activities that are repetitive in nature and are follow sequences, are likely to be automated as we move into the future. For example in Kenya mobile money has made it easier to carry out bank transactions without physically going to the banking halls. This has significantly reduced the number of bank tellers needed.

Technology also brings into play different workplaces as we move into the future. We see an expansion of virtual workplaces. This means there is need to relook at policies that guided the traditional workplaces to manage this emerging normal in the future of work.

The ILO Global Commission Report on the Future of Work observes that the results we desire in the world of work as we move into the future will not just happen; it will require us to take the right actions. There should be no alarming scenario or even panic about the future of work. The biggest question then is: what are the right actions for Africa to take?

We all agree that the adoption of technology in Africa should not be resisted, it should be embraced. Success stories on adoption of technology have shown that the society is better off by adopting technology than resisting it. The fear of adopting technology at enterprises is in most cases ill informed. For example, when the mobile money technology which was invented in Africa came into play, many stakeholders were really against it saying it will destroy a lot of jobs. BUSINESSAfrica and FKE advocated for the businesses and the communities to embrace it because is an African solution to African challenge. Today, it has created more quality jobs far much than those that were destroyed. It has supported many entrepreneurial activities and lifted millions out of poverty than it was envisioned.

But adoption of emerging technology requires taking corresponding action that will ensure achievement of the desired results for our people and our enterprises. What actions are these that Africa need to take as it adopts emerging technology?

ii. African population structure

The world is asymmetrically structured in favour of Africa. Africa is a youthful continent among aging continents. The median age in Africa is 19.5 years. As of 2017, 75.8% of people in Africa were below 35 years in age. Compare this with Europe which has only 40% and Asia which has 56% of their populations in the same age group. One conclusion emerges: Africa is the Future of the Global workforce.

Two opportunities present themselves: first, labour will be in Africa and therefore with unity and good business environment, Africa will be the industry of the world; second, Africa will be the supplier of the labour to the rest of the world.

As we supply the labour of the world, what frameworks and practices have we adopted for proper management of labour migration? We will continue to hear stories of gory things happening to our people when they migrate to take up employment opportunities in other regions of the world? What about those moving from one Africa state to another? Are we committed to supporting our enterprises and our people as they cross the borders? These are very pertinent issues that we need to address.

There is need for strategic investment into skilling Africa and also pushing for the legal and policy frameworks that will support this future. Africa should be a strong participant and influencer on any policy being put into place concerning the management of employment, labour, migration and trade. In fact Africa's position among the nations of the world should be, "nothing about us without us."

The key question is how can we make this happen? Are we able to strengthen our unity thus becoming an influential force that cannot be ignored? Can we coordinate our national dialogues and social dialogues in such a way that we can agree on common positions to push at global stage? What do we need to do to reach that?

iii. Migration trends

The single biggest driver of migration is the search for jobs and better wages: 80 per cent of migrants are migrant workers. The First Labour Migration Statistics Report in Africa¹ (2017) estimates that there are 18,000,000 African migrant workers within the continent. The International Labour Organization (ILO) estimated the number of migrant workers on the continent at 8.4 million in 2010, out of a total of 19.3 million migrants (persons living outside their country of origin) in Africa that year.² In 2010, the World Bank estimated that 77% of African people living in countries other than their birth place were from Sub-Saharan Africa.³ These figures typically omit the millions more Africans involved in short term, seasonal and

¹ Labour Migration Statistics Report in Africa (2017), 1st Edition, AU

² ILO, 2010. International Labour Migration A rights-based approach. International Labour Office, Geneva. P. 17

³ Bilateral Migration Matrix, World Bank, 2010

temporary migration, the hundreds of thousands of cross-border commercial and other mobile workers, as well as refugees and forcibly displaced persons joining the labour market.

As noted in several IOM studies, more than 80% of African migration takes place in Africa, i.e. is mainly intra-regional (mainly within West, East and Southern African regions) and inter-regional (from West Africa to Southern Africa, from East/Horn of Africa to Southern Africa and from Central Africa to Southern Africa and West Africa).⁴ The intra-regional migration proportion for Africa overall is estimated at 52.6%, comparable to 59% in Europe and 54.7% in Asia. However, Sub-Saharan Africa has a higher intra-regional rate estimated at 65%. This intra-regional mobility (migration within the region) represents more than four out of five migrants in The Economic Community of West African States (ECOWAS). The proportion moving within the same sub-region is close to 80% in West Africa, 65% in Southern Africa, 50% in Central Africa, 47% in East Africa, although only 20% in North Africa.

Where total emigration from Africa has increased substantially in the last decades in absolute terms, but the proportion of emigrants to total population is currently one of the lowest in the world, though with marked variations across countries. However, demographic imbalances between different parts of the world are expected to intensify, most prominently between countries in Africa.⁵

Socio-economic status, poverty, political, security, environmental as well as global structural causes all prompt migration within and from Africa, which will affect the national and regional labour markets. Demand for cross-border mobility will only increase in the future. Thus, effective governance of migration is a critical challenge to overcome by African states.

The whole of Africa desires that the opportunities be harnessed for the benefit of the people and enterprises of Africa. That is why you hear of bold initiatives like: “Buy Africa, build Africa”; calls to stop exporting raw materials and unprocessed commodities out of Africa; voices calling for transforming the informal enterprises and ventures into established formal business; demands for strengthening and enforcing patent laws and property rights; desire to make Free movement of persons, services, goods, capital and labour within Africa a reality and not just a talk and ink on paper; need to promote National dialogues and Social dialogue on challenges we face; and a call to Empower the Women in Africa. The Africa Employers Conference seeks to address these issues.

The discussions at the conference will be centered on the theme, “*Shaping the Future of Work and Enterprises in Africa.*” These interactions will be aimed at generating fresh resolve and inspiration and

⁴ Revised Migration Policy Framework for Africa, 2017

⁵ Ibid

generating frameworks for our role as employers, employers associations and business leaders now and in future. In particular the discussions will focus on:

1. *Transforming Africa into the global powerhouse of the future*
2. *Empowering Enterprises for Accelerated Job Creation in Africa*
3. *Repositioning Employers Organisations for the Enterprises of the Future.*
4. *Transforming Africa's informal enterprises*
5. *Transforming Africa's Labour migration*
6. *Skilling Africa for the Future of Work*
7. *Industrial Relations charter for the Future of Work and Enterprises*
8. *Legal and regulatory reforms in Labour Sector and their impact on the Future of Work and Enterprises*

Policymakers, captains of industry, CEOs of employers' organizations/business associations and international experts are expected to participate. Do not miss out!

Please note:

Discussions will be spiced up by a lot of fun and celebratory activities which include:

- A taste of Africa's fine cuisine during the cocktail, luncheons and gala dinners
- A feel of the magical Kenya's coastal white sands
- A tour of the old city – where Africa's history is brought to life
- Soothing entertainment; and
- Business Networking opportunities

And lastly, it is in Mombasa, the home of tourism. BUSINESSAfrica and Federation of Kenya Employers look forward to hosting you in Mombasa for this event.