

Regional Workshop on Skills Development Policy and Systems for Employers' Organisations from Sub Saharan Africa

25-26 April 2013

Johannesburg

1. Background

Skills development is an important tool for reducing poverty and enhancing productivity, competitiveness and employability. The important role of skills development for social and economic development and decent work is highlighted in a series of ILO discussions and conclusions, in particular, the Conclusions concerning human resources development (ILC, 2000), Human Resources Development Recommendation, 2004 (No. 195), the Global Employment Agenda adopted by the Governing Body in March 2003, the conclusions on promoting pathways to decent work for youth (ILC, 2005), the conclusions on the promotion of sustainable enterprises (ILC, 2007) and the conclusions on the skills for improved productivity, employment growth and development (ILC, 2008).

Employers play an important role in improving effectiveness and relevance of skills training. A high level 'African Employers' Conference' organized, in Johannesburg in April 2000, by the International Organization of Employers (IOE), the Pan- African Employers' Confederation (PEC), the ILO and Business Unity South Africa (BUSA) concluded that *'Improving education and training is a critical foundation for future social and economic advancement in Africa'*. The IOE submitted a statement on skills development to the G20 Labour Ministerial meeting, which in turn influenced the development of the G20 Training Strategy for Strong, Sustained and Balanced Growth. The ILO/G20 training strategy recommends that bringing together business and labour, government and training providers, at the local, industry and national levels, is an effective means of securing the relevance of training to the changing needs of enterprises and labour markets. It also states that institutions to sustain the involvement of employers and workers and their representative organizations are critical to keeping training relevant and ensuring that training costs and the gains of productivity improvement are shared equitably. The IOE continues to be very active in the G20 on the subject of human resources development, through the "B20" group. They presented an excellent statement on quality apprenticeships to the G20 Taskforce on Employment in Geneva in September 2012, and are starting to build an employers' network on apprenticeship.

Countries in the Sub-Saharan Africa are experiencing huge gaps between demand and supply of skills which is having adverse impact on employment, competitiveness and growth. Some important opportunities to close skills gap include increasing the participation of employers' organizations (EOs) and enterprises in policy making in planning, implementing, monitoring and evaluation of skills development programmes; and in increasing skills utilization and

providing opportunities for workplace learning. It is not only the ineffectual policy framework but also weak knowledge base and capacity of Employers organizations which hinder them in making useful contribution to bridge the skills gap to meet needs of industry. In most countries, strengthening the role of employers in all areas of skills development is a critical success factor of reforms to improve skills development systems so as to boost the productivity and competitiveness of enterprises, enable them to innovate and move from activities with low value-added to areas of higher value-added, and thus help diversify their economies and drive job growth.

2. Objectives

The specific objectives of the workshop is to strengthen the capacity of Employers' Organizations (EOs) and promote knowledge sharing on effective policies, strategies and programmes for skills development as well as on the role and contribution that employers should play in improving effectiveness and relevance of the skills training. The workshop will complement other activities to strengthen knowledge-sharing and networking among EOs in the region.

The workshop objectives strategically fits with the ILO's Strategic Policy Framework contributing to Outcome 2: Skills development increases the employability of workers, the competitiveness of enterprises, and the inclusiveness of growth and the Outcome 9: Employers have strong, independent and representative organisations. It is also aligned with the regional priorities and priorities of the governments and social partners which are expressed in the Decent Work Agenda in Africa (2007-15). One of the targets of the Decent Work Agenda in Africa (2007-15) is 'Closing the skills gap'.

3. Workshop participants

COUNTRY	NAME
Botswana	Mr. Dichaba MOLOBE, Director, Policy Advocacy, Botswana Confederation of Commerce, Industry and Manpower (BOCCIM)
Burkina Faso	Mr. Ferdinand ZOUNGRANA, Conseil National du Patronat Burkinabe (CNPB)
Cote d'Ivoire	Mr. Alemawor Kwaku Theodore HOEGAH, President de la Commission Sociale, Formation & Emploi. Egalement administrateur de la CGECI Mr. Sibahi Edouard LADOUYOU, Confederation Generale

	des Entreprises de Cote d'Ivoire (CGECI)
Ethiopia	Mr. Negalgne Muleta DEBELLA, Director, Ethiopia Employers Federation (EEF)
Gambia	Mr. Almami Fanding TAAL, Chief Executive Officer, Gambia Chamber Commerce and Industry (GNCCI)
Ghana	Mr. Victor Atta-Amponsah, Head of Human Resources Development, Ghana Employers Association (GEA)
Guinee	Mr. Mamadou DIAWARA, Secretaire General Adjoint, CNP
Kenya	Ms. Jacqueline Patience MUGO, Executive Director, Federation of Kenya Employers (FKE)
Lesotho	Ms. Lindiwe Sephomolo, Chief Executive Officer, Asoociation of Lesotho Eemployers and Business (ALEB)
Liberia	Mrs. Massa LANSANAH-RICHARDSON, Secretary General/Executive Director, Liberia Chamber of Commerce and Industry(LCC)
Malawi	Mr. Beyani MUNTHALI, Executive Director, Employers Consultative Association of Malawi (ECAM)
Mali	Mr. Tidiani COULIBALY, Conseil National Patronat (CNP) Mali
Mauritanie	Mr. Nagi ICHIDOU, UNPM
Mauritius	Mr. John Smith, HR Manager, Mauritius Oil Refineries Ltd (Mauritius Employers Federation)
Namibia	Ms. Redette Klazen, Namibia Employers Federation (NEF)
Niger	Ms. Georgette Mouskoura, Chargee de la formation-Appuis-Conseils, Conseil National du Patranat du Niger (CNP)
Nigeria	Mr. Olusegun OSHINOWO, Director General, Nigeria Employers Consultative Association (NECA)
Rwanda	Ms. Judith MUHONGERWA, Private Sector Federation (PSF)
Senegal	Mr. Alioune BA, Charge du Patronat du Senegal (CNP)
South Africa	Ms. Beverly JACK, Group Executive HR, Kelly Group &

	Member of – Business Unity South Africa (BUSA) Ms. Janet Lopes, Member of National Skills Authority (NSA) Mr. Percy Mongalo, Member of National Skills Authority (NSA) Mr. Dean Landmann, Education, Training & Transformation Manager at Master Builders Association North (MBS North) Ms. Peliwe Lolwana, Associate Professor & Director of Research in Education & Labour (REAL) Centre, Wits University
Swaziland	Ms. Fikile Nkosi, Federation of Swaziland Employers&Chamber of Commerce (FSE&CC) Ms. Buhle GINA, FSE&CC
Uganda	Mr. David LUKWAGO, Director, Employment Relations, Training & Consultancy- Federation of Uganda Employers (FUE)
Tanzania	Dr. Aggrey MLIMUKA, Executive Director, Association of Tanzania Employers (ATE)
Togo	Mr. Moktar Komi SOW, Secetaire General, Conseil National du Patronat du Togo (CNP-TOGO)
Zambia	Mr. Harrington Chibanda, Executive Director, Zambia Federation of Employers (ZFE) Mr. Hilary Chilala HAZELE, Economist/ Policy Analyst, ZFE
Zimbabwe	Mr. Antony MANDIWANZA, Group Chief Executive, Dairboard Holdings – President, Employers Confederation of Zimbabwe (EMCOZ)
German Embassy	Ms. S. Volk
SADC-Botswana	Mr. Arnold Chitambo, SADC Secretariat
Geneva-IOE	Mr. Federick Muia, IOE Senior Adviser for Africa
ILO Pretoria	Mr. Vic van Vuuren, Director Mr. Joni Musabayana, Deputy Director
ILO Geneva	Ms. Christine Evans-Klock, Director, EMP/Skills Mr. Michael Axmann, EMP/Skills

ILO Regional Office	Mr. Hezron Njuguna, Employers Specialist
ILO Dakar	Ms. Julie Kazagui, Employers Specialist
ILO Pretoria	Ms. Rose Anang, Employers Specialist Mr. Ashwani Aggarwal, Skills Employability Specialist Ms. Irene Maminze, Admin. Assistant
ILO Harare	Mr. Manzoor Khaliq, Chief Technical Adviser

4. Organising Units

ACTEMP in collaboration with EMP/SKILLS and DWT Pretoria.

5. Contents of the Workshop

Broad issues covered during the workshop will include:

- Skills policies and the ILO conceptual framework for an effective and relevant skills development system;
 - Policy coherence and coordination;
 - Skills mismatch;
 - Skills planning and quality assurance- Anticipating skills needs, employment services, developing standards, curricula and qualifications, assessment of skills, monitoring and evaluation;
 - Skills delivery- Public Private Partnership models for training institutions, integration of institutional and workplace learning, establishing high quality apprenticeship programme;
 - Sector skills councils;
 - Promoting gender equality and social inclusion;
 - Life long learning;
 - Financing;
 - Role that employers should play in skills development; and
- ILO Global Public-Private Knowledge Sharing Platform on Skills for Employment

6. Funding

ACTEMP, ROAF (RBSA), EMP/SKILLS and ILO Pretoria.

7. Conclusions of Workshop

There was a Skills Resolution developed by the employers for follow-up in driving skills development for competitive and productive enterprise development and growth.