



**nkelo
bantu**

FORUM REPORT

2022



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bantu**

NKELO BANTU is a platform that contributes to the development of the DRC's human capital through the improvement of working conditions at the level of human resources in companies. The platform brings together employees and employers around a social dialogue to highlight the challenges they face and create opportunities for both parties to ensure the sustainability of their businesses.

EXECUTIVE SUMMARY

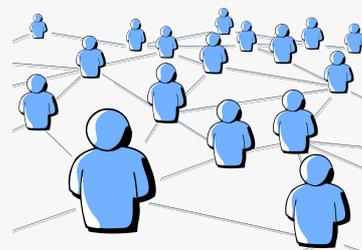
The third edition of the Nkelo Bantu summit organized by Sodeico Development, in partnership with the International Council of Swedish Industries (NIR), took place from Thursday October 6th to Saturday, October 8th, 2022 at the Kin Plaza Arjaan by Rotana hotel in Kinshasa, under the theme: "**Towards a highly performing DRC**".

Over three days, through round-table discussions, panels, workshops, and training sessions, this forum provided an opportunity to exchange ideas on the optimization of human capital, and to benefit from training on various topics, bringing together major economic players to discuss key issues for the country's future.

This third edition gathered :



54 panelists



300 corporate delegates



an audience of over 280 people,
including job seekers



1265 online participants

DAY 1



From left to right: Hagi Kaveh, Alessandra Cornale, Djo Moupondo, His Excellency Robert Rydberg, Irina Schoulgin-Nyoni, His Excellency the Ambassador of Sweden, Henrik Rasbrant, Mianda Hatton and Cornelia Gårdmark



PROGRAM

- Diaspora Round-table
- Media Round-table,
- Best practice case/ Konnect Africa.

DIASPORA ROUNDTABLE



MODERATOR



DJO MOUPONDO,
CEO of SODEICO Development &
Initiator of the Nkelo Bantu Project



SUMMARY

The main objective of the diaspora roundtable was to continue the work initiated during the diaspora workshop held during the second edition of the Nkelo Bantu forum, notably the elaboration of the outline of a diaspora proposal law project. Thus, the points that were discussed during this round table were: (1) issues of diversity regarding dual nationality and the diaspora, (2) identification of Congolese people abroad, and (3) the need to create opportunities to encourage the diaspora to invest in their country.



Diaspora Roundtable, Nkelo Bantu 2022



ACQUISITIONS

- Granting equal rights to Congolese citizens living abroad, those in the diaspora, and those holding another nationality.
- Finalizing a proposal law that could facilitate the return of the diaspora to strengthen local human capital and foster investments in the DRC.

MEDIA ROUNDTABLE



MODERATOR



PATIENT LIGODI
General Manager -
ACTUALITE.CD - Next Corp



SPEAKERS



Patrick Muyaya
Minister of Communication and Media
Government Spokesperson



Chantal Kanyimbo
CSAC Reporter



Albert Mboyo
Marketing and Communication
Director - Vodacom DRC



Gaby Kuba
President of the National Union
of the Congolese Press (UNPC)



Jean Marc Matwaki
Program Director - Radio Okapi



Papy Mboma
Director of Marketing and Sales
Operations /B-One



SUMMARY

This first meeting of influential figures in the Congolese media industry aimed to evaluate the media industry in the DRC, identify difficulties, and establish priority issues that need to be addressed. During this round-table, media stakeholders in the DRC discussed and found solutions to the issues and questions raised, such as:

- What obstacles keep our media from evolving?
- What is the reason for the lack of media content?
- What standards should TV and radio stations follow for the creation of quality content (lack of good regulation)?

MEDIA ROUNDTABLE



Media roundtable, Nkelo Bantu 2022



ACQUISITIONS

- Implementation of an absorption plan for students from IFASIC and other universities.
- It is planned to organize quarterly media roundtables, bringing together media professionals, business operators, media regulators, government, international organizations, etc.
- RTNC plans to work on its image, and to recruit 100 young journalists to rejuvenate its system and influence other media outlets
- Business operators are invited to invest more resources in advertising in the media
- As for the media, they need to focus on the quality of their content

BEST PRACTICE CASE KONNECT AFRICA



PRESENTER



MICHEL MUTAHALI,
Country Manager Konnect Africa



SUMMARY



Michel Mutahali
Country Manager Konnect Africa

Nkelo Bantu also highlights companies that are successful in their sector of activity. Thus, during this 3rd edition, the forum decided to highlight Konnect Africa, a satellite internet provider, in order to promote its achievements and objectives.

Represented by Michel Mutahali, Konnect Africa expressed its desire to democratize the Internet through its various packages targeted at individuals as well as businesses.

Michel Mutahali also demonstrated that Konnect Africa aims to establish itself as a key player in internet development in the DRC through its satellite solution, which allows it to offer its services even in the most remote areas of the country. This aligns with the annual theme of Nkelo Bantu, which aims to make the DRC a highly performing country.



DAY 2



Personal Development Panel: Career Management, Nkelo Batu 2023.



PROGRAM

- Panel on Personal Development: Career Management
- Workshop on women's leadership
- HR Training
- Panel on the impact of trade union in an employee's career: challenges and benefits.
- Panel on digital as an HR solution: the case of payroll

WORKSHOP ON WOMEN LEADERSHIP



MODERATORS



DJO MOUPONDO,
CEO of SODEICO
Development &
Initiator of Nkelo Bantu



MIANDA HATTON
Project Manager Nkelo Bantu



SUMMARY

This workshop was an opportunity to present and explain the **Great Lakes Women Leadership Initiative**, a training, coaching, and mentoring program that has been empowering young women to discover themselves and effectively contribute to the development of their communities through quality female leadership since 2022. This leadership program, initiated by **Nkelo Bantu** in collaboration with **Sodeico Academy**, is certified by the **National University** of San Diego.



Deborah Nyamugabo & Myra Dunoyer ,
GLWLI* beneficiaries cohort 1



ACQUISITIONS

- This program allows participants to discover themselves, to define themselves as leaders, to reach positions of responsibility, or to become business leaders.
- This panel allowed the different actors of the program (mentees, coaches and mentors) to get to know each other better and to promote the program by testifying about their contributions and their experience to Nkelo Bantu's participants.

HR BUSINESS PARTNERS TRAINING



MODERATOR



WILLIAM BEYA
Senior HR Manager
ERG Africa



SPEAKERS

Kuvuyuka Prince , Patrick Basume, Trésor Batena, Hemedi Christian Kasombo Esdras , Sedou Madi, Donny IDE, Berthe muika, Adam Ntumba, Michael Malamba , Kabeya jean , Matondo Moise, Tansia Hervé



SUMMARY



HR Training, Day 2, Nketo Bantu 2022

The purpose of this training was to highlight the human resources function, which consists of matching an organization's jobs with the skills of its employees. This involves many tasks such as contract management, payroll, recruitment, and individual and team skills development. Human resources are considered the human capital of a company. A good relationship between employer and employees has been retained as a fundamental criterion in this field.

PANEL ON THE IMPACT OF TRADE UNION IN AN EMPLOYEE'S CAREER



MODERATOR



HAGI KAVEH
People, sustainable
business of NIR



PANELISTS

- Charles Kumbi (Regional assistant Of metal)
- Modeste Ndongala (President UNTC)
- Nteba Soumano (ILO Country Director)
- Bernard Beya (President of the union - Orange DRC)
- Ephraim Kayoka (Senior Advisor to the President in charge of development)



SUMMARY

The purpose of this panel discussion was to highlight the benefits of trade unions on employee's career. Indeed, this representation of workers in companies aims to defend the rights and professional interests of individuals (employees).

In order to ensure a good management of human capital, it is therefore in the interest of each company to ensure the presence of a union organization that is efficient and operational.



From left to right: Hagi Kaveh, Nteba Soumano Ephraim Kayoka, Bernard Beya, Modeste Ndongala and Charles Kumbi

PANEL ON THE IMPACT OF TRADE UNION IN AN EMPLOYEE'S CAREER



ACQUISITIONS



Nteba Soumano, Country Director of the International Labour Organization (ILO),



Henri Désiré N'zouzi, Media & Diplomatic Consultant Global Speaker

- Anticipating and not neglecting the presence of trade unions in the workplace in order to understand the needs, realities, and challenges faced by both parties (employers/employees) in order to find appropriate solutions to identified issues.
- Promote social dialogue, which is a set of mechanisms within the company where interests of employees, employers and the government are confronted.

PANEL: DIGITAL AS AN HR SOLUTION - THE CASE OF PAYROLL



PANELISTS

- Raymond Mendy, Director of Silikin Village
- Samy Mwamba, Co-founder & Managing director - Itot Africa
- Deo Mangoma, SODEICO HR Director
- Félix Mangwangu, Co-Owner of Ishango Startups Center



SUMMARY



Raymond Mendy, Director of Silikin Village



Samy Mwamba, Co-founder & Managing director - Itot Africa

This panel aimed to present the benefits of HR digitization, such as time savings and improved productivity. The panelists focused on the impact of digital transformation on HR processes, in particular on the optimization of the quality of work life and the payroll process. Digitization applied to payroll is a notable organizational transformation that enables remote collaboration.

DAY 3



From left to right: Alessandra Cornale, Kaveh Hagi, Henri Désiré N'Zouzi & Djo Moupondo



PROGRAM

- Workshop on Sustainable Business Development
- Panel on people living with disabilities and other discriminatory factors in the workplace.
- Workshop - Labor Union
- Panel on the impact and understanding of women's leadership

WORKSHOP - SUSTAINABLE DEVELOPMENT OF COMPANIES



MODERATOR



Henri Désiré N'Zouzi,
Media & Diplomatic
Consultant Global Speaker



FACILITATORS

- Alessandra Cornale, Global program director at NIR
- Hagi Kaveh, People, sustainable business at NIR



SUMMARY



Alessandra Cornale and Hagi Kaveh

Equity for business development was at the heart of this workshop, during which the panelists expressed the importance of valuing dialogue (frank and open discussion, without judgment or condemnation) between employers and employees in order to promote equity.

Several points were discussed to better understand the concept of sustainable business development, so that it becomes part of the daily routine of every company.

PANEL: PEOPLE LIVING WITH DISABILITIES AND OTHER DISCRIMINATORY FACTORS IN THE WORKPLACE.



MODERATOR



PANELISTS



MON'S MOSENJU
Sports journalist

- Rachel Nyande Lukulu
- Francois Awounkeu
- Jacques Sambeya



SUMMARY



From left to right: Jacques Sambeya, Mon's Mosenju, Rachel Nyande Lukulu and François Awounkeu

If job opportunities in the formal sector are scarce and sometimes difficult, the difficulties of finding a job in the DRC are even greater for people living with disabilities.

This panel allowed stakeholders to express themselves freely on the current inclusion policy, which is unfortunately not very much applied because of conflicts related to discrimination. The open dialogue and active listening facilitated by this panel led to increased awareness and involvement of stakeholders in improving the situation of people living with disabilities.

PANEL: PEOPLE LIVING WITH DISABILITIES AND OTHER DISCRIMINATORY FACTORS IN THE WORKPLACE.



ACQUISITIONS



The government must ensure that people living with disabilities are represented in institutions.



The government must be involved in job creation to improve employability for people living with disabilities.



Legislative measures must be taken to promote the protection and rights of people living with disabilities.

WORKSHOP – SYNDICAT



MODERATORS



ALESSANDRA CORNALE
Global program director (NIR)



LAURA HAETEN
Country Coordinator Olof
Palme Center



SUMMARY

This workshop focused on discussions about strengthening the capacity of employees and promoting human rights within companies.



ACQUISITIONS

- Encouraging social events such as team-building activities to break down the barriers between employees and employers.
- Strengthening the ability to develop a sectoral strategy for skills development to eliminate all forms of discrimination.

PANEL ON THE IMPACT AND UNDERSTANDING OF WOMEN LEADERSHIP.



MODERATOR



MIANDA HATTON
Project Manager Nkelo Bantu



PANELISTS



Henrik Råsbrant
Ambassador of the Kingdom of
Sweden to the DRC



Clarisse Falanga
President of the Women & Stem
Foundation



Odia Kabakele
Fashion designer, President of
Temple of beauty



Djo Moupondo
CEO of SODEICO Development & Initiator of
the Nkelo Bantu Project



SUMMARY

Several points were discussed during this panel, including the implementation of female leadership, its impact, and areas of resistance. Additionally, maintaining women's self-confidence in the face of biases against female leadership related to African culture was an important theme during this panel.

PANEL ON THE IMPACT AND UNDERSTANDING OF WOMEN LEADERSHIP.



ACQUISITIONS

- The importance of investing in women as much as in men.
- Increasing the presence of women in decision-making positions



From left to right: Djo Moupondo, Mianda Hatton, Clarisse Falanga, Odia Kabakele and Ambassador Henrik Råsbrant, Nkelo Bantu 2022



nkelo bantu

Human capital is the driving force behind all global development.

With a population estimated at over 90 million, the Democratic Republic of Congo has enormous potential in human capital, a key resource whose valorization, development, and optimization will certainly lead to the development of the country and why not the African continent.

We are pleased to be able to contribute to this development with you by defining solutions to enhance the economic growth of the DRC through the improvement of the skill level and productivity of its human capital.

We look forward to seeing you soon for the next Nkelo Bantu edition!



OUR PARTNERS





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