

# Executive Director's Message



## The Employer of the Year Awards is back!

### Key Achievements :

1. *Advocacy on minimum wage*
2. *eWaaajiri Member Service Portal*
3. *Webinar on Facing the NSSF Act 2013*
4. *Regional AGMs*
5. *Launch of the Employer of the Year Awards*

### Dear Esteemed Members,

I hope this message finds you well and that you are enjoying the benefits of being part of our network. As we approach the end of the second quarter of 2023, I am pleased to provide you with an update on the initiatives taken by our organization in the first and second quarters of 2023.

As the job market continues to change and the challenges facing employers grow, we remain committed to providing you with knowledge to navigate these challenges successfully while we continue to push for a friendly business environment for Employers.

Firstly, we have continued to advocate for the interests and rights of employers on various bills and policies during this period with the aim of maintaining a stable business environment and harmonious industrial relations climate. The issues that we have addressed include minimum wage, labour laws, taxation, social security, trade policy and more.

In quarters 1 and 2, we successfully advocated for the interests of employers that affect our businesses through engagements with Hon. Florence Bore, Cabinet Secretary, Ministry of Labour and other levels of Government. We are glad to report that we successfully advocated for the Government to maintain the current wage level to protect jobs and promote the sustainability of enterprises.

Secondly, we have expanded our portfolio of services to meet the diverse and evolving needs of our members. We have diversified our training programs equipping you with knowledge that is in line with global workplace standards. This month we shall be training members on the Environmental Social Governance (ESG) Reporting Standard for Businesses. We also continue to serve you on our online platform eWaaajiri - The member service portal that aims to enhance your capacity and competitiveness, we thank all the members who continue to engage with us via the portal.

In addition to the above, we have also taken several strides to support you through organizing more online webinars including an Employers Webinar on Facing the NSSF Act 2013

Thirdly, I am pleased to share with you an update on the Annual General Meetings that have taken place so far this year. As you are aware, our aim is to bring together members from different regions across the country to discuss important issues affecting the business community and to ensure that our interests are represented at all levels of government.

Over the past few months, we have held successful AGMs in all regions i.e Mombasa, Kisumu and Nakuru. These meetings were an opportunity for members to network, exchange ideas and discuss challenges they are facing in their respective industries.

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Through these engagements, we have been able to identify key issues that require our attention and advocacy as a federation. Our aim is to ensure that we create an enabling environment for businesses to thrive and to contribute to the growth of the Kenyan economy.

We are committed to representing your interests and advocating for policies that will promote economic growth, create jobs and improve the business environment. We thank our members in the regions who participated in these AGMs and look forward to your attendance of our National AGM which will take place on June 27th 2023 at Kempinski Hotel, Nairobi.

Lastly, I am pleased to announce that we successfully launched the 4th edition of the Employer of the Year Awards (EYA) 2023 yesterday on May 16th 2023. The Employer of the Year Awards whose tagline is "Honoring Best Employers", is FKE's prestigious flagship event that aims to showcase and reward employers' best practices and innovations in the areas of Corporate Performance, People Management and Industrial Relations practices amongst employers in Kenya. Our goal is to raise and sustain productivity, enterprise performance and responsibility. We thank you for making time to attend the launch of the Award and encourage you to participate and showcase your excellence. Please see below more details on how to submit your assessment and sponsor the awards.

These are just some of the highlights of what we have done so far in 2023. We are proud of our achievements and we are grateful for your support and feedback. We are also aware of the challenges and opportunities that lie ahead and we are committed to working with you to overcome them . Together, we can make a positive difference for our businesses, our employees and our society.

Thank you!

**Jacqueline Mugo**  
**Executive Director & CEO**



## EMPLOYER OF THE YEAR AWARDS 2023

*"Honoring Best Employers"*

Employer of the Year Awards (EYA) is an initiative by the Federation of Kenya Employers that showcases and rewards best practices and innovations in the areas of Corporate Performance, People Management, and Industrial Relations practices amongst employers in Kenya.

The EYA Awards event celebrates employers who provide exceptional workplace environments for their employees, foster growth, and provide opportunities for employee development.

The employers' participation and assessment criteria of EYA have grown steadily since the Award's inception in 2017 becoming a learning platform for members.



Ms Jacqueline Mugo, Executive Director and CEO, FKE with past 2017 and 2018 Overall Winners of EYA -BAT- represented by Ms. Rachel Matendechere, Head of HR Operations at BAT for a photo session with the EYA trophy

## Who can participate in EYA?

Participation to these Awards is open to all FKE members of all sizes who wish to be recognized for implementing best- class business practices exercising the best Labour Practices.



From left, Mr Michael Macharia, national vice president FKE, Ms Jacqueline Mugo Executive Director and CEO FKE and Ms. Faith Wanderi, Managing Director Eastern and West Africa at Nielsen IQ

## The 2023 Employer of the Year Awards has 8 categories which include:

Leadership and Governance

Inclusiveness and Diversity

Corporate Performance

Work-Place Environment

Innovations and Productivity

Learning and Development

Responsible Business Conduct

Human Resource Practice  
and Industrial Relations

## Ranking

Winners of the EYA Awards will be categorized as; overall winner (Gold) 1st runner-up (Silver), 2nd runners up (Bronze), Overall Best SME and Category winners. This year we have identified Nielsen IQ as our assessment partner who will help in conducting the assessment. We therefore call upon Members to participate and accord them necessary support incase they reach out to you.





## Why participate in EYA?

By participating in Employer of the Year Awards, you will have a chance to enhance your brand recognition and reputation locally, regionally, and internationally. A comprehensive report will be generated on need basis and shared with participants to inform them about their processes and practices.

## How to submit an entry?

Participate in the ongoing assessment by submitting your entries through [www.eya-kenya.org](http://www.eya-kenya.org). The deadline for assessment submission is June 16th 2023.

## Sponsorship Opportunities

We have designed our sponsorship packages to accommodate each of our members. Please email [eya@fke-kenya.org](mailto:eya@fke-kenya.org) for more information on sponsorship.



Mr. Jacob Mengich, CEO Boresha Sacco with FKE’s Executive Director at the Launch



Ms. Purity Gichuru, Operations Director (Left) and Ms. Nancy Mwambili, HR & Admin Manager at LVCT Health (Right) with Ms. Jacqueline Mugo, Executive Director and CEO FKE during the Launch of EYA



Mr. Shabir Hakimji, HR Manager, Impala Glass Limited Joins the Executive Director, Ms. Jacqueline Mugo in showcasing the EYA trophy during the Launch



Moment of excitement! Some of the invited guest join Ms. Jacqueline Mugo, Executive Director & CEO FKE for a photo session after the EYA Launch



Do not miss out on this Premier Awards! Submit your entries today through [www.eya-kenya.org](http://www.eya-kenya.org)