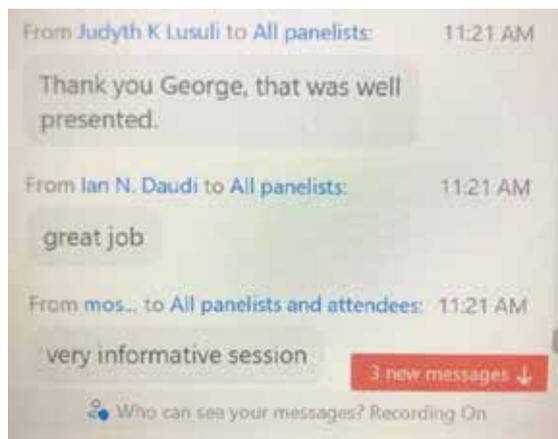


How are you Navigating the Legal Issues in employment for Effective Labour Relations?

The new normal dictates constant consultations with employees on many aspects. The underpinnings of employment equity, discrimination and other emerging issues are guided by the Constitution of Kenya 2010. The minimum terms & conditions of service are captured in the Employment Act, 2007 and further in the Labour Relations Act 2007.

The pandemic situation has plunged enterprises into uncharted waters which calls for urgent consultations on emerging issues such as changing terms of service, suspension of Collective Bargaining (CBA) or suspension of some clauses. This Masterclass was an eye opener for members to learn how they can utilize the Memorandum of Understanding in guiding social engagement considering the pandemic as well as declaring positions redundant while putting into consideration the cost of living as a benchmark for negotiations.

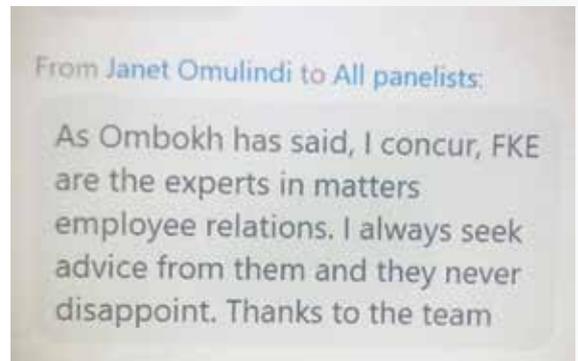


Most of the recurrent issues revolved around leave; forfeiture of annual leave, compassionate leave, maternity, etc. Further, FKE took participants through the module on Corporate Governance in relation to Industrial Relations. In summary members agreed that Corporate Governance should be all inclusive accommodating all employees with a view of enhancing employee relations. The purpose of this training was to give participants the chance to understand the goal and nature of corporate governance, its role in the management of employees and unions as well as assess its impact in industrial relations.

FKE Services

We wish to remind members that the Federation continues to offer the following services through our Legal and Industrial Relations and Consulting wing;

- Conciliation Services
- Development of Human Resources policies
- Review of Human Resources Manuals
- Member Advisory Services
- Capacity Building and Organizational Development
- Representation at the Labour office
- Representation in Court
- Board Level Representation



Occupational Safety and Health Training



Look out for our Occupational Health and Safety Training in the month of June.

This affordable training will cover the Essentials of OSH, how employers can organize the workplace to promote health and well - being of their employees for improved productivity. It shall further expound on some of the Health Policy Indicators.

Who can participate? All HR Practitioners, Line managers, Supervisors, Enterprise owners, Maintenance Officers, Production managers, OSH committee members, employee wellness officers among others.

All our OSH training are conducted in accordance with the Occupational Health and Safety Act 2007 and are re-imbursable by the National Industrial Training Authority (NITA).



FKE at the 18th National Prayer Breakfast

The Federation of Kenya Employers joined other national leaders in a National Prayer Breakfast hosted by the National Assembly at Parliament buildings. In this prayer meeting, the Executive Director Mrs. Jacqueline Mugo offered a prayer for Kenya. This was a sober moment for all leaders to put their differences aside, reflect on the past and current state of the nation and rally together to address the nations' challenges.

Find the prayer for Kenya on the FKE website
www.fke-kenya.org

Business perspective of Migration with focus on Africa

Business leaders in Africa on 27th May 2021, held consultations on a safe, orderly, and regular migration. This is on the basis that people are moving across Africa in search of opportunities where they can be productive. A safe and orderly movement will ensure prosperity and dignity of African Citizens.

The meeting was hosted by the International Organization for Employers (IOE) and the International Organization for Migration (IOM) and co-hosted by BUSINESSAfrica with the view of getting Business Perspectives on migration in Africa in preparation for the Africa Regional Review for the Global Compact for Safe, Orderly and Regular Migration (GCM) and the International Migration Review Forum (IMRF).

During this first BUSINESSAfrica – IOE – IOM meeting on the implementation of the GCM (adopted in December 2018 by the United Nations General Assembly) members and relevant stakeholders exchanged ideas on the issues facing their countries and regions on labour migration. They were encouraged to share best practices and recommendations they wish to see explored and potentially developed to facilitate skills migration at the regional, continental, and global level.

The opening sessions were graced by Mr. El Mahfoudh Megateli, Secretary General at Confédération Générale des Entreprises Algériennes, Mr. Stephen Obiro, Head of Advocacy, Consulting and Partnerships at FKE on behalf of Mrs. Jacqueline

Mugo, Secretary General of BUSINESSAfrica, and Aissata Kane, Senior Regional Advisor for Africa at IOM. They made brief remarks on the importance of having employers at the table when it comes to regulating labour migration.

Mrs. Kane underlined the critical role played by the private sector in economy recovery post the COVID-19 pandemic. She noted that this informed the need to strengthen the movement of migration. Mr. Obiro added that "No matter the direction of migration, it has to be regulated properly and leave no one behind!" Mr. Megateli deplored the slow process

of implementation of regulations and the lack of financing in this area. "Migration is a complex topic but with the right regulations, many issues could be avoided. It is therefore essential to adopt ethical recruitment and to invest in skills development." he said.

The Full Report can be retrieved from
www.businessafrica-emp.org

Employers Decry the Sad State of Industries

The Management Board of the Federation of Kenya Employers (FKE) on Friday 28th May 2021 held a press briefing at FKE Headquarters, Waajiri House to highlight some of the key concerns within the industry.

FKE's National President, Dr. Habil Olaka and the Chief Executive Officer, Mrs. Jacqueline Mugo addressed the media on the following issues.

- The Business Regulatory Environment in Kenya: The Ease of Doing Business, NHIF (Amendment) Bill 2021, Unemployment Insurance Fund, State of enterprises
- COVID-19 impact on micro enterprises.
- Effects of COVID -19 on Social Protection and the international Labour Organization's support in developing a social security system for Kenya.
- Urging Politicians to adopt Social Dialogue in conducting a campaigns ahead of the General Elections

The full statement can be extracted from
www.fke-kenya.org

FKE in the Media

The matters highlighted



CONTACT INFORMATION

OUR KEY CONTACT

The Executive Director / CEO
Federation of Kenya Employers
Waajiri Hse, Argwings Kodhek Road
P. O. Box 48311 – 00100, Nairobi
Tel: +254-2721929/48/4
Cell: +254 709 827 101/102
Email: fkehq@fke-kenya.org

Coast Branch

Ralli House
Nyerere Avenue, Mombasa
Tel: +254 41 2311112
Email: fkemsa@fke.org

Western Kenya Branch

Re - Insurance Plaza
Oginga Odinga Road, Kisumu
Tel: +254 57 2020620
Email: fkeksm@fke-kenya.org

Rift Valley Branch

Giddo Plaza, Ground Floor
Nakuru
Tel: +254 51 2216744/690
Email: fkenkr@fke-kenya.org

www.fke-kenya.org