



MINISTRY OF LABOUR AND SOCIAL PROTECTION

STATE DEPARTMENT FOR LABOUR

OFFICE OF THE PRINCIPAL SECRETARY

**TALKING NOTES BY THE PRINCIPAL SECRETARY,
STATE DEPARTMENT FOR LABOUR DURING THE
OFFICIAL LAUNCH OF THE MINISTRY STRATEGIC
PLAN 2018-2022 ON THURSDAY, 26TH SEPTEMBER,
2019 AT THE SAROVA PANAFRIC HOTEL, NAIROBI**

SEPTEMBER, 2019

The Cabinet Secretary, Ministry of Labour and Social Protection, who is also Acting Cabinet Secretary, The National Treasury and Planning

The Principal Secretary, State Department for Social Protection

Other Principal Secretaries present

Representatives of our Social Partners

Development Partners present

Representatives from Government Ministries, Departments and Agencies

Staff of the Ministry of Labour and Social Protection

Distinguished Guests

Ladies and Gentlemen,

- On behalf of the State Department for Labour, we are grateful and excited about this occasion during the launch of the Ministry of Labour and Social Protection Strategic Plan 2018-2022 and the State Department for Labour Strategic Plan for the same period.
- The State Department for Labour has the mandate of: promotion of harmonious industrial relations; safety and health at workplaces; employment promotion; industrial training; productivity management; national human resource planning and development; and registration and regulation of trade unions.
- The State Department has developed the Kenya National Labour Market Information System as an interactive repository for data and information on all facets of labour and employment. Related to this, was the implementation of several surveys to provide labour market data for evidence-based policies on national human resource planning and skills development. They include the National Survey of Training Institutions and the Informal Sector Skills and Occupations Survey.

- An institutional mechanism for Alternative Dispute Resolution (ADR) of labour and employment related disputes has been established by the State Department. ADR provides for an amicable, faster and cost-effective framework for settlement of disputes. It also tends to preserve social dialogue throughout and after resolution, hence its preference when handling labour and employment disputes.
- In the past year alone, the mechanism has been used to handle disputes between the Government (as an employer) and unions representing workers in the education, health and aviation sectors. The results have been very encouraging in fostering industrial peace in these essential sectors of the economy. The State Department for Labour has therefore appealed to Government Ministries, Departments and Agencies to adopt this method in resolution of industrial disputes.
- The State Department for Labour is establishing the National Occupational Safety and Health Institute as a regional Centre of Excellence in research and training on occupational safety and health. The Institute will play a key role in conducting studies and training on diagnosis and prevention of occupational accidents, injury and diseases, and rehabilitation of injured workers. This is a progressive and proactive approach to promotion of occupational safety and health.
- Targeted productivity improvement programmes are being implemented in sub-sectors that are strategic to the realization of the 'Big Four' Agenda. These include: livestock and dairy; textile; and leather sub-sectors.
- Streamlining of foreign employment has been carried out through: establishment of Labour Attaché Offices in Saudi Arabia, Qatar and United Arab Emirates to address labour migration issues; reforms in the registration and regulation of recruitment agencies to crack down on bogus and rogue agencies; negotiation and operationalization of three Bilateral labour agreements with Saudi Arabia, Qatar and the United Arab Emirates (UAE); initiation of bilateral negotiations with Kuwait, Bahrain, Lebanon, Jordan; and development and implementation of a pre-departure training programme which is mandatory for all migrant

workers. To date, over 20,000 prospective migrants have been trained through the programme.

- The State Department, through the National Industrial Training Authority (NITA) is undertaking skilling and certification of workers in the Construction Sector and upskilling of those in the Manufacturing sector with emphasis on the Textile and Apparel sub-sectors. This is part of its further contribution to the realization of the ‘Big Four’ Agenda.
- In addition to these, the State Department for Labour has identified five cross-cutting areas for strengthening in order to improve performance and realization of results. The areas are: Resource Mobilization; Monitoring of Budget Implementation; Business Processes Re-engineering; Automation of Services; and Visibility Strengthening. Focus on these areas was motivated by the need to ensure that pursuance of our core functions is anchored on a framework that is supportive of results and which can allow for actual monitoring of implementation.
- Already, the State Department held a very successful and promising Donor Roundtable Forum early this month as a priority strategy towards mobilizing additional resources. This, and more activities will be carried out to ensure that we realize our targets in an efficient and effective manner.
- On behalf of the State Department for Labour, I pledge our commitment to the implementation of the Strategic Plans being launched today. Together, we will strive towards realizing the goal of **“A Globally Competitive Workforce”** in Kenya.