



**MINISTRY OF LABOUR AND SOCIAL PROTECTION  
OFFICE OF THE CABINET SECRETARY**

**REMARKS BY**

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**CABINET SECRETARY**

**DURING THE HOME CARE GRADUATION**

**AT NITA ATHI RIVER**

**ON 2<sup>ND</sup> JUNE 2021**

The Chief Administrative Secretary, Hon. Jackson Kalla;  
P S , State Department for Labour, Eng. Peter Tum;  
Kajiado County Commissioner Mr. John Ondego  
Chairman, NITA Board; Dr. Kamau Gachigi;  
Chairperson, NEA Board Professor Grace Cheserek  
Acting D.G NEA, Madam. Edith Okoki  
NITA Board Members;  
DG NITA, Mr. Stephen Ogenga;  
NITA Staff Present;  
Ministry Staff Present;  
All distinguished guests present;  
Ladies and gentlemen;

### **Good Morning,**

I take this opportunity to thank all those who have found time to join me today as we honour these trainer of trainers in home care management programme who are graduating today.

### **Ladies and Gentlemen,**

Acquisition of relevant skills is one of the key drivers of change and development, and as we prepare for the future, we have to consistently bear in mind the global drivers of change that have a direct bearing on skills development. We must also bear in mind that a combination of different types of skills help workers to keep their employability high, be agile and resilient in the context of change.

Currently, NITA is conducting National trade test exams in 46 counties. The ongoing assessments exams, are geared towards supplying employable skills to the industry. This is important because, poor matching between skills supply and skills demand has many negative consequences for individuals, companies and the country at large.

At individual level, negative consequences such as high rate of unemployment may lead to the risk of social exclusion; increasing rates of criminality; rising inequality; lack of social cohesion; people accepting a job other than they are qualified for hence reducing their productivity; Lower wages; Loss of motivation and risk of losing or not finding a job.

At company's level, negative consequences such as; Lower return on investment and hiring difficulties are witnessed, while at the national level negative consequences such as lowering of national competitiveness and jeopardizing of foreign investments are also witnessed. It is therefore very important that there is a balance between skills supply and demand because eventually it lead to lowering unemployment which is largely a youth challenge.

In our country over **1.2 Million** youth graduate from various education and training institution every year, some with papers and other without having completed their studies. All of them join the labour market which had a capacity to absorb close to **800 thousand** workers before the onset of COVID-19 pandemic.

As a Ministry, we are cognisance of this challenge and are doing everything we can to address it. One of our strategy is vigorous promotion of labour migration. This year we have given ourselves a target of securing **30,000** job opportunities for our youth in foreign market.

In today's globalized world, labour migration has become an increasingly important policy issue, because of the immense socio-economic benefits that it offers to both countries of origin and destination. To the country of origin like Kenya, it is a source of employment and livelihoods for migrant

workers; and it also brings in much needed diaspora remittances to the country. By year 2020, the number of Kenyans in the diaspora were estimated at 4 million, bringing in **309 Billion** Kenya shillings to our country.

While we applaud this growth in our diaspora remittances, we are still way below our competitors in Africa like Egypt **2.96 Trillion**, Nigeria **1.7 Trillion** and Ghana **360 Billion**. Our focus now is to ensure that Kenya also benefit from Export of skilled labour, which attracts better remuneration.

As a Ministry, we are happy to partner with credible recruitment Agencies so that together we can double our diaspora remittances in the next one year. It is for this reason that earlier this month, I was in Eldoret to flag off a group of Kenya going to work in Qatar.

I want to ask all Kenyans seeking for job opportunity in foreign market to always confirm if the Employment Agency offering them the job opportunity is licenced by The National Employment Authority.

### **Ladies and Gentlemen,**

While our government has invested a lot in mainstreaming labour migration, we still face some challenges like lack of adequate pre departure training and orientation; inadequate Regulatory Framework for Private Employment Agencies leading to existence of unscrupulous recruitment agencies, trafficking in Persons, Smuggling of persons and Child Labour.

To address these challenges, My Ministry has developed a number of strategies which include but no limited to;

Development of a National Policy on Labour Migration and a Labour Migration Management Bill; Accreditation of private recruitment agencies through the National Employment Authority (NEA); developed pre-Departure Training and Orientation programmes; and launched Homecare management curriculum.

In particular, over the years, the demand for homecare workers has been growing both locally and internationally. Recognising this trend and the fact that most of those seeking to work in this sector did not have any formal skills, my ministry launched the Homecare Management Curriculum to guide competence development.

This curriculum is being used to guide training providers in this sector to train homecare workers who generally work in private households and institutions such as children's homes; hospitals; hostels; and boarding institutions.

The home care management course was designed to provide trainees with skills, knowledge and attitudes that will enable them perform and manage tasks in their work places easily and reduce possible areas of conflict with their employers.

It is my hope that those receiving training are taking this course seriously. I am particularly impressed by the fact that this course applies a competency based approach laying emphasis on practical work, and that trainee spends adequate time on practical lessons. This is what industrial skills acquisition is supposed to be implemented.

I also hope that NITA will start assessing and certifying those people with many years of working experience in this sector but who have no papers to prove the experience they have acquired. I am challenging NITA to make Recognition of Prior Learning real and practical, so that many people can come to NITA for assessment and award of certificates.

I am aware that many people, especially in the informal sector which employs 84 % of our workers, have acquired wide skills in course of their work, however these skills they have acquired are not transferable to other employers, because they have no papers to prove that they are skilled, this disadvantages them in salary negotiations. **I will need quarterly report on the number of people that NITA has assessed through Recognition of Prior Learning especially in the informal sector.**

**Ladies and Gentlemen,**

The Ministry is working to ensure that our Migrant workers get value for their work, however it has come to my attention that some Recruitment Agencies are trying to circumvent the requirement of homecare management training and are recruiting Kenya to go and work as casual, while in actual sense, those young men and women are ending up working in private homes.

To seal this loop hole, am directing NITA and NEA to ensure all those Kenyans going to work as homecare workers ,cleaners and casuals must go through pre-departure orientation. NEA should also ensure that just like homecare workers, casual workers and cleaners must also be approved through the musaned system.

In the long term, it is my hope that all workers going out of the country will first undertake pre-departure orientation, because once out there,

they are our ambassadors. I want Kenyans to understand that pre-departure orientation is important because it prepares migrant workers prior to departure to acquaint themselves to the new environment in the host country.

Today we are here to witness the graduation of this group of trainers who have successfully gone through the trainer of trainers program. I now expect that you will go and join those institutions that are already registered to train, and if your institution is not registered, I believe that now you have the requisite skills to train and all you need is to fulfil the other requirements so that your institution can also get registered.

With these numbers that NITA is training, there should be no complaints at all from Recruitment Agencies that they have no capacity to train their homecare workers. I have been informed by NITA management that now, the institutions so far registered have a capacity to train at least 10,000 workers. Recruitment Agencies should therefore take advantage and train their workers.

To the Trainer of Trainers graduating today, now you represent NITA and the Ministry of Labour everywhere you train, I expect you to be innovative and creative in applying what you have learnt to improve the knowledge and competencies of those that you will train.

I appeal to all stakeholders especially the training providers and recruitment Agencies to continue working together to ensure the effective implementation of this curriculum. This training will empower Kenyan migrant workers by offering them negotiating power for better terms and conditions of employment both locally and abroad.

It now my honour to officiate the graduation of the home care trainer of trainers April-May 2021 cohort.

**THANK YOU AND GOD BLESS YOU ALL**