

Employees and employers urged to dialogue for industrial peace.

16th july,2021

by Mary wangui

The government has encouraged employers and employees to embrace a culture of mutual understanding during negotiations for salaries and benefits to ensure both parties emerge winners.

The Cabinet Secretary for Labour and Social Protection Mr. Simon Chelugui blamed the job cut experienced in the recent past on the Covid-19 pandemic, saying many organizations had to make difficult decisions to remain in business.

Mr. Chelugui said although the situation led to reduction in productivity, companies had to re-adjust and came up with new strategies to cope with the pandemic.

The Cabinet Secretary said the National Industrial Training Authority (NITA) offers programs to skill and re-skill workers on craft and artisan courses and called on employees who wish to acquire or upgrade their skills to apply for training in the Authority.

The Cabinet Secretary who spoke during the inaugural Employee of The Year Award, said that effective human resource planning and development is critical in creating a competitive workforce for the country as envisioned in Kenya's vision 2030. The Cabinet Secretary said that every employee has a role to play for the country to industrialize.

Mr. Chelugui further said, because the economy cannot absorb all graduates entering into the labour market, the government is seeking for foreign markets to export the surplus skilled labour.

The Cabinet Secretary added, that government has developed a recovery plan after the Covid-19 pandemic that involves the establishment of an Unemployment Insurance Relief Fund, Kenya Migrant Welfare Fund and Occupational Disease Fund that aim to cushion workers who lose their jobs during calamity or epidemic.

The Funds also aims to provide short term relief to workers and their dependents from problems arising from loss of employment, and strengthen the country's social protection system. Mr Chelugui appealed to employers and employees to voluntarily contribute to the fund once its operational.