



MINISTRY OF LABOUR
OFFICE OF THE CABINET SECRETARY

SPEECH BY

HON. SIMON K. CHELUGUI
CABINET SECRETARY, MINISTRY OF LABOUR

DURING THE LAUNCH OF THE ALL HANDS PROJECT

HELD AT SAROVA WHITE SANDS - MOMBASA

15TH OCTOBER, 2021

The Principal Secretary, **Eng Peter Tum**

ILO Country Director **Mr. Wellington Chibebe**

The Members of the Board representing Workers **Dr. Francis Atwoli,**

Members of the Board representing Employers **Mrs. Jacqueline Mugo;**

USDOL-IR Officer **Ms. Scotti Margaret-Ann** (Joining us virtually from Washington)

ILO staff Present

Ministry Staff present,

The fourth Estate,

Ladies and Gentlemen

Good Morning

It is with great honour that I join you all this morning to launch the **ALL HANDS IN KENYA Project**, a four-year project funded by The Bureau of International Labour Affairs, through U.S. Department for Labour.

My ministry together with our social partners appreciate the support and collaboration we have continued to receive from the International Labour Organization, over the year. This project which we are launching today is a testament to this continued collaboration and partnership.

I am informed that this project being sponsored by US Department of Labour, Employment and Training, will run up to December 2024, and will among other activities; provide technical assistance to improve compliance with international labour standards and acceptable conditions of work, specifically within the tea and textile sectors; as well as increasing access to judicial and non-judicial remedies related to international labour standards and acceptable conditions for work.

This is a welcome development because the Tea sector is an important source of livelihoods to many farmers within Kenya and to persons employed to work within the tea value chain.

The sector is estimated to directly employ over 200,000 workers and indirectly over 2 million workers. This project has therefore targeted a key sector of our economy.

Similarly, under the Manufacturing Pillar of our Government **Big 4 Agenda**, the textile, apparel and cotton subsector has been identified as a key priority with the potential for high growth and economic impact.

The Government targets to create **500,000** new jobs in the cotton sector and **100,000** new jobs in the apparel sector. This is expected to be achieved, in part, through policy and incentive reviews, which include the

construction of 5 million square feet of industrial sheds, the planting of 200,000 hectares of cotton and the training of 50,000 youth and women in the sector under the National Industrial Training Authority under my Ministry.

I am therefore happy to see that this project is giving special focus on the tea and textile sub-sector, with a special focus on issues of discrimination, wages paid, hours worked, formalization of employment, and contractual relationships, just but to mention a few.

Ladies and Gentlemen,

Promotion of industrial Peace and harmony in the labour sector through social dialogue is one of the Key pillars in industrial relation. It is for this reason that My Ministry has operationalized the Alternative Dispute Resolution Mechanism (ADR).

I am happy to note that this project will assist in actualizing the ADR procedures by supporting development of the model procedures for workplace cooperation and workplace-level grievance-handling, particularly in the two sub-sectors of tea and textile.

The project will support capacity building of labour inspectorate to enable them effectively promote compliance of the law and improve the social dialogue to promote mutual understanding of labour rights and responsibilities in the two sectors.

I also appreciate the fact that this Project has prioritized support to the ongoing process of reviewing the Industrial Relations Charter of 1984, and development of an Industrial Relations Policy in consultation with our social partners, this has come at the right time so we can address the emerging issues related to the impact of the Covid-19 pandemic, and other changes in the labour market.

Ladies and Gentlemen,

The role of the National Labour Board is to advise the Cabinet Secretary for Labour on all matters relating to Labour and employment .I note that this project targets to strengthen the functions and structure of the existing tripartite bodies, by assessing the structure, functions and capacities of the National Labour Board and Sectoral wages council to improve their ability to promote effective social dialogue and industrial peace.

It is my understanding that the ALL IN HANDS Project will also support the National Labour Board to develop a **Code of Conduct and Practice**, which will provide detailed guidance to the tripartite partners, their staff and constituents, on the behaviour and conduct that will be needed to achieve the goals of the Industrial Relations Charter and the Policy.

I also take note of the project component targeting the mapping and assessing of the standard operating procedures and workflows for actions undertaken by labour inspectors, with a special focus on their enforcement powers.

This is a very welcome contribution because Harmonization of the procedures for all actions undertaken by labour inspectors such as; work place inspections, accident investigations, enforcement actions, complaints handling, among others, will help in defining timeframes and identify decision points that may create deviations, and hence affect the quality of service offered to the public.

My expectation is that from here, everyone will embark on the implementation of the activities enumerated in this project by setting realistic, achievable and time bound targets remembering the project timelines of December 2024.

I am happy to note that the Project has established a Tripartite Advisory Committee bringing together representative of Workers, Employers Organizations, Ministry of Labour and other relevant Government Institutions. The Committee will provide advice on the Project Strategies while ILO will provide leadership and expertise in respective fields of collaboration on specific long- term outcomes.

As I conclude, let me once again on behalf of My Ministry, I reiterate our appreciation to ILO for you continued support and pledge, to ensure that the benefits of this project are realized, so that there is improved compliance with international labour standards, and acceptable

conditions of work, not only in the sector identified in this project, but in all other sectors of our economy.

Let me also sincerely thank the US Department of Labour, Employment and Training who are sponsoring this project to the tune of USD 3,000,000. This is such a welcome gesture from our strategic partner, The Government of USA.

Finally, it is now my honour and duty to declare the **ALL IN HANDS** Project officially launched.

Thank you and God bless you all