



**MINISTRY OF LABOUR
OFFICE OF THE CABINET SECRETARY**

SPEECH BY

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DURING THE 26TH NATIONAL LABOUR BOARD MEETING

HELD AT SAROVA WHITE SANDS - MOMBASA

13TH OCTOBER, 2021

Chief Administrative Secretary, **Hon Jackson Kalla**
The Principal Secretary, **Eng Peter Tum**
The Chairman National Labour Board, **Mr. Shukri Barmadi**;
The Vice Chairperson, **Mr. Isacko Mamo**;
The Members of the Board representing Workers **Dr. Francis Atwoli**,
Members of the Board representing Employers **Mrs. Jacqueline Mugo**;
Independent Member of the Board **Mr. Stephen Alukureng**;
Other Boards Members,
Heads of Department;
Secretariat to the Board,
Ladies and Gentlemen

It gives me great pleasure to welcome you to this 26th National Labour Board meeting being held here in Mombasa. This meeting could have been held earlier were it not because of the restriction occasioned by the COVID-19 pandemic.

The role of the National Labour Board is to advise the Cabinet Secretary for Labour on all matters relating to Labour and employment. These include but not limited to; ILO Conventions that need to be ratified; general state of employment, training and manpower development in the country; appointment of members of the various council's; the setting of compensation benefits under the Work Injuries Benefits Act; productivity measurement and improvement; registration, suspension and deregistration of trade unions and employers' organizations; and any other matters related to these functions.

Ladies and Gentlemen

I note that the last National Labour Board meeting was in February 2020, this therefore means that the agenda for next two days is going to be heavy, but am happy because you are all equal to the task.

I note that the agenda items for discussion include; the status on finalization of the Kenya Decent Work Country Programme 2021-2024; the progress on the Draft National Wages and Remuneration policy; reports on the country's compliance with and consideration for ratification of the International Labour Standards; the report from the Sub-Committee on the Revocation of Recognition Agreement; Report for review and development of labour laws; and reports from heads of department in the Ministry.

Ladies and Gentlemen

The promulgation of the new constitution calls for alignment of the Employment Act 2007; the Labour Institutions Act 2007; and Labour Relations Act 2007 to the requirement of the constitution 2010. This is one of the task which this Board needs to take up immediately to ensure that the necessary amended are instituted for posterity. In this meeting, I expect discussion on all the necessary amendment to be tabled so that the secretariat is given timelines by the board.

For example I am aware that there are amendment which needs to be instituted touching Labour migration; giving the department of National Human Resource Planning and Development a legal mandate; establishment of Kenya Migrant welfare fund; Establishment of unemployment insurance fund; among others.

Ladies and Gentlemen,

Looking at the functions of this board, my expectation is that you will take a deep dive and analyze the way you have been conducting your business and come up with better and more productive ways of executing your mandate.

You need to have new and methods of promoting harmonious industrial Labour relations; promoting social dialogue and fair Labour practices; promotion of the fundamental principles and rights at work, just but to mention a few.

I am aware that the board has been working closely with the Ministry, social partners and International Labour Organization in development and finalization of the Strategic Plan 2021-2024 which will guide the Board in its activities. This is one of the documents I intend to launch towards the end of this week.

In the performance of you functions as a board, you are expected to have active committees which are required to meet regularly in order to be update the board on the emerging trends and challenges in the labour sector, I therefore expect that in this meeting you will evaluated your modus operadi and see if your committees are working to your expectations.

Ladies and Gentlemen,

To maintain harmonious labour relations, the board must be deliberate on the way in which it handles its clients. I am aware that of late the Board has been receiving request from the employers to revoke recognition agreements with the Trade Unions.

To address this new emerging threat, the Labour Department has come up with guidelines that will assist the Board in making decisions related to revocation of recognition agreements; and registration of new trade unions. Your valuable input on these regulations is therefore expected to guide in their finalization.

Ladies and Gentlemen,

As I conclude, let me assure you of my commitment and that of My Ministry in ensuring that this Board is provided with all the necessary support to enable it fulfils its functions effectively.

Once again, let me take this opportunity to wish you all excellent and fruitful deliberations during this meeting.

Thank you and God bless you all.