In 2007, the Government of Kenya enacted five new labour laws that were expected to guide labour practice in the country. Five Acts were reviewed including, Labour Institutions Act, Employment Act, Occupational Safety & Health Act and Labour Relations Act. Subsequently, employers were expected to implement the changes, and as a result, Federation of Kenya Employers (FKE) took time to train and help employers in understanding and implementing the laws. While these trainings are ongoing, the changes posed a shift from what employers have had in the past, as a basis for guidance and decision making concerning Human Resource.

The Federation having solid understanding and expertise of the new laws, their implications to business and experience in promoting good human resource management practices, is known to provide services in development and or review of Human Resource policies, manuals and procedures. We therefore ensure that the policies and manuals are aligned with the New Labour Laws, the constitution of Kenya, emerging issues in ELRC and the East African common market protocol for organizations that operate regionally. Employers have continuously and confidently found Human Resource management advice that befits their specific contexts from the Federation in order to benefit from good industrial relations practices.

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