

FKE BUSINESS AGENDA (2022-2027)

Dear Kenyans,



As we transition into new leadership, let us maintain focus on the real issues. Our nation's ambitions should be prioritized to ensure we fight against corruption, poverty, unemployment and economic slowdown. Peace is essential to ensure we promote the fertile grounds required for such reforms.

As employers, our priorities are elementary, and we call on the next government to improve the business environment as stated in the FKE Employers Business Agenda Below:

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EMPLOYERS BUSINESS AGENDA 2022-2027

This Business Agenda sets out advocacy priorities that employers in Kenya, want the government to focus on in the period 2022 to 2027. The proposals are a result of an indepth assessment of the Business environment and consultation with the employers and experts in matters of employment, labour relations, social policy and socio-economic development.

Kenya has since independence aspired to eliminate poverty, diseases, and ignorance. Each election is aimed at producing leaders that will enable Kenya to achieve this elusive goal. 2022 is such a moment. Kenya aspires to transform into a rapidly industrializing middle-income country by 2030. For this vision to be achieved, the Federation promotes growth of highly productive, resilient, and competitive private sector that creates adequate high-income employment and wealth in Kenya.

1 EMERGING NATIONAL CHALLENGES KENYA SHOULD ADDRESS

- a) High household poverty levels and driven by:
 - Fragile economy
 - High levels of underemployment and informality
 - High cost of living
 - Shrinking formal private sector employment opportunities
 - Stagnation and failing of MSMEs
 - Adverse effect of climate change
 - Poor implementation of national development plans

- b) Risk of outbreak of violence and social unrest driven by:
 - incidences of political intolerance
 - high levels of youth unemployment
 - perception of exclusion in development and public service opportunities
 - adversarial political rhetoric and discourse.

- c) Falling productivity and enterprise performance
 - Increasing casual culture and attitude
 - Erosion of character ethic and national values
 - Low standards and expectations
 - Low levels of skills in majority of the population
 - Adverse effect of covid-19 and geopolitical actions on businesses.
- d) Rights without a sense of responsibility and obligations.
- e) Weak alternative dispute resolution mechanism and social dialogue institutions

2 EMERGING OPPORTUNITIES KENYA NEEDS TO SEIZE.

- a) Strengthened regional and continental integration
- b) Enhanced role of labor movement and institutions in socioeconomic development
- c) Accelerated adoption of technology for efficient, quality, and economic public and private services delivery
- d) Strengthened implementation of the existing national development plans
- e) Strengthened devolution for improved service delivery
- f) Enhanced labour migration pattern out of the country

3 WHAT EMPLOYERS ASK THE GOVERNMENT IN THE 2022-2027 PERIOD

3.1 Accelerate post covid-19 socio-economic recovery

- i. Remove red-tapes and barriers to business operations and growth
- ii. Promote value addition, value chain development, market access and supply chain development
- iii. Develop skills that address labour market needs and employment creation
- iv. Boost productivity and facilitate business development through enhanced and simplified access to finance, quality information, and modern technology
- v. Develop effective, efficient, quality, and economic social protection system
- vi. Enhance efficiency and transparency in provision of government services
- vii. Establish County competitiveness index and MDAs scorecard on adherence to service delivery charter

3.2 Simple, predictable, stable, and coordinated policy and legal framework

- i. Full implementation of long-term national and county development plans
- i. Structured engagements and consultations between Employers and Government at all levels.
- i. Comprehensive review of the labour laws and the Industrial relations Charter
- i. Coordinated approach to public policy reforms (between

the National and county governments; among the county governments; and among the Ministries, Departments and Agencies (MDAs))

- i. Adequate transition period when new legislations are introduced in the labour sector.

3.3 Entrenched use of social dialogue in management of the economy

- i. Strengthen use of Alternative Dispute Resolution Mechanism (ADR) in resolving labour disputes and conflicts
- ii. Strengthen the tripartite labour institutions and labour administration system
- iii. Strengthen the labour movement and promote organized labour
- iv. Strengthen use of social dialogue in promotion of International Labour Standards, instruments, Conventions and Fair labour practices
- v. Strengthen use of social dialogue in resolving political disputes at all levels, disputes between county Governments and National Government, disputes among county Governments, Disputes among Ministries, Departments, and Agencies (MDAs) and disputes and conflicts among communities.

4 ABOUT FKE

The Federation of Kenya Employers (FKE) was established in 1959, under the Trade Unions Act Cap 233, now repealed and is the most representative and national employers' organization in Kenya. The members of the Federation employ more than 60% of all formal private sector employees in Kenya. The Federation represents the interests of employers at the tripartite level involving the Government, Employers and Workers, and serves as a platform for advocacy of key concerns of employers in the areas of employment, labor relations and social policy. In addition to representing Kenya employers at local level, the Federation also represents members at regional and international level including at East Africa Employers Organization, Confederation of IGAD Employers (CIE), BUSINESSAfrica-Employers Confederation, and International Organization of Employers (IOE), and International Labour Organization (ILO), and other global forums. FKE also provides members with value added services that address the emerging needs of the now dynamic labor market.

This is in partnership with:

