EMPLOYERS BUSINESS AGENDA (2022-2027)

Fellow Kenyans,

As we transition into a new political leadership, we must maintain focus on the real issues affecting Kenya. Our nation’s ambitions should be prioritized and addressed to ensure that the fight against corruption, poverty, unemployment, illiteracy, disease and economic slowdown is won.

Peace, unity, and civility are essential to the attainment of these national priorities. Employers are keen to work together with the incoming government to develop sustainable enterprises so as to create jobs and wealth for our people. To this end, employers have developed a Business Agenda that sets out our advocacy agenda and priorities which we urge the new government to focus on. These proposals are the result of an assessment of the business environment and wide consultations with employers, stakeholders and experts in matters of employment, labour relations, social policy and socioeconomic development. Kenya has since independence aspired to eliminate poverty, disease, and ignorance. Our hopes rise with each election as we seek to produce leaders who will help Kenya to achieve this elusive goal. 2022 is a defining moment. Kenya aspires to transform into a rapidly industrializing middle-income country by 2030. FKE’s contribution towards achieving this vision is to support the growth of a highly productive, resilient, and competitive private sector that can create adequate high-income employment and wealth in Kenya.

1 EMERGING CHALLENGES THAT KENYA SHOULD ADDRESS

a) High household poverty levels driven by:
   - Fragile economy
   - High levels of underemployment and informality
   - High cost of living
   - Shrinking formal private sector employment
   - Stagnation and collapse of MSMEs
   - Adverse effects of climate change
   - Poor implementation of national development plans
b) Weak Social Cohesion driven by:
   - Incidences of political intolerance
   - High levels of youth unemployment

c) Falling productivity and enterprise performance
   - Increasing casual culture and attitude
   - Erosion of ethics and national values
   - Low standards and expectations
   - Low levels of skills in majority of the population
   - Adverse effects of Covid-19 and geopolitical actions on businesses.

d) Weak alternative dispute resolution mechanism and social dialogue institutions

2 EMERGING OPPORTUNITIES KENYA SHOULD SEIZE.

a) Strengthened regional and continental integration
b) Enhanced role of labor relations and Social dialogue Institutions in socioeconomic development
c) Accelerated adoption of technology for efficient, quality, service delivery
d) Strengthened implementation of the existing National Development Plans
e) Strengthened Devolution for improved service delivery
f) Enhanced / well-regulated Labour Migration.

3 WHAT EMPLOYERS ASK OF THE GOVERNMENT

3.1 Accelerate post Covid-19 socio-economic recovery

i. Remove red-tape 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 employability
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
ii. Structured engagements and consultations between Employers and Government at all levels.
iii. Coordinated approach to public policy reforms at all levels (between the National and County governments; among the County governments; and among the Ministries, Departments and Agencies (MDAs))
iv. Adequate transition period for Employers whenever new Legislations are introduced in the labour sector.

3.3 Entrenched use of Social Dialogue in management of the economy

i. Enhanced use of Alternative Dispute Resolution Mechanism (ADR) in resolving labour disputes and conflicts
ii. Strengthen the tripartite labour institutions and labour administration systems
iii. Strengthen use of social dialogue in promotion of International Labour Standards, instruments, Conventions and Fair labour practices
iv. 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

For over sixty years, the Federation of Kenya Employers (FKE) has been the most representative and national employers’ organization in Kenya with strong national and global networks. The main role and mandate of FKE is representation, service provision and policy advocacy to influence the environment in which business is done in Kenya. The members of the Federation employ more than 60% of all formal private sector employees in Kenya. FKE represents the interests of employers at the tripartite level involving the Government, Employers and Workers, and serves as a platform for advocacy on key concerns of employers in the areas of employment, labor relations and social policy. In addition to representing Kenya’s employers at national level, the Federation also represents members at regional and international level including at East Africa Employers Organization, Confederation of IGAD Employers (CIE), BUSINESS Africa-Employers Confederation, 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 dynamic labor market.

This is in collaboration with: