

26th June, 2020

FKE Launches The Virtual Master Class Training Series



The Federation of Kenya Employers (FKE) on Thursday 25th June 2020 launched its first training programme since the first COVID -19 case was reported. This comes against the backdrop that employers globally have reported operational challenges arising from COVID -19. A survey conducted by FKE in April 2020 showed that employers are struggling with how to manage their contractual obligations and how to survive beyond the pandemic.

In response to these needs and feedback from members, FKE put in place various initiatives including;

- Advocacy on policy and taxation measures to cushion the industry among other direct interventions
- Entered into a Memorandum of Understanding with the Tripartite Social Partners to enhance social dialogue for protection of enterprises and jobs on a win - win basis
- Hosting free 11 Webinars on emerging issues to aid and guide members through this process
- Developing and issuing Protocols and Guidelines to guide employers on safe return to work
- Launch of virtual training for capacity development and reskilling of employees which will be a critical success factor in determining business recovery

The Executive Director, FKE Mrs. Jacqueline Mugo called upon the alumnae to espouse authentic leadership while being passionate about the things that matter and making a difference in these spaces.

While launching this first virtual training programme on *“Managing Employment Contracts During and Post COVID - 19”*, Mrs. Jacqueline Mugo, the Executive Director, FKE emphasised on the need for businesses to quickly assess and adopt appropriate capacity development plans to bridge the identified gaps.

The online course content presented by Ms. Grace Kanyiri, the Head of Industrial Relations and Legal Services at FKE captured the various types of contracts, employer obligations and the emerging trends and challenges in the management of these contracts during the pandemic period and beyond.

The course will run on a subsidised rate comprising three modules as follows;

Module 1- Types of Employment Contracts & Implications during and after COVID-19

Date: 25th June 2020

Module 2 – Approaches & Practices in managing Employment contracts.

Date: 02nd July 2020

Module 3 – Separation of Parties in Employment contracts.

Date: 09th July, 2020

Time: All to run between 10.00a.m. – 12 noon.

This first class attracted one hundred and forty (140) participants drawn from FKE membership and other stakeholders. The Federation of Kenya Employers will continue to offer innovative Learning and Development (L&D) programs to meet the needs of the enterprises and minimise risk of exposure.

Launch of the International Female Future Alumnae

The Federation of Kenya Employers joined other employer organizations from Norway, Tanzania, Ghana, Uganda and Tunisia in the launch of the International Female Future Alumnae.

In line with the riding theme *“Build Back Better in the Spirit of Female Future,”* the Alumnae program seeks to establish international relations and networks for personal growth and increase more women in board and management positions by making the network of IFFA available for national and international businesses. In the long run, the network aims to influence gender policies globally.

While launching the program Ms. Kristin Skogen Lund, the Chief Executive Officer (CEO) Schibsted ASA encouraged the alumnae members to remain open minded to opportunities and challenges in their environment. “Be courageous and believe in yourselves





Launch of the International Female Future Alumnae



Theme: **Build back better in the spirit of Female Future**

Date: **25th June 2020**

Time: **2:00pm**

Host: **Mrs. Jacqueline Mugo, E.B.S** - CEO/Executive Director

Guest Speaker: **Kristin Skogen Lund** - CEO Schibsted

Moderator: **Mary Nyaga** - Female Future Kenya Coordinator

Moreover, fifteen (15) participants from FKE's Cohort thirteen (13) graduated virtually during the launch. Hearty congratulations to all the Female Future Kenya graduates who are now open to join the alumnae program.

The Launch program was facilitated with support from the Confederation of Norwegian Enterprises (NHO) Ms. Tori, the Director of the Secretariat for Private Sector Development at NHO and Ms. Mary Nyaga Female Future Kenya Coordinator alongside the coordinators from Uganda, Tanzania, Tunisia and Ghana.

From Alumni Members

Ms. Angela Anyoti, ABSA Bank, Tanzania

Female Future has expanded my idea of my dream job. Upon going through the Female Future programme, my five key lessons are that I now pursue issues that matter most to me and not everyone else. I have become intentional about what I say yes to. I have also learnt to let go of the fear of taking risks. Accepting to accept that change is inevitable. Bonus lesson is that I now accept and seek feedback positively from friends, family and colleagues to enable me steer my life in a meaningful direction and continue to grow in the manner that I want.



Rose Taremwa, Country Office Manager Biodiversity International Uganda

I joined Female Future at a point of transition into a new company. FFP has helped me maintain a focussed career now in my 6th year and heading into a global position in the same company. It has helped me in purposeful networking spiritually, financial and social areas. It has broadened my thinking into various streams of income following my classes I have started farming, put up a retirement policy among others. More so, I now engage in activities that I am passionate about.

Emma Morrison, General Manager, Joy Brands for the Multimedia Group, Ghana

While joining the organization in a new position, in an organization with various brands to manage Female Future Program was useful in making me an effective leader and driving a sense of purpose for my team. I learnt to delegate and making my teams responsible to create a work-life balance. I am glad that this program has enabled us to know each other and share experiences for bettering ourselves and those we lead. I have learnt that there is always a way to anything, find it! Don't wait for opportunity to come knocking at your door, go out and give it direction.

Mariann Karisen, CEO, Sarpsborg Naeringsforening, Norway

In order to increase the numbers of women in boards, it is important to have formal board competence and understand the various governance laws in this aspect. I encourage all of us to take the challenge and contribute towards women empowerment for all the workers around us.

For more information on participating in the Female Future programme send your questions to fkehq@fke-kenya.org or Mary Nyaga, Female Future Kenya Coordinator on mnyagah@fke-kenya.org

WHAT SERVICES DOES THE FEDERATION OFFER?

The Federation offers the following services to employers/members:

- Labour Relations
- Legal Advisory and Representation
- Management Training
- Organizational Development (Capacity Building)
- Policy Research and Advocacy
- Management Consulting
- Information and Networking
- Partnerships and projects



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