Female Future leadership programme, held its first virtual meeting “Leading at a time of a Pandemic, What Remains Evergreen?” through the support of sister organisation, NHO-Norway and the facilitation of Guest speaker; Mr. Philip Thor. The intention of this meeting was to connect and share with the over 500 women who have gone through the Female Future program, in different countries. This successful initiative came up through the cooperation of the Female Future Country coordinators. On behalf of Kenya, Uganda, Tanzania, Ghana, Tunisia, and Norway, we thank you for joining us at the “What Remains Evergreen” Webinar Session.

A recording of the webinar is available on https://bit.ly/3enSbyW and presentation on the following key learnings;

What you will learn:

1. Leading at VUCA times
2. The Global Megatrends
3. What we know, what we don’t know, and what we are trying to figure out.
4. and, lots more to reflect on.

Please join us on the LinkedIn platform - International Female Future Alumnae, IFFA group.
7th Webinar

The Federation of Kenya Employers on 20th May 2020, brought together experts in various fields through its 7th Webinar to examine whether it is safe for Kenya to re-open itself for business. The panellist Kwame Owino, the Chief Executive Officer, Institute of Economic Affairs, Mike Macharia, Chief Executive Officer Kenya Association of Hotel Keepers and Caterers and Dr. Elizabeth Wala, Program Director, Health Systems Strengthening, AMREF Health in Africa, explored the economic, business and health perspective respectively.

Here is a brief of what participants had to say about Kenya’s preparedness to resume work;

1. Kenya’s capacity to test is very low in comparison to other countries. Therefore, the Government needs to enhance this so that the decision to resume work is based on adequate statistics.
2. According to data released by the Boston Consulting group, Kenya stands within the high infection category rate hence no need to rush to get back to work prematurely.
3. Tourism and hospitality industry is hardest hit since businesses had to close down immediately based on the trends from source markets like Europe and China.
4. To consider a revamp of products being offered. For instance, products that factor in the rules of social distances e.g. a hotel with capacity of 100 will not have the capacity to do so anymore.
5. Data capturing is essential. It is currently unclear whether Kenya is ready for restart, given limited available data on health care capacity and testing in the public.

UN @75 and IOE Webinar

The International Organisation of Employers (IOE) is the sole representative of business in social and employment policy debates taking place in the ILO, across the UN, G20 and other emerging forums. It represents interests from over 150 member countries. FKE is a member of IOE.

On 15th May 2020, FKE participated in a webinar with the United Nations (UN) and the International Organisation of Employers (IOE) that highlighted insights on measures implemented by other employer organizations globally and the need to highlight issues affecting the African Continent. The UN reviewed proposals for strengthening regional coordination and collaboration through their regional coordinators. IOE has provided resources for reference by employers during this period.

FKE members are encouraged to access the useful resources by accessing the latest IOE newsletter via this link https://www.ioe-emp.org/en/newsletters/en/newsletter-vol5-no1/

A Glance at the National Housing Development Fund Regulations

In a virtual court hearing session the Federation of Kenya Employers presented its pleading challenging the National Housing Levy Fund. The Ministry of Transport has released a proposed National Housing Development Fund Regulations 2020 and members are advised to send in their proposals, comments and views before Tuesday 26th May 2020. Inputs into the Memorandum can be submitted to PS, Housing.
FKE Making the Voice of Employers Heard in the Media

COVID-19: Labour Laws and the workplace in time of crisis

EMPLOYMENT TOWN HALL
Tuesday 7.30pm

Experts warn of long term corona effects on workers

Representatives from labour sector paint tough future long after virus containment.

By Allan Mangal

The end of the coronavirus pandemic might not mean an end to the devastation that the disease is causing at workplaces, experts in the labour sector have warned. They say restarting the economy and revival of companies that have closed down as a result of the pandemic may lead to loss of more jobs even as Kenyans remain inside the homes that the spread will be contained soon.

In a discussion of the state of the workplace during the coronavirus pandemic aired on KTN News on Tuesday night, the Central Organisation of Trade Unions (Cotu) said there could be further devastation even if the pandemic is arrested.

Grace Kamuri, head of Industrial Relations and Legal Services, said that employers lacked safety nets against the pandemic that would impact heavily on laid-off workers.

“Post-Covid 19 will be challenging because employers will be reviving businesses yet they do not have a cushion that they can fall back on,” said Ms Kamuri.

Even grimmer, she said, the pandemic was revealing some of the weaknesses that could lead to further devastation for workers.

“Because of the coronavirus we are seeing some of the idle resources that we have. You have people at the workplace but what is their productivity?”

Kiplangat said there has been a disruption of many of the legal entitlements of employees but the pandemic is not an excuse for suspension of employees’ rights.

“We have come up with guidelines that could be used by the employers and employees to guide how we will move forward past the pandemic.”

Semedri Obwole

2.3m workers at risk of losing medical cover, warns FKE

At least 2.3 million workers may not benefit from medical cover provided by their employers if the Covid-19 pandemic persists, the employers’ lobby has warned.

The Federation of Kenya Employers (FKE) in its submission to the Senate Ad-hoc Committee on Covid 19 stated that the provision of medical covers to employees may not be tenable

FKE chief executive Jacqueline Mugo told the Johnson Suka-led committee that most members of the federation are currently in distress due to the effects of the coronavirus.

“Most employers have opted to give their employees unpaid leave. However unpaid leave only affects basic pay, medical and other fringe benefits will must be catered for by the employer. This may not be tenable in the long run,” Ms Mugo told the committee.

“The extent of insurance coverage on Covid-19 and related illnesses should be made transparent.”

Currently FKE has a membership of 1,500 enterprises, representing about 2.3 million employees. Coupled with the recent loss of jobs in the country due to the pandemic, millions out on medical cover may further pile misery on the already strained workers.

Workers globally are struggling after their livelihoods were destroyed by social distancing rules and lockdowns enforced in various countries to control the spread of the disease.

In a bid to retain at least 20% of the workforce, some employers have sent their staff home while others have subjected employees to pay cuts as high as 50 per cent following a dip in revenues.

A Labour ministry report last month indicates that so far 120,000 jobs in the formal sector have been lost in the country since the first coronavirus case was reported in March.
FKE membership is open to all employers of all sizes registered to do business in Kenya.

**All you need to do is;**

- Fill in the membership form and attach a Certificate of Incorporation
- Return the form to FKE offices with the appropriate subscription amount addressed to Federation of Kenya Employers.
- A new member will receive a receipt immediately and a Membership Certificate issued after 2 weeks.

The Federation offers the following services to employers/members:

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