



**MINISTRY OF LABOUR AND SOCIAL PROTECTION
OFFICE OF THE CABINET SECRETARY**

REMARKS

BY HON. FLORENCE BORE

**CABINET SECRETARY, MINISTRY OF LABOUR AND
SOCIAL PROTECTION**

**DURING THE OFFICIAL BRIEFING SESSION WITH
THE BOARD OF TRUSTEES AND MANAGEMENT OF
THE NATIONAL SOCIAL SECURITY FUND (NSSF)**

**HELD IN THE 7TH FLOOR BOARDROOM, BLOCK 'A',
SOCIAL SECURITY HOUSE**

WEDNESDAY, 9TH NOVEMBER, 2022

**The Principal Secretary, State Department for Labour and Skills Development,
Eng. Peter K. Tum, C.B.S.**

**The Secretary of Administration, State Department for Labour and Skills
Development, Dr. William Kiprono, E.B.S.**

Heads of Department present today

Staff from the Ministry of Labour and Social Protection

Ladies and Gentlemen

Good morning and welcome to this briefing meeting with the Heads of Department in the State Department for Labour and Skills Development.

As we are all aware, in the recent past the Ministry has undergone restructuring as per the Executive Order No. 1 of 2022 which reorganized the Ministry into two State Departments namely the State Department for Labour and Skills Development and the State Department for Social Security and Protection.

As per the Executive Order, the mandate of the State Department for Labour and Skills Development includes: National Labour and Employment Policy Management; Industrial Relations Management; National Labour Productivity and Competitiveness; National Human Resource Planning and Development; Child Labour Policy and Regulations Management; Skills Development; Coordination of labour migration management including development of a legal and institutional framework for labour migration; Workplace Inspections; Promotion of Occupational Health and Safety at Work; and Provision of Labour market information among others.

The State Department has received additional new institutions namely the Department for Post-Skills Training, the Kenyan Migrant Workers Welfare Fund and the National Skills Development Fund. Transfer of the

Department for Post-Skills Training into this Ministry is at advanced stages while establishment of the two Funds is ongoing.

It should be noted that the Manifesto of the current Government has prioritized the establishment of these two funds to ensure that migrant workers welfare and rights are protected and to create an enabling environment for our youth to enhance their employability through skills development.

I have already issued directives towards ensuring that the three processes of transferring the department and establishing the funds are fast-tracked to ensure that the Ministry is capable of delivering on its mandate fully.

Ladies and Gentlemen

I am also privy to the fact that the development of the Labour and Employment Sector Plan 2023-2027 of the Fourth Medium Term Plan has been finalized and also further aligned to the Manifesto of the current government. These documents will form the basis for developmental planning, monitoring and reporting in the medium and it is important that we are all conversant with them.

I am further aware that the Ministry's Strategic Plan for the 2017-2022 period is coming to an end in June, 2023. There is need for the Ministry to commence development of the next generation Strategic Plan for the 2023-2027 period to ensure seamless transition. Towards this, I wish to be provided with an evaluation report on implementation of the current Strategic Plan in readiness for development of the 2023-2027 Plan.

During the preliminary briefings which I have already been given, it has been brought to my attention that the State Department for Labour and Skills Development is currently understaffed. The State Department is

operating with a staff capacity of 51.63% of the staff establishment which is less than the optimal level of 55%.

The most affected is the Office of Registrar of Trade Unions which faces a shortage of technical officers. I am aware that the vacant positions in the authorised establishment for this department have been declared to the Public Service Commission (PSC) for filling.

The Human Resource Management and Development Unit needs to follow-up on recruitment of additional staff through my office. It's important to note that people are always an organization's most valuable asset and it's difficult for any organization to effectively execute their mandate without adequate human resource.

Ladies and Gentlemen

The Labour and Employment sector plays a critical role as an enabler for Kenya's economic growth and development, and is a foundation for national transformation by ensuring that all Kenyans have access to full and productive employment and decent work.

I note the significant strides the Ministry has made in the recent past towards achieving these aspirations and indeed congratulate you all and the outgoing leadership for the milestones you realized.

To build on these results and bearing in mind the current economic shocks in the sector while recognizing the priorities of the current government, my office has prioritized areas during my tenure which I will focus on for optimal impact and delivery of results to Kenyans. These priority areas are:

- Promotion of jobs creation through a multi-sectoral and multi-stakeholder approach. This will involve collaborations with relevant

Government agencies, the private sector and development partners to promote creation of jobs for our ever-increasing labourforce.

- Review of the current labour laws to align them to emerging issues, international best standards and the Constitution of Kenya, 2010. This will also go a long way in curbing the piecemeal amendments due to various gaps emerging in implementation of the labour laws.
- Restructuring and institutionalizing of National Labour Board and Wages Councils.
- Operationalization of the Alternative Dispute Resolution Mechanism to provide speedy resolution of Labour disputes including the developing of Rule and Regulations for its operation. This will go a long way in providing an institutionalized mechanism for social dialogue for resolving industrial disputes.
- Protection of the rights and welfare of Kenyan Migrant workers through various initiatives including:
 - Carrying out a fact-finding mission in the Middle East and the Gulf Cooperation Council countries to establish the causes of the high incidences of distress for the Kenyan Migrant Workers in the region.
 - Finalization of the National Policy on Labour Migration and the Labour Migration Management Bill.
 - Establishment and operationalization of the Kenya Migrant Workers Welfare Fund.
 - Establishment of safe houses for Kenyan Migrant Workers in key countries of destination.

- Establishment of additional Labour Attaché Offices in key labour destination countries.
- Review of existing Bilateral Labour Agreements and Memorandums of Understanding (MOUs) on Labour Migration and finalization of Agreements in new labour markets for migrant workers.
- Completion of the construction and equipping of the National Occupational Safety and Health Institute.
- Establishment of the Work Injury Social Insurance Scheme (WISIS) to transform the current employer “blame-based” work injury compensation system to an all-inclusive social based work injury insurance system.
- Development and implementation of an integrated National Productivity Management Strategy to enhance awareness, implementation of productivity improvement programmes at establishment levels, county, sectoral and national productivity measurement and enhance the and competitiveness.

Ladies and Gentlemen

During this meeting, I hope to be apprised on implementation of the programmes and projects under the State Department and the progress in implementation of the Performance Contract for the Financial Year 2022/23.

Going forward, my office will expect to receive quarterly updates on implementation of the performance contract and in particular any challenges and gaps which will require my attention.

As we collectively embark on the critical task of implementing projects and programmes, I encourage you all to build synergies with relevant institutions, within and outside the Government to ensure that there is quality and efficient service delivery to all Kenyans and that we deliver on the Government's Development Agenda.

I recognize that building some of these linkages and collaborations will require the assistance of my office. Towards this, I give a commitment of an open-door policy for consultations and provision of any support through my office when required.

Thank you and God bless you.