



PROMOTING SOCIAL DIALOGUE IN KENYA THROUGH STAKEHOLDER ENGAGEMENT AND CAPACITY BUILDING

CONTEXT

Social dialogue is a key instrument for achieving a broad range of societal goals, including reducing poverty and inequality, improving the resilience of education and training systems, increasing productivity and fostering economic growth. As such, social dialogue plays a key role in realising decent work and advancing social inclusion worldwide.

In Kenya, the Ministry of Labour is responsible for implementing national labour regulations and policies, as well as endorsing international conventions and recommendations. The Federation of Kenya Employers (FKE) is the national umbrella body and the voice of employers in the country. The workers are represented by the Central Organisation of Trade Unions (COTU-K). The government and social partners come together in the National Labour Board, a tripartite body that is mandated to advise the Minister on labour legislation and related matters.

The Kenya Vision 2030 recognises the importance of tripartism and social dialogue in promoting industrial harmony, organisational productivity and competitiveness, employment creation, and economic growth. Tripartite partners have committed to strengthening the country's social dialogue institutions, improving the capacity of workers' and employers' organisations to engage in inclusive social dialogue, and to advancing the fundamental principles and rights at work.

Despite these strengths and positive frameworks, effective social dialogue is weakened by a large informal economy covering 87% of total employment and further hampered by a lack in the technical capacity of social partners to negotiate in an environment of mutual trust.



THE PROJECT'S OBJECTIVES

In this context a new project under the [Global Deal for Decent Work and Inclusive Growth](#) aims at supporting the government and social partners in Kenya to address these barriers, reduce gaps in decent work and improve working conditions. Funding for this Global Deal project is provided by the European Commission's Directorate-General for Employment, Social Affairs and Inclusion.

The project will:

- Generate evidence-based knowledge on the status of social dialogue and industrial relations in Kenya.
- Strengthen the capacity of the National Labour Board through the delivery of training aimed at enhancing the effectiveness and inclusiveness of the institution.
- Foster peer-learning among tripartite partners and raise awareness about the benefits of social dialogue for decent work and inclusive growth.

The project will leverage the Global Deal multi-stakeholder partnership, which includes over 135 governments, businesses and employers' organisations, trade unions and civil society organisations.

The EU and Kenya have concluded the negotiations for an Economic Partnership Agreement (EPA). Strengthening social dialogue in Kenya will also help the country to meet the sustainability provisions included in the EPA in terms of advancing human and labour rights and contributing to sustainable development through promoting compliance with core ILS.

KEY OUTPUTS

- A contextual study on the status of social dialogue and industrial relations in Kenya, and two good practice case studies for the [Global Deal repository](#).
- An in-person training dedicated to enhancing the capacity of the National Labour Board's members and staff to engage in and promote effective and inclusive social dialogue.
- A final in-person high-level conference to raise awareness about the benefits of social dialogue, and to facilitate a tripartite commitment and action plan aimed at accelerating the ratification of, implementation, and compliance with ILS on social dialogue.

