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THE NATIONAL ASSEMBLY

THIRTEENTH PARLIAMENT - THIRD SESSION

DEPARTMENTAL COMMITTEE ON LABOUR

REPORT

ON THE GLOBAL LABOUR MARKET CONFERENCE IN RIYADH, KINGDOM OF  
SAUDI ARABIA

FROM 10<sup>TH</sup> – 17<sup>TH</sup> DECEMBER 2023

Directorate of Departmental Committees

Clerk's Chambers

Parliament Buildings

NAIROBI

THE NATIONAL ASSEMBLY PAPERS LAID	
DATE: 09 APR 2024	DAY: TUE
TABLED BY:	Hon. Eric Karemba, MP Chairperson, D.C. on Labour
AT THE TABLE:	Anne Shibuko

April, 2024

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## ABBREVIATIONS AND ACRONYMS

AI	-	Artificial Intelligence
GLMC	-	Global Labour Market Conference
ILO	-	International Labour Organization
SECO	-	Swiss State Secretariat for Economic Affairs
MHRSD	-	The Ministry of Human Resources and Social Development
NEA	-	National Employment Authority
NSSF	-	National Social Security Fund
CEO	-	Chief Executive Officer
MRI	-	Mindset, Review and Institutional Engagement
CGTN	-	China Global Television Network

## CHAIRPERSON'S FOREWORD

The Constitution of Kenya, 2010, makes provision for comprehensive and progressive social and economic rights, which include labour rights, fair remuneration and reasonable working conditions under Article 41. These rights are underscored in crucial legislation such as the Employment Act, 2007; Public Service Commission Act (2017); Labour Relations Act (2007); Salaries and Remuneration Commission Act (2011); and the Occupational Safety and Health Act (2007), among others.

The Ministry of Human Resources and Social Development (MHRSD) of the Kingdom of Saudi Arabia held its first Global Labour Market Conference (GLMC) at the King Abdulaziz International Convention Centre from 13<sup>th</sup> – 14<sup>th</sup> December 2023. The Conference was attended by over 6000 participants representing over 40 countries, including ministers in Saudi Arabia, policymakers, leaders of multinational organisations, heads of business, academics, and labour representatives.

The Committee's members were invited to attend the inaugural conference by the Ministry of Labour and Social Protection as part of their capacity building forum to enhance their understanding of the labour matters.

The objectives of attending the conference were to enhance the capacity of members of the Committee on the changing trends in the labour sector in particular in terms of modern technology; changing dynamics of the labour sector including the integration of Artificial Intelligence; the contribution of the labour sector to the economies of different countries; and highlight areas for policy review and law reforms that can be pursued by the Committee.

The Committee was represented by a delegation comprised of the following members and staff-

- (i) Hon. Eric Muchangi Karemba, MP -Chairperson, Leader of delegation
- (ii) Hon. Richard Chonga Kiti, MP
- (iii) Mr. Timothy C. Tsungulah -Secretary to the delegation

I take this opportunity to express my gratitude to members of the delegation, the Ministry of Labour and Social Protection for the invitation and coordination which enabled the Parliamentary Delegation to attend the Conference.

The Committee also wishes to express special gratitude to the office of the Clerk of the National Assembly for the support accorded to Members of the Committee and the staff, in the execution of its mandate.

The delegation had a productive visit through interactions with employers, workers and government representatives, including embassy officials at the Embassy of Kenya in Saudi Arabia.

Finally, I wish to express my appreciation to the Honourable Members of the Committee and the members of the delegation who attended the conference and for their contribution towards the preparation of this Report and the role played by the Office of the Clerk of the National Assembly in facilitating the visit, and commend the secretariat for providing technical and logistical support to the Committee.

and Development Program, and a Labour Market Strategy, which can be established to drive skill development and address skill mismatches.

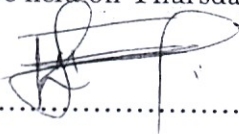
- v. The Ministry of Labour and Social Protection should ensure Workers in Kenya adjust to the changing labour market by developing the necessary skills through various programmes and courses offered both online and offline.
- vi. The Ministry of Labour and Social Protection to sensitise and create awareness through various main stream and social media platforms of such opportunities and conferences such as GLMC for Kenyan workers to take advantage of the expansion of the Gig Economy.

The report on attendance to the Global Market Conference in Riyadh, Kingdom of Saudi Arabia, from 13th to 14th December 2023, was adopted having been proposed by Hon. Barasa Patrick Simiyu, M.P and seconded by Hon. Kiti Richard Ken Chonga, M.P.

**MIN. NO. 042 NA/LABOUR/2024: ADJOURNMENT**

There being no other business, the meeting was adjourned at three minutes past one o'clock. The next meeting will be held on Thursday, 7<sup>th</sup> March 2024.

SIGNED.....



DATE .....

7/03/2024

(CHAIRPERSON)

**N. NO.040 NA/LABOUR/2024: CONSIDERATION OF THE UPDATED PLAN OF ACTIVITIES FOR THE QUARTER ENDING 31ST MARCH 2024**

The Secretariat briefed the Committee on the updated work plan for the third quarter of the FY 2023/24, ending on 31<sup>st</sup> March 2024.

Members considered the revised committee work plan and adopted it as filed having been proposed for adoption by Hon. Barasa Patrick Simiyu, M.P. and seconded by the vice-chairperson -Hon. Muli Fabian Kyule, M.P

**MIN. NO.041 NA/LABOUR/2024: CONSIDERATION OF THE REPORT ON ATTENDANCE TO THE GLOBAL MARKET CONFERENCE IN RIYADH, KINGDOM OF SAUDI ARABIA.**

The delegation Secretary, Mr. Timothy Tshungulah guided members through the Report on attendance to the Global Market Conference in Riyadh, Kingdom of Saudi Arabia, from 13th to 14th December 2023.

The conference involved about one hundred and fifty (150) experts who discussed a wide range of issues, including sessions focused on the current challenges and future changes facing the labour markets.

Having considered the presentations of the Ministerial round tables and discussion forums, the Committee made the following observations and recommendations.

**Committee's Observations**

The Committee made observations on:

- i. Changing Labour Market driven by evolving economic trends and rapid technological innovations.
- ii. Expansion of the Gig Economy as a key development in the evolving global labour market.
- iii. Rapid Evolution of Technology especially with AI, robotics and digital platforms taking over the workforce and the labour market.
- iv. Skill Development where the Kingdom of Saudi Arabia has prioritized skill development to support economic diversification toward a more productive and knowledge-based economy.
- v. Opportunities for Skilled Workers in the Gulf region including demand for nurses and doctors in Saudi Arabia.
- vi. Saudi Arabia has many employment opportunities for the youth because of its expanding cities in the desert.

**Committee's Recommendations**

The Committee made the following recommendations:

- i. The government of Kenya through the Ministry of Labour and Social Protection should adopt a demand-driven approach to skill development by forming partnerships with the private sector and other stakeholders.
- ii. The Ministry of Labour and Social Protection through its various programmes should take advantage of the employment opportunities in the Saudi Arabian labour market.
- iii. The Ministry of Labour and Social Protection in collaboration with the Ministries of Innovation, Information and Communication and Education to develop and implement curriculum that allow for learning of emerging technological advances to empower the Kenyan workforces to make them more attractive for such economic opportunities.
- iv. The Kenyan government through the Ministries of Labour and Social Protection and that of Public Service, Performance and Delivery Management should develop a Human Capability

MIN.NO.037 NA/LABOUR/2024: CONFIRMATION OF MINUTES OF THE PREVIOUS SITTING.

Minutes of the 5<sup>th</sup> Sitting held on Tuesday, 27<sup>th</sup> February 2024 were confirmed as a true record of the deliberations having been proposed by Hon. Siyoi Lillian Chebet, M.P and seconded by Hon. Chifromodo Mangale Munga, M.P.

MIN.NO.038 NA/LABOUR/2024: MATTERS ARISING

There were no matters arising.

MIN.NO.039 NA/LABOUR/2024: BUSINESS BEFORE THE COMMITTEE

The following business has been committed to the committee;

1. The Employment (Amendment) Bill, (National Assembly Bill No. 62 of 2023 by Hon. Didmus Wekesa Barasa, MP. The Committee to consider the Bill on 13 and 14<sup>th</sup> March, 2024.
2. The National Employment Authority (Amendment) Bill, 2023 (Senate Bills No 48 of 2023). The Bill is sponsored by Sen. Crystal Sigei, MP. The Bill is pending for a joint sitting with the Committee on Diaspora Affairs.
3. The Proposed Industrial Training (Amendment) Bill, 2023 sponsored by Hon. Joshua Odongo Oron, M.P. was referred to the Committee on 29<sup>th</sup> November 2023.

The Committee will consider the legislative proposal on Thursday 7<sup>th</sup> March, 2024.  
The sponsor of the proposal will appear to make submissions on the same.

4. Sessional Paper No. 5 on the National Policy on Labour Migration.

The Joint Committee on Labour and Diaspora Affairs and Migrant Workers met the Cabinet Secretary, Ministry of Labour and Social Protection on Thursday 9<sup>th</sup> November 2023 to deliberate on the Policy and resolved to hold a retreat for comprehensive deliberations on the said sessional paper.

The Committee's Secretariat directed to consult with the Cabinet Secretary on the dates for the proposed retreat.

5. Request for a statement regarding unfair treatment of employees of Ashton Apparel (EPZ) Ltd and Mombasa Apparel (EPZ) Ltd by Hon. Shimbwa Omar Mwinyi, M.P.

**Status:**

6. The Cabinet Secretary appeared before the Committee on Tuesday 21<sup>st</sup> November 2023 and responded to the request by Hon. Shimbwa Omar Mwinyi, M.P.

Members noted that the CSs response was not sufficient and resolved to give her more time to investigate the matter and submit a more comprehensive statement and proposed a fact-finding visit to the two mentioned companies in Mombasa.

The Secretariat was directed to coordinate with the Cabinet Secretary's office for response as undertake by the CS.

7. Report on the status of Budget implementation FY 2023/24 for MDAs under the purview of the Committee.

The Committee is scheduled to meet the MDAs under its purview in April 2024, after the short recess, to report on the Status of Budget implementation for the 1<sup>st</sup> and 2<sup>nd</sup> Quarter FY 2023/24.

**MINUTES OF THE 6<sup>TH</sup> SITTING OF THE DEPARTMENTAL COMMITTEE ON LABOUR HELD ON TUESDAY, 5<sup>TH</sup> MARCH 2024 IN THE BOARD ROOM ON GROUND FLOOR, COUNTY HALL, PARLIAMENT BUILDINGS AT 12:00 PM.**

**PRESENT**

1. The Hon. Karemba Eric Muchangi Njiru, M.P. - Chairperson
2. The Hon. Muli Fabian Kyule, M.P. - Vice Chairperson
3. The Hon. K'Oyoo James Onyango, M.P.
4. The Hon. Kiti Richard Ken Chonga, M.P. (*Virtual*)
5. The Hon. Barasa Patrick Simiyu, M.P.
6. The Hon. Chiforomodo Mangale Munga, M.P
7. The Hon. Kihungi Peter Irungu, M.P
8. The Hon. Siyoi Lillian Chebet, M.P

**APOLOGIES**

1. The Hon. Kagesi Kivai Ernest Ogesi, M.P
2. The Hon. Omwera George Aladwa, M.P.
3. The Hon. Wambilianga Catherine Nanjala, M.P
4. The Hon. Lomwa Joseph Samal, M.P.
5. The Hon. Abdullahi Amina Dika, M.P.
6. The Hon. Aburi Donya Dorice, M.P.
7. The Hon. Sankaire Leah Sopiato, MP

**COMMITTEE SECRETARIAT**

1. Mr. Abenayo Wasike - Principal Clerk Assistant I
2. Mr. Samuel Wanjiru - Clerk Assistant III
3. Ms. Colleta Sigilai Chella - Senior Legal Counsel
4. Ms. Wambui Nyachae - Research Officer III
5. Mr. Timothy Tshungulah. - Research Officer III
6. Mr. Cosmas Akhonya - Audio Officer III
7. Mr. Ambrose Nguti - Media Relations Officer III
8. Ms. Faith Njiru - Public Communication Officer
9. Ms. Yasmin Hassan. - Assistant Serjeant at Arms II

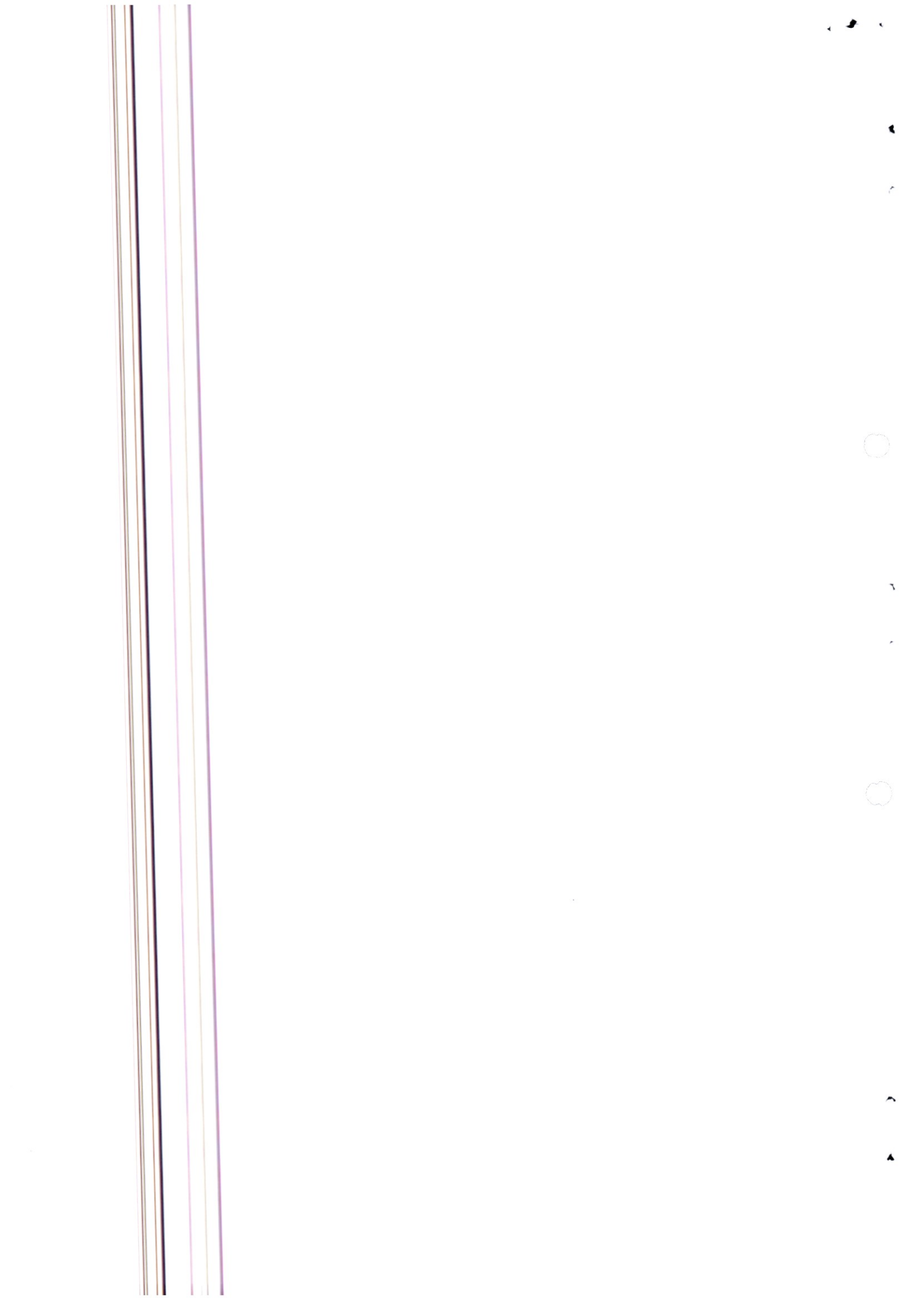
**AGENDA**

1. Prayers
2. Preliminaries;
  - i. Adoption of the Agenda
  - ii. Remarks by Chairperson
3. Confirmation of Minutes/Matters Arising
4. Consideration of the updated plan of activities for the Quarter ending 31<sup>st</sup> March 2024
5. Consideration of the report on attendance to the Global Market Conference in Riyadh, Kingdom of Saudi Arabia
6. Business Before the Committee
7. Any Other Business
8. Adjournment

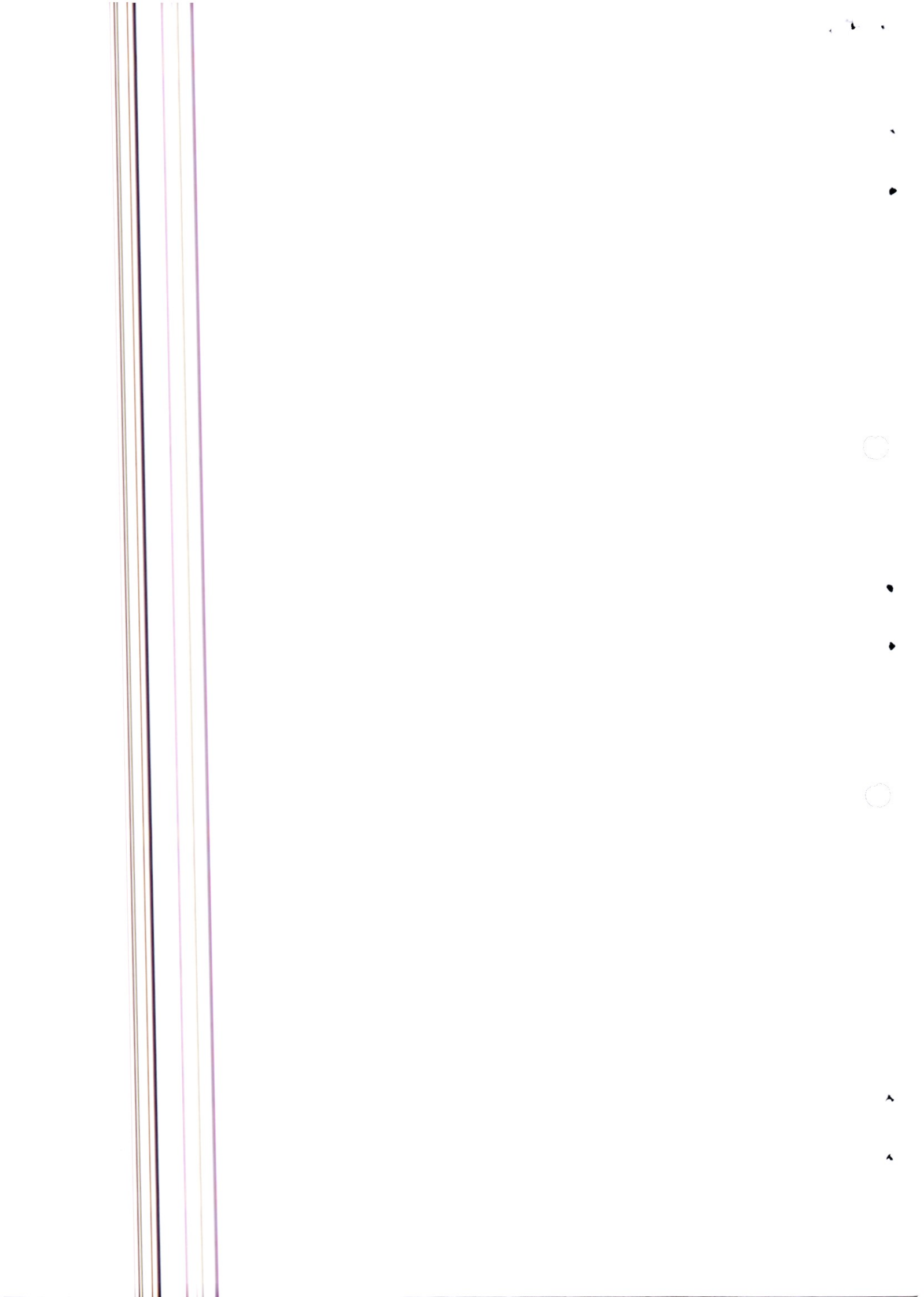
**MIN. NO.036 NA/LABOUR/2024: PRELIMINARIES.**

The Chairperson called the meeting to order at twenty-six minutes past noon. This was followed by a word of prayer by Hon. Kihungi Peter Irungu, M.P. Thereafter, a round of introductions was made.





**Annexure 2: Minutes**





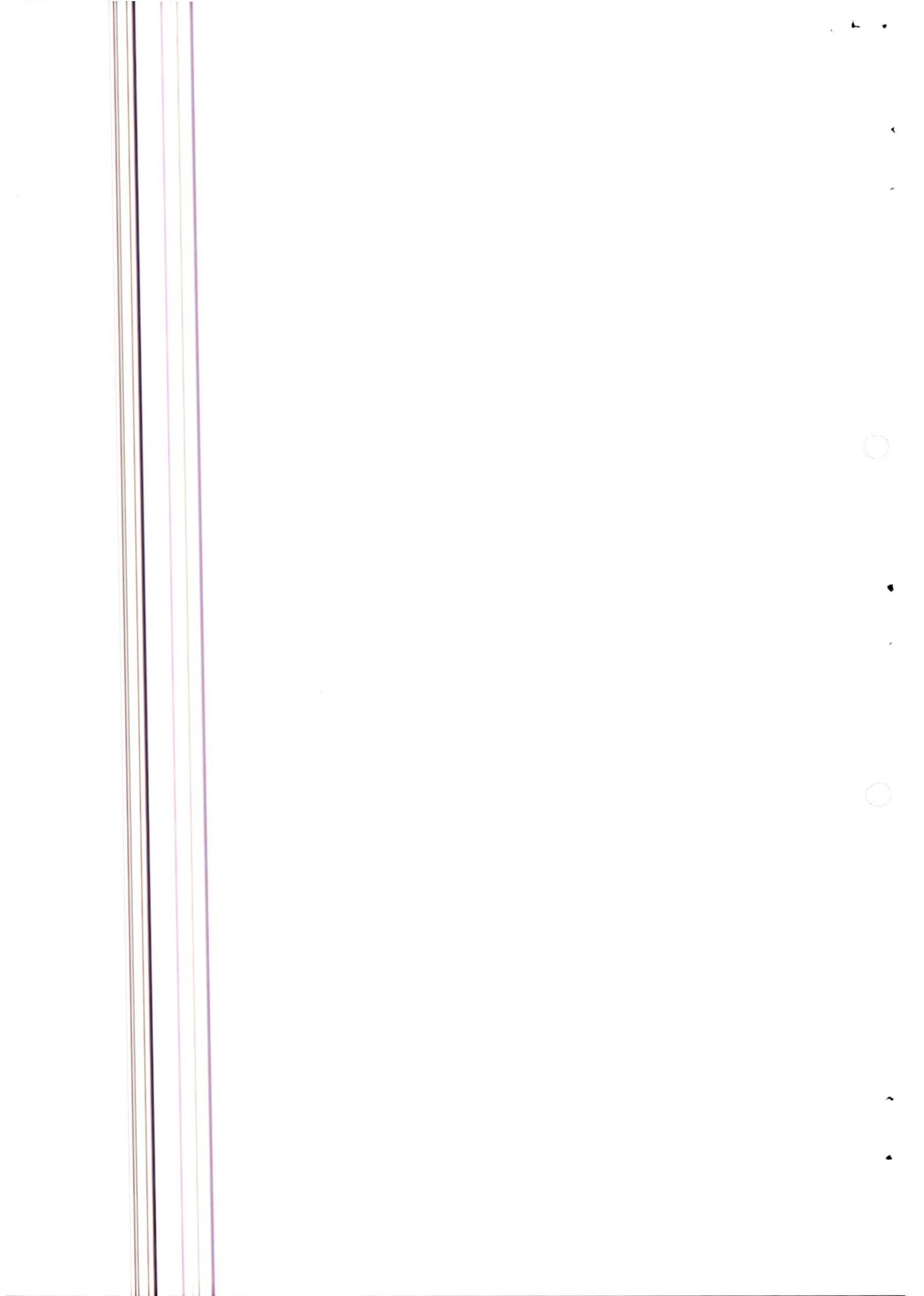
REPUBLIC OF KENYA  
THE NATIONAL ASSEMBLY  
THIRTEENTH PARLIAMENT-THIRD SESSION -2024  
DEPARTMENTAL COMMITTEE ON LABOUR

REPORT ADOPTION LIST

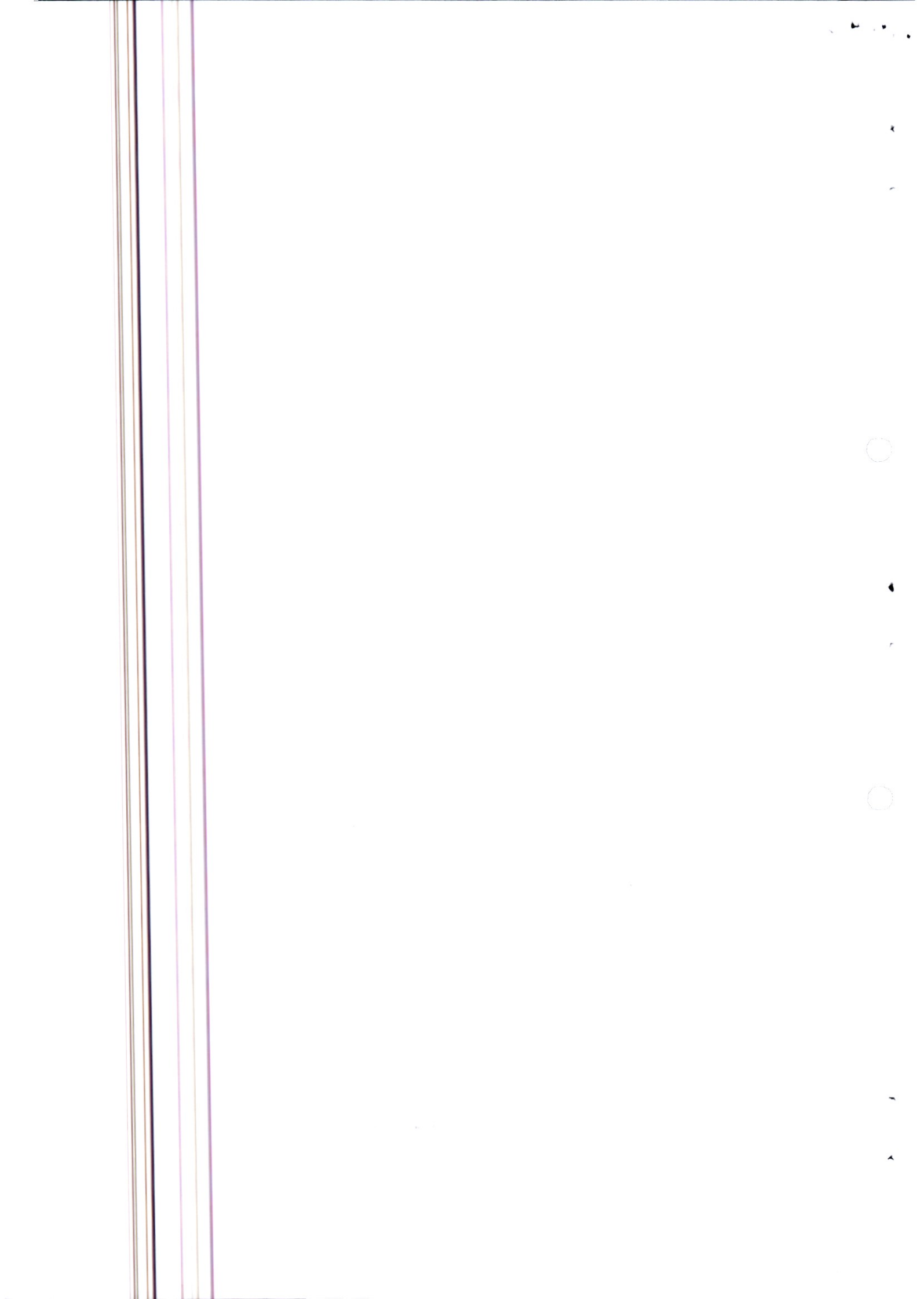
We, the members of the Departmental Committee on Labour, have pursuant to Standing Orders 199 and, adopted this Report on Global Labour Market Conference in Riyadh, Kingdom, Saudi Arabia. 10<sup>th</sup> – 17<sup>th</sup> December 2023 and affix our signatures to affirm our approval and confirm its accuracy, validity and authenticity.

Date: 5/03/2024

	NAMES	SIGNATURE
1.	Hon. Karemba Eric Muchangi Njiru, MP-Chair person	
2.	Hon. Muli Fabian Kyule, MP- Vice Chairperson	
3.	Hon. K'Oyoo James Onyango, M.P.	
4.	Hon. Kagesi Kivai Ernest Ogesi, M.P.	
5.	Hon. Kiti Richard Ken Chonga, M.P.	
6.	Hon. Lomwa Joseph Samal, M.P.	
7.	Hon. Omwera George Aladwa, M. P.	
8.	Hon. Wambilianga Catherine Nanjala, MP	
9.	Hon. Abdullahi Amina Dika, M.P.	
10.	Hon. Aburi Donya Dorice, M.P.	
11.	Hon. Barasa Patrick Simiyu , M.P.	
12.	Hon. Chiforomodo Mangale Munga, M.P.	
13.	Hon. Kihungi Peter Irungu, M. P.	
14.	Hon. Sankaire Leah Sopiato, M.P.	
15.	Hon. Siyoi Lillian Chebet, M.P.	



**Annexure 1: Report adoption list**



PART 5


4.0 COMMITTEE'S RECOMMENDATIONS

41. The Committee made the following recommendations:

- i. **Skills Development:** The Ministry of Labour and Social Protection should adopt a demand-driven approach to skill development by forming partnerships with the private sector and other stakeholders.
- ii. **Opportunities for Skilled Workers:** The Ministry of Labour and Social Protection through its various programmes geared towards training, documenting, accreditation and facilitation of migration to facilitate the Kenyan workforce to take advantage of the opportunities the Saudi Arabia labour market.
- iii. **Rapid Evolution of Technology:** The rapid evolution of technology in areas such as AI, robotics and digital platforms calls for an urgent and proactive approach to workforce training. The Ministry of Labour and Social Protection in collaboration with the Ministries of Innovation, Information and Communication and Education to develop and implement curriculum that allow for learning of emerging technological advances to empower the Kenyan workforces to make them more attractive for such economic opportunities.
- iv. **Youth Employment:** The Ministries of Labour and Social Protection and that of Public Service, Performance and Delivery Management should develop a Human Capability and Development Program, and a Labour Market Strategy, which can be established to drive skill development and address skill mismatches. The youth of Kenya can be the beneficiaries of these programmes.
- v. **Changing Labour Market:** The Ministry of Labour and Social Protection should ensure Workers in Kenya adjust to the changing labour market by developing the necessary skills through various programmes and courses offered both online and offline. The Ministry should also encourage the development of a sustainable supply of relevant skills for both the private and public sectors to balance the workforce between the private and public sectors
- vi. **Expansion of the Gig Economy:** The Ministry of Labour and Social Protection to sensitise and create awareness through various mainstream and social media platforms of such opportunities and conferences such as GLMC for Kenyan workers to take advantage of the expansion of the Gig Economy.

Signed:  Date: 09/04/2024

HON. ERIC MUCHANGI KAREMBA, M.P.  
CHAIRPERSON, DEPARTMENTAL COMMITTEE ON LABOUR

 THE NATIONAL ASSEMBLY PAPERS LAID	
DATE: <b>09 APR 2024</b>	
DAY: <b>TUE</b>	
TABLED BY:	Hon. Eric Karemba, MP Chairperson, b/c on Labour
CLERK-AT-THE-TABLE:	Anne Shibuko

*Report on Global Labour Market Conference in Riyadh, Saudi Arabia*



## PART 4

### 4.0 COMMITTEE'S OBSERVATIONS

40. The delegation made the following observations:

- i. **Changing Labour Market:** The global labour market is facing transformative changes that are mostly driven by evolving economic trends and rapid technological innovations. Therefore, the workforce needs to adjust to the changing labour market.
- ii. **Expansion of the Gig Economy:** A key development in the evolving global labour market is the expansion of the gig economy, which is an economic system involving a workforce (known as gig workers) engaging in freelance and side-hustle work. Workers should take advantage of the gig economy.
- iii. **Rapid Evolution of Technology:** There is rapid evolution of technology, especially with AI, robotics and digital platforms taking over the workforce and the labour market. Workers need to be at par with technology and its influence in the labour market.
- iv. **Skill Development:** The Kingdom of Saudi Arabia has prioritized skill development to support economic diversification toward a more productive and knowledge-based economy.
- v. **Opportunities For Skilled Workers:** There are numerous opportunities for skilled workers in the Gulf region including Saudi Arabia. For instance, there is a high demand for nurses and doctors in Saudi Arabia.
- vi. **Youth Employment:** Saudi Arabia is a land of many opportunities, especially for the youth and the future workforce, with the cities expanding every day. For instance, Saudi Arabia is building more cities in the desert, which automatically translates to the creation of job opportunities.

experiencing robust growth, which creates openings for more inclusive policies. She acknowledged that there were many opportunities in Saudi Arabia and that the various transitions provide chances to weave gender equality into policies. She emphasized the need to incorporate women's issues as the country is shifting to a green economy.

### **3.7 The Right Way to De-Regulate**

34. Paul Gruenwald, the Chief Economist at S&P Global Ratings, discussed how workers can strike a balance between employment and wage inflation. He stated that in any thriving ecosystem, there is a need for policies that ensure a sustainable future for employment. Mr. Gruenwald also stated that balancing employment and wage inflation requires an ecosystem that fosters a culture of continuous learning, productivity, and technological exposure. The labour market cannot support itself, and hence there is a need for policy support in creating a sustainable ecosystem.
35. Xu Xincheng-Gerald, a correspondent to CGTN, shared his reflections on a tech-induced labour market transformation while noting the shift to flexible contracts and remote work post-pandemic. He stated that the current landscape, the rapid tech growth and remote work have reshaped the labour market. The flexible contracts and a post-Covid recovery era have changed attitudes towards work and transformed how people seek and secure employment.

### **3.8 The Future-Proofed Organization**

36. Anna Ekelodo, the Executive Director at African Technology Innovation Hubs Initiative, AfriLabs, discussed how Africa began addressing the gap in the skills needed between creating an idea and implementing it. She outlined that across the continent, innovation hubs and incubators have emerged to support youth by validating their ideas. However, she noticed that many lacked the skills to build their concepts into reality and hence, a need to fill the skills gap.
37. Prof. George Borjas, of Economics and Social Policy at Harvard Kennedy School discussed ensuring equity through careful consideration and fostering inclusive strategies. He shared insights on migration policy and how it results in uneven benefits. He highlighted that it is important to consider how those who gain can support the well-being of those who lose out.
38. The former Prime Minister of Italy, Matteo Renzi, discussed the need for a united global coalition to empower youth and shift the direction of dynamic future markets. He suggested that the old model may not suffice and there is a need to move away from relying on cheap labour in developing nations and build a global coalition to invest in innovation. To meet the demographic changes, there is a need to empower global youth for future labour markets.

### **3.9 Closing Remarks of the GLMC 2023**

39. H.E Eng. Ahmed Alrajhi, the Minister of MHRSD of Saudi Arabia, made the closing remarks of the conference by calling for a collective responsibility to come together regularly and work towards an exciting future for labour market around the world. He advocated for a continuation of the exchange of ideas on how to best prepare for future labour markets that are inclusive.

mindset, review and institutional engagement to get to the bottom of youth unemployment.

26. The Minister for ICT, Saudi Arabia, Eng. Abdullah bin Amer Alswaha, discussed developing a workforce for the next generations using technology. He advocated for a culture change to take advantage of the AI accelerator in labour skills force. For the workforce, communication, imagination and creative capability is what differentiates them from AI.

### **3.4 Work for All**

27. The co-founder of 4-Day Week Global, Andrew Barnes, suggested that the four-day work week is a strategic approach that tends to eliminate disruptions and optimize efficiency, productivity and satisfaction in the workplace.
28. H.E. Eng. Abdullah Alswaha, the Minister of ICT, Saudi Arabia advocated for a need to identify the gaps in the set of skills workers need in the era of technology. He further stated that it will need the input of human capital development, skilling and reskilling and creation of enabling opportunities.

### **3.5 AI Needs People**

29. The Director General of the International Labour Organization, H.E Gilbert Hounbo, discussed the prospects of AI and how digitalization may contribute to the evolving labour landscape. He stated that digitalization and AI increase the risk of unemployment for some workers, but they also have the potential to create employment in new markets and enhance job opportunities in some occupations. He also retaliated that there is an urgent need to empower youth for the future of the labour market. AI has been reshaping jobs, and hence investing in digital literacy and green jobs is important, especially for the youth.
30. Mike Howells, the President of Workforce Skills at Pearson PLC, highlighted how AI can transform daily lives including the tools used at workplaces. AI's integration into the lives of workers has brought a major shift in how they interact with technology. He indicated that the more AI is embedded in the daily tools workers use, the more the change and enhancement will happen.

### **3.6 Labour Market Makeovers**

31. Tumi Makgabo, who is a broadcaster and entrepreneur, raised a concern about how employers view older workers, urging that it is good for employers to optimize the potential of seasoned professionals. Organizations may take advantage of older employees who represent a human capital that is a valuable force that has already been invested in. However, the former Minister of Employment of Sweden, Sven Littorin, suggested that productivity cannot be binary and hence people can work even after 60 years but the problem is the insufficient systems supporting the Labour market.
32. The Founder and CEO of Aion Digital, Asha Nazim, shared insights on how going private showcases the power of resilient teams and the role of revenue as a steadfast investor. Transitioning from the public to the private sector teaches important lessons such as the significance of cultivating passionate teams aligned with the vision of the founder and that revenue can be the most reliable investor.
33. Dr Sukti Dasgupta, the Director of the Conditions of Work and Equality Department at the International Labour Organization, highlighted that Saudi Arabia was

## **PART 3**

### **3.0 MINISTERIAL ROUND TABLES AND DISCUSSION FORUMS**

#### **3.1 Global Labour Market Catalysts**

18. Professor Carlbfrey, who directs Oxford University's Future of Work program, highlighted that the impact of technology on the labour market, whether positive or negative depends on the specific technology employed. For instance, writing has not become a lost skill, but rather, the new technology boosts the productivity of coders and writers. The important future skills include creativity, social intelligence, perception, and manipulation.
19. The Minister of Social Affairs of Tunisia, H.E. Malek Ezzahi, discussed how Tunisia had embraced the digital economy, development of contemporary workspaces, and trend-following to foster a forward-thinking attitude at work. He highlighted that it is difficult to open up social dialogues in all sectors to handle the issue of labour and also to balance between the traditional labour and the emerging labour. H.E Ezzahi retaliated that the labour law cannot be changed easily and that stakeholder involvement and social dialogue is key.
20. The Head of International Labour Affairs at SECO, Ambassador Dr. Berset Bircher, stated that Switzerland's dual strategy—vocational training and an adaptable educational framework—is in line with the changing needs of the job market.
21. The Co-founder of Ethos, Oli Barrett MBE discussed how people can bridge the current technology skills gap to prepare workers for the future of work. The context revolves around contemplating the rapid advancement of technology on a global scale. All the transformation highlights a potential deficiency in skills especially among workers.

#### **3.2 Labour Markets Re-engineered**

22. Mohammad Abunayyan, the founder and chairman of ACWA Power, discussed green energy transition unlocking opportunities for future youth employment. He mentioned that the job creation multiplier from the green energy transition is expected to exceed that of conventional energy far, positioning green energy as a leading sector for youth employment.
23. H.E. Faisal F. Alibrahim, the Saudi Arabia Minister of Economy and Planning, believes productivity is a catalyst that produces a holistic force for sustainable growth and a higher quality of life. Productivity ensures that the economy yields greater output equal to the level of input.
24. Prof. Daniel Susskind, a research professor in Economics at King's College London, discussed the productivity paradox, detailing that there are two views, with one view suggesting measurement challenges in quantifying productivity while the other view recognizes an actual slowdown even with the advanced technological capabilities.

#### **3.3 Skills and Productivity Conundrums**

25. Dr. Steven Chua, the CEO and Executive Director of the Tourism Management Institute of Singapore, discussed three elements that are crucial to solving the complexities of youth unemployment. He highlighted the need for an MRI approach that includes

12. Hon. Eric Muchangi, MP, Chairperson, Departmental Committee of Labour, and Hon. Richard Kiti Chonga, MP, Member, Departmental Committee of Labour accompanied Hon. Florence Bore, Cabinet Secretary for Labour and Social Protection of the Republic of Kenya, on an official visit to the Kingdom of Saudi Arabia from 10<sup>th</sup> – 17<sup>th</sup> December 2023. The visit followed an invitation by Mr. Ahmad Sulaiman Al Rajhi, Minister for Human Resources of the Kingdom of Saudi Arabia, to attend the inauguration of the First Global Labour Market Conference, held in Riyadh from 13<sup>th</sup> to 14<sup>th</sup> December 2023.
13. During the visit, the Cabinet Secretary attended a Ministerial Round table and inauguration of the GLMC 2023 during which she participated in an interactive ministerial panel on the topic "*Has the labour contract run its course*". She also held meetings with H.E. Mr. Ahmad Sulaiman Al Rajhi, Minister for Human Resources of the Kingdom of Saudi Arabia.
14. A roundtable of distinguished ministers from both domestic and foreign countries opened the first International Labour Market Conference on GLMC. Their Ministers emphasized the significance of global solidarity, colLabouration, and experience sharing in addressing the swift and unparalleled transformations occurring in the global labour market.

## **2.2 Inauguration of the First GLMC 2023**

15. The Minister of MHRSD of Saudi Arabia, Ahmad bin Sulaiman Al-Rajhi inaugurated the 1<sup>st</sup> GLMC at the King Abdulaziz International Convention Centre on Wednesday 13<sup>th</sup> December 2023.
16. He emphasized Saudi Arabia's contribution to leading initiatives that support Labour markets and enable them to adapt to rapid market changes. He shared statistics on the labour market and its dynamics, including the integration of emerging technology such as AI and factors such as changing worker preferences that have led to more than 22 million people in the U.S. working full-time from their homes.
17. He further acknowledged Saudi Arabia's local market as one of the most diverse in the world, with many top talents preferring to work in the country. He rallied for new technologies to be implemented that can maximize value for the global economy.

## PART 2

### 2.0 BACKGROUND

#### 2.1 Global Labour Market Conference (GLMC)

6. The Ministry of Human Resources and Social Development (MHRSD) of the Kingdom of Saudi Arabia held its first Global Labour Market Conference (GLMC) at the King Abdulaziz International Convention Centre from 13<sup>th</sup> – 14<sup>th</sup> December 2023. The Conference was attended by over 6000 participants representing over 40 countries, including ministers in Saudi Arabia, policymakers, leaders of multinational organisations, heads of business, academics, and labour representatives.
7. The Global Labour Market Conference is a platform for the development of innovative solutions to the major challenges facing labour markets. It is an international and multi-stakeholder meeting of policymakers, industry leaders, forward-thinking organizations and visionary experts. The aim of the conference was to enrich an understanding of labour market mega-trends, developments in labour laws and standards, and policies as well as programmes to future-proof workforces and workplaces.
8. The Government of the Kingdom of Saudi Arabia, through the Ministry of Human Resources and Social Development, hosted the 1<sup>st</sup> Global Labour Market Conference in Riyadh, Saudi Arabia from the 13<sup>th</sup> to 14<sup>th</sup> December 2023. The venue of the conference was the King Abdulaziz International Conference Center (KAICC) in Riyadh.
9. The themes of the Conference were:
  - i. Global Labour Market Catalysts: Trends, Climate Change, Regulation, Production
  - ii. Skills, Productivity Conundrums: Skills Gap, Participation, Upskilling, Reskilling
  - iii. Labour Market Makeovers: Regionalization, Reshoring, Localization, Labour Mobility
  - iv. Work for All: Challenges for the Young and Old, Policies for All-Ages Workforce
  - v. AI Needs People? Technological Revolutions, Sector Transformation, Role of People
  - vi. Labour Market Re-Engineered: Structural Transformation, Role of SMEs, Nature of Work
  - vii. The Right Way To (De)Regulate: Mobility, Talent Hubs; Engines of Growth
  - viii. The Future-Proofed Organization: Employee Wellbeing, Corporate Social Responsibility
10. The two-day conference, involved about one hundred and fifty (150) experts who discussed a wide range of issues, including sessions focused on the current challenges and future changes facing the labour markets.
11. A roundtable of distinguished ministers from both domestic and foreign countries opened the first International Labour Market Conference on GLMC. Their Ministers emphasized the significance of global solidarity, collaboration, and experience sharing in addressing the swift and unparalleled transformations occurring in the global labour market.

### 1.3 Committee Secretariat

5. The Committee secretariat is as follows-

Mr. Abenayo Wasike  
**Principal Clerk Assistant I/Head of Secretariat**

Mr. Fredrick Muthengi  
**Deputy Director PBO**

Mr. Samuel Wanjiru  
**Clerk Assistant III**

Ms. Colleta Sigilai  
**Senior Legal Counsel**

Ms. Josephine Osiba  
**Hansard reporter III**

Ms. Wambui Nyachae  
**Research Officer III**

Mr. Timothy C. Tsungulah  
**Research Officer III**

Ms. Yasmin Hassan  
**Serjeant-At-Arms I**

Ms. Mercylyn Kerubo  
**Audio Officer III**

Mr. Ambrose Nguti  
**Media Relations Officer III**

Ms. Faith Njiru  
**Public Communication Officer III**

## 1.2 Membership of the Committee

4. The Committee was constituted by the House on 27<sup>th</sup> October 2022 and comprises the following Members of Parliament:

### **Chairperson**

Hon. Eric Muchangi Karemba, MP  
Runyenjes Constituency  
**UDA Party**

### **Vice-Chairperson**

Hon. Fabian Kyule Muli, MP  
Kangundo Constituency  
**GDDP**

### **Members**

Hon. James Onyango K'Oyoo, MP  
Muhoroni Constituency  
**ODM Party**

Hon. Ernest Ogesi Kivai Kagesi, MP  
Vihiga Constituency  
**ANC Party**

Hon. Richard Kiti Chonga, MP  
Kilifi South Constituency  
**ODM Party**

Hon. Joseph Samal Lomwa, MP  
Isiolo North Constituency  
**Jubilee Party**

Hon. George Aladwa Omwera, MP  
Makadara Constituency  
**ODM Party**

Hon. Catherine Wambiliaga, MP  
Bungoma County  
**FORD-K**

Hon. Amina Dika Abdullahi, MP  
Tana River Constituency  
**KANU**

Hon. Dorice Aburi Donya, MP  
Kisii County  
**WDM-K**

Hon. Patrick Simiyu Barasa, MP  
Cherangany Constituency  
**DAP-K Party**

Hon. Mangale Munga Chiforomodo, MP  
Lunga Lunga Constituency  
**UDM Party**

Hon. Peter Irungu Kihungi, MP  
Kangema Constituency  
**UDA Party**

Hon. Leah Sopiato Sankaire, MP  
Kajiado County  
**UDA Party**

Hon. Lilian Chebet Siyoi, MP  
Trans Nzoia County  
**UDA Party**



On behalf of the Departmental Committee on Labour and in pursuant to Standing Order 199, it is my pleasant privilege and honor to present to this House the Report on attendance to the Global Labour Market Conference in Riyadh, Kingdom of Saudi Arabia from 13<sup>th</sup> to 14<sup>th</sup> December, 2023.

**Hon. Eric Muchangi Karemba, M.P.**

## PART 1

### PREFACE

#### 1.1 Mandate of the Committee

1. The oversight of State organs is amongst the roles assigned to the National Assembly under Art 95 of the Constitution.
2. The Departmental Committee on Labour of the 13th Parliament was constituted on 27th October, 2022 and is established under provisions of Standing Order No.216., which grants the Committee, amongst other functions, to:
  - a. *investigate, inquire into, and report on all matters relating to the mandate, management, activities, administration, operations and estimates of the assigned Ministries and departments;*
  - b. *study the programme and policy objectives of Ministries and departments and the effectiveness of the implementation;*

*(ba) on a quarterly basis, monitor and report on the implementation of the national budget in respect of its mandate;*

  - c. *study and review all legislation referred to it;*
  - d. *study, assess and analyze the relative success of the Ministries and departments as measured by the results obtained as compared with their stated objectives;*
  - e. *investigate and inquire into matters of the assigned Ministries and departments as they may deem necessary, and as may be referred to them by the House;*
  - f. *vet and report on all appointments where the Constitution or any law requires the National Assembly to approve, except those under Standing Order 204 (Committee on Appointments);*

*(fa) examine treaties, agreements and conventions;*

  - g. *make reports and recommendations to the House as often as possible, including recommendation of propose legislation;*
  - h. *consider reports of Commissions and Independent Offices submitted to the House pursuant to the provisions of Article 254 of the Constitution; and*
  - i. *examine any questions raised by Members on a matter within its mandate.*
3. The Second Schedule of the Standing Orders on Departmental Committees further outlines the subjects of the Committee as follows-
  - a. Labour;
  - b. Human capital and remuneration;
  - c. Trade union relations; and
  - d. Public service