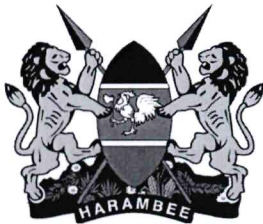


*Hon. Speaker  
has approved for  
tabling.  
SNA  
4/12/25*

*Approved  
SNA  
4/12/25*



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REPUBLIC OF KENYA  
THE NATIONAL ASSEMBLY

THIRTEENTH PARLIAMENT – FOURTH SESSION

DEPARTMENTAL COMMITTEE ON LABOUR

REPORT ON

THE 20<sup>TH</sup> REGIONAL SEMINAR FOR LABOUR-BASED PRACTITIONERS

19<sup>TH</sup> -23<sup>RD</sup> MAY, 2025

ADDIS ABABA, ETHIOPIA

Published by: -

The Directorate of Departmental Committees  
Clerk's Chambers  
Parliament Buildings  
NAIROBI

THE NATIONAL ASSEMBLY  
PAPERS LAID

DATE: 04 DEC 2025

DAY: THURSDAY

TABLED BY: HON. RICHARD KITI CHONGA MP  
CHAIRPERSON - LABOUR COMMITTEE

CLERK AT TABLE: FINLAY

NATIONAL ASSEMBLY  
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December, 2025

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## **LIST OF ACRONYMS**

ILO-International Labour Organization

EIIP- Employment Intensive Investment Programme

AFDB - African Development Bank

FDRE - Federal Democratic Republic of Ethiopia

RPL - Recognition of Prior Learning

IT- Information Technology

## **LIST OF ANNEXURES**

Annexure 1: Report adoption List

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## FOREWORD

The 20<sup>th</sup> edition of the Regional Seminar on "Resilient Communities and Healthy Environment: The Employment-Intensive Investment Programme (EIIP) Approach", was organised by the Government of the Federal Republic of Ethiopia in collaboration with the International Labour Organization (ILO), in Addis- Ababa, Ethiopia from 19<sup>th</sup> to 23<sup>rd</sup> May 2025.

The seminar was officially opened by the Minister of Urban and Infrastructure, H.E. Chaltu Sani, on 19<sup>th</sup> May 2025 at the Africa Union Conference Centre. In her opening remarks, she informed the participants that the Ethiopia Road Administration Authority has pioneered the employment-intensive approach, with a majority of the road network built and maintained using the approach.

She further indicated that the approach has created thousands of jobs for vulnerable communities while adopting environmentally sustainable practices and economic stability.

With up to 2,000 attendees, 50 sessions, and over 50 exhibitors, the Conference explored innovations in labour rights, economic resilience, and policies fostering inclusive growth across the region.

The Ministers and heads of Delegations held parallel ministerial meetings from 19<sup>th</sup> – 20<sup>th</sup> May 2025 and reflected on the commitments and the progress made since the 19<sup>th</sup> Regional Seminar held in Kigali, Rwanda.

The session noted that the significant work that has been carried out in many countries following the Kigali declaration including;

- i) strengthening enabling environments for use of employment intensive investment approaches.
- ii) increasing use of employment impact assessments, monitoring and evaluation, research and innovation.
- iii) Enhancing related skills development, promotion of inclusive public procurement and private sector participation.
- iv) Promotion of and the use of social inclusion and gender equality, highlighting the importance of social dialogue to promote employment intensive investment approaches.

On 21<sup>st</sup> May, 2025, the delegates of the Conference visited several sites, including the Riverside Development, Botanical Garden & Entoto Forestry, Lemi Industrial Park, ECWC Kaliti Production Compound and Urban Development Projects.

The field visit to public works projects across Ethiopia, provided an opportunity to the participants to observe how local labour is being used to build critical infrastructure such as roads, irrigation systems, and flood protection. The site visits further highlighted how such initiatives not only create jobs but also transfer skills and boost local economies, especially for young people, women, and those in rural or fragile contexts.

The Delegation is thankful to the Offices of the Speaker and Clerk of the National Assembly for the logistical and technical support given to it during its preparation and participation in the Conference. The Delegation commends the Ministry of Labour and Social Protection for its coordinative role that ensured the effective participation of the delegation at the seminar.

## CHAIRPERSON

## **I.0 BACKGROUND**

1. The 20th International Labour Organization (ILO) Regional Conference for Labour-Based Practitioners took place from May 19 to 23, 2025, at the African Union Conference Centre in Addis Ababa, Ethiopia.
2. Jointly hosted by the Ministry of Urban and Infrastructure of the Federal Democratic Republic of Ethiopia (FDRE), the Ethiopian Roads Administration (ERA), and the International Labour Organization (ILO), the Conference centred on the theme: "Resilient Communities and Healthy Environment: The Employment-Intensive Investment Programme (EIIP) Approach."
3. The Regional Conference brought together global policymakers, planners, practitioners, and researchers to exchange ideas on policies and programs that promote decent jobs and sustainable livelihoods in Africa.
4. The conference aimed at sharing knowledge, experiences and technologies in green works and climate-smart approaches. It also promoted mutual learning and networking among the participants and encouraged South-South cooperation.
5. Most of all, the conference served as a platform to promote inclusive socio-economic development in Africa and forge a path towards social justice and ensuring a more sustainable and prosperous future for all individuals and communities.

## **I.3 Delegation Composition**

6. The delegation to the 20th Regional Seminar for Labour-based Practitioners comprised of the following:
  - i) Hon. Kihungi, Peter Irungu, M.P. – Leader of the Delegation
  - ii) Hon. Abdullahi Amina Dika, M.P.
  - iii) Hon. Lillian Chepkorir, M.P.
  - iv) Samuel Wanjiru- Delegation Secretary.

## **2.0 SUMMARY OF PRESENTATIONS**

### **2.1 Reimagining socio-economic development to ensure decent work and social justice for all.**

7. The session noted that the continent is still faced with some of the biggest decent work and social justice deficits in the world.
8. The slow progress on the continent was attributed to sluggish economic growth, inflationary pressures, the debt crisis, fiscal constraints, high informality and high unemployment rates. Levels of poverty, inequality and child labour also remain high, with social protection coverage being low. In addition, climate change and instability are reversing development gains or diverting resources from critical investments in economic and social development.
9. The session highlighted the need to deal with informality, which has many interrelated causes, including those resulting from the regulatory frameworks and the limited capacity of economies to generate quality jobs in the formal economy.
10. In addition, there is an urgent need to accelerate action by promoting policies that streamline regulatory frameworks, create incentives for compliance and increase the availability of opportunities for decent employment, with access to social protection for the millions of workers in the informal economy.
11. The session highlighted the case of the Republic of Ethiopia and its inclusive economic development, which is driving employment and employability. The Country has embarked on an extensive journey to transform its economic landscape through a variety of sector-specific initiatives and strategic public programs aimed at creating jobs, fostering sustainable livelihoods, and promoting inclusive growth.
12. The government has committed to generating more than three million jobs, driven by flagship public employment schemes such as the productive safety net and urban productive safety and job projects, which have passed through multiple phases of implementation, targeting rural and urban populations.
13. In addition, promotion of skill development remains central, with Ethiopia adopting a demand-driven approach that fosters demand-supply alignment by involving private sectors and industries directly in the design of occupational standards, curriculum development, and internship programs.

### **2.2 Global Employment Intensive Investment Programme initiatives and trends.**

14. The conference focused on the Employment Intensive Investment Programme (EIIP) and its role in building resilient communities and healthy environments. The conference emphasized strategies that prioritize decent work, sustainability, and people in infrastructure investment.
15. In addition, the approach is critical to advancing social justice in Africa where millions of people lack basic infrastructure, drinking water, health care and education.
16. . The EIIP approach has also led to significant impact on employment creation for the youth and positive impact on local economy development thereby, building resilient communities and environmental safeguards and sustainability.
17. The session explored emerging challenges on implementation of EIIP including for displaced populations, including refugees and internally displaced persons, who often find themselves in environments strained by inadequate infrastructure and limited resources.
18. Hosting countries like Ethiopia, Uganda, Kenya, Iraq, and Lebanon face immense pressure on public services such as water, roads, healthcare, and educational facilities, making it critical to develop sustainable solutions that promote economic resilience.
19. The International Labour Organization (ILO) actively addresses these issues through programs like the Employment Intensive Investment Program (EIP), which focuses on constructing and maintaining infrastructure crucial for livelihoods and fostering economic opportunities.

20. These projects not only generate immediate employment but also extend their impact through training local youth and community members in construction, maintenance, and animal health, thereby strengthening local value chains and improving livelihoods broadly.
21. The integration of community-led management of resources, including local economic committees, ensures sustainability and ongoing maintenance, fostering local ownership and capacity building.
22. Moreover, the projects demonstrate how targeted interventions can bridge the gap between humanitarian aid and development, offering a pathway toward resilience and self-reliance for displaced populations while alleviating pressure on host communities.
23. The success of EIIP initiatives demonstrates how a comprehensive, integrated approach combining infrastructure development, skills training, community engagement, and market system strengthening can create sustainable pathways out of displacement, foster local economic growth, and enhance social cohesion.

### **2.3 Striking The Balance Between the use of Labour, Technology and Sustainability to Drive Decent Jobs**

24. The session reiterated the need to view the rapidly evolving technology as a bridge and not a barrier in availing decent jobs to the surging youthful population.
25. Decent jobs for young people not only enhance their individual prospects but also contribute to building resilient communities and a healthy environment. There is therefore, the need to prioritize youth employment and entrepreneurship development, ensuring that policies and programs address the specific needs of this vital demographic.
26. The session highlighted the Africa Development Bank's (AFDB) **coding for employment program**, which equips youth with 21st century digital and entrepreneurial skills that increase their competitiveness in local and global labour markets. This initiative has trained thousands of young people in Nigeria, Kenya, Senegal and Cote d'voire, reaching urban and rural communities.

### **2.4 Green and Inclusive Urban Development: Jobs, Sustainability & Climate Solutions**

27. The session was informed that Green and inclusive urban development focuses on creating cities that are environmentally sustainable and socially equitable. This involves integrating green infrastructure and promoting resource efficiency.
28. The conference highlighted and conducted site visits green infrastructure projects including parks such as Unity Park and Entoto Park, which aim to improve the city's environment and recreational spaces.
29. In addition, the city is focusing on sustainable transport with the Addis Ababa Non-Motorized Transport (NMT) Strategy, which promotes walking and cycling.
30. These efforts are part of a broader vision for a more liveable and sustainable Addis Ababa, despite ongoing challenges related to rapid urbanization and infrastructure development.

### **2.5 Maximising the Social impact of infrastructure development**

31. The seminar provided an opportunity for the participants to discuss and share best practices, experiences, policies, programmes and strategies on how to maximise the social impact of development projects.
32. To maximize their social impact, infrastructure must be designed and managed according to an ecosystemic logic. This requires multi-level institutional governance: at the political level, to align national priorities with sustainability, inclusivity, and resilience objectives; at the strategic level, to coordinate the actions of public and private stakeholders; and at the operational level, to ensure effective project

implementation. This approach ensures greater resilience in the face of crises and strengthens social and territorial cohesion.

33. The session further explored the impact of gender empowerment policies on social inclusion in selected rural infrastructure developments in Ethiopia. The session called for development opportunities for the broadest segments of society, especially the underserved, vulnerable and marginalized groups.

## **2.6 Social -justice in promoting social solidarity**

34. The Delegation was informed that social justice is crucial in fostering social solidarity, particularly in. The ILO works with its tripartite partners – governments, employers' organizations, and workers' organizations – to advance social justice and decent work for all citizens. This involves promoting fundamental principles and rights at work, strengthening social protection systems, and fostering social dialogue.

35. The session noted that Social justice can be advanced through decent work through;
- i. enhancing inclusive and effective governance of the world of work to ensure all workers enjoy adequate protection;
  - ii. ensuring access of all individuals to full, productive, and freely chosen employment and lifelong learning. To address the issue of unemployment, investments should also be made in skills strategies, lifelong learning and employment services and active labour market policies which are complemented by job search assistance, career guidance, public employment programmes, trainings and entrepreneurship subsidies.
  - iii. Establishment of inclusive labour market institutions which will play a central role to reduce inequalities and ensuring fair outcomes. Additionally, equal pay legislations and pay transparency measures would be important to address the persisting gender pay gaps that we witness globally and ensure gender equality. Collective bargaining mechanism plays a critical role to ensure equal pay and equal treatment; and
  - iv. Advancing social protection to provide access to adequate standard of living and capabilities necessary for people to realize their full potential.

### **3.0 MINISTERIAL DECLARATION**

#### **3.1 Observations**

The Session made the following observations;

36. Information technology gap limits access to economic opportunities particularly in rural areas and that investment in information technology infrastructure is essential for inclusive growth. In addition, the rapid, unprecedented and unpredictable changes happening in the world of work due to the increasing use of ever-advancing digital technologies, are creating both new opportunities for, and threats to job creation and job quality.
37. African countries continue to be faced with unprecedented challenges including increasing food and water insecurity, increasing risk of natural disasters, the effects of climate change and protracted conflicts and violence, compounded by sluggish economic growth, inflationary pressures, the debt crisis, tariffs, fiscal constraints, high informality, political instability, and technological disruption.
38. Infrastructural development is key for successful inclusion, integration, economic and social development and it is essential to ensure that the significant untapped potential for employment creation from construction activities benefit young men and women, and persons with disabilities.
39. Productive employment and decent work are key to achieving inclusive and sustainable socio-economic growth. Further, safety, security and fair working conditions are crucial for increased productivity and personal development of workers.
40. There is a need to emphasize the necessity of maximizing the social impact of infrastructure development, including maintenance, to contribute to broader societal well-being and equity. Further, there is a need to ensure transparency and fairness in employment programmes, addressing abuse, and ensuring opportunities reach intended beneficiaries to build social value and credibility.

#### **3.2 Declaration**

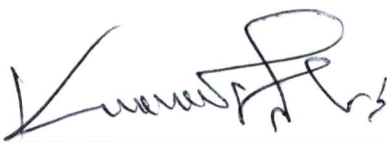

The Session resolved to;

41. Institutionalize and strengthen the EIIP approach through an appropriate strategy and high level national inter-sectoral coordination structures and implement integrated multi-sectoral employment programmes, consistent with national development and sectoral priorities.
42. Strengthen the capacity of national and local actors and institutions, as well as the private sector, where applicable, for the design and implementation of infrastructure and employment intensive programmes.
43. Promote policy coherence and improve collaboration between the different implementation and governance structures and engage the private sector to ensure the effective implementation strategies of adopted policies.
44. Build capacity in the analysis of labour markets and conduct employment impact assessments of key policies and investments to ensure that these are able to achieve their employment potential and support and strengthen the development of quality employment indicators and investment decisions of the development and financing institutions, for better tracking of direct, indirect and induced employment created.
45. Collect data through appropriate monitoring and evaluation systems to keep track on progress made on the implementation of the commitments in the declaration. This includes evaluating employment outcomes and impact.

46. Develop and adopt inclusive and transparent public procurement policies, procedures, and tools at both central and decentralized levels, to ensure increased involvement of SMEs, community-based organizations, broader participation for women, youth, persons with disabilities and encourage the use of local resource-based approaches, while at the same time ensuring the quality, durability and cost effectiveness of care, environmental, infrastructure and other works.
47. Integrate skilling, reskilling and upskilling, certification and recognition of prior learning (RPL) into EIIP and development projects, especially for youth, including training, internship, apprenticeship and industry-based training requirements, in the design, procurement or implementation processes, thus, committing contractors and other private sector actors to increasing their contribution to skills development.
48. Equip participants in labour-based projects with relevant, demand-led skills and entrepreneurship opportunities to drive long-term economic empowerment and provide sustainable exit pathways.
49. Expand employment intensive green works, in areas such as soil and water conservation, land restoration, reforestation and irrigation to increase agricultural and livestock productivity, halt environmental degradation and increase resilience to the effects of climate change, and reduce environmental pressures which are an increasingly important source of conflict on the continent.
50. Develop, strengthen and explore innovative approaches and strategies to transition from informal and temporary opportunities to formal jobs and to better empower EIIP beneficiaries to enter into long-term employment, embark on life-long learning and establish sustainable career paths for a better common future and strengthen the use of digital technology and supporting self-employment and entrepreneurship.
51. Pilot new approaches on integrating employment enhancing technology in more inclusive recruitment and implementation of employment initiatives, in particular youth targeted programmes.
52. Ensure the transparency and fairness in the implementation of public employment programmes, actively addressing and demonstrating zero tolerance for abuse, corruption, and political patronage to ensure opportunities reach the most deserving participants and the programmes deliver the intended social value.
53. Address the specific challenges faced by fragile countries and populations affected by conflict, crisis and displacement, ensuring that employment-intensive investment approaches contribute to state-building, social cohesion, peacebuilding and improving the living conditions of displaced persons.
54. Maximize the social impact of infrastructure development, including urban development, by ensuring projects are designed and executed in consultation with communities to meet local needs, foster social cohesion, and enhance ownership of development outcomes.
55. Promote gender equality in EIIP and ensure that employment created benefits women and they adopt gender equality policies.
56. Develop information technology infrastructure to ensure access in rural areas and that there are programmes to support IT literacy targeting youth and women and include competencies in artificial intelligence and cyber security.
57. Solicit that Governments, development partners, green and climate funds and international and regional development banks be further encouraged to finance jobs, skills and infrastructure development activities that contribute to the achievement of the Abidjan Declaration and the AU Agenda 2063. including through integrating employment and social outcomes into financing and lending portfolios.

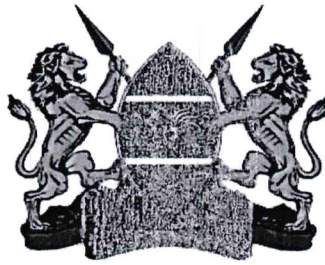
### 3.3 Recommendations.

58. The Government of Kenya should take cognizance of the critical role of infrastructural development in promoting social justice by shaping access to essential services and opportunities. Equitable infrastructure development can reduce inequality, promote inclusion, and empower marginalized communities.
59. The Government of Kenya and private-sector stakeholders should prioritize Employment-Intensive Investment Programmes (EIIPs) as a central strategy for job creation, infrastructure development, and climate resilience. This approach maximizes social impact and ensures local economic benefits.

SIGNED.......... DATE..........

**HON. RICHARD KITI CHONGA, MP  
CHAIRPERSON, DEPARTMENTAL COMMITTEE ON LABOUR**

**Annexure I:  
Report adoption list**



REPUBLIC OF KENYA  
THE NATIONAL ASSEMBLY  
THIRTEENTH PARLIAMENT-THIRD SESSION -2025  
DEPARTMENTAL COMMITTEE ON LABOUR

REPORT ADOPTION LIST

We, the members of the Departmental Committee on Labour, have pursuant to Standing Order 199, adopted this report on the 20th ILO Regional Conference for Labour-based Practitioners in Addis Ababa, Ethiopia and affix our signatures to affirm our approval and confirm its accuracy, validity and authenticity.

Date.....

	NAMES	SIGNATURE
1.	Hon. Kiti, Richard Ken Chonga, M.P.- Chairperson	
2.	Hon. Muli Fabian Kyule, MP- Vice Chairperson	
3.	Hon. Omboko Milemba, CBS, M.P.	
4.	Hon. K'Oyoo James Onyango, M.P.	
5.	Hon. Kagesi Kivai Ernest Ogesi, 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. Njoroge Mary Wamaua, M.P	
12.	Hon. Wachira, Rahab Mukami, M.P.	
13.	Hon. Barasa Patrick Simiyu, M.P.	
14.	Hon. Kihungi Peter Irungu, M. P.	
15.	Hon. Siyoi Lillian Chebet, M.P.	

SIGN..... DATE..... 30/9/2024  
Mr. Abenayo Wasike, Principal Clerk Assistant II / HOD

**Annexure 2:**  
**Minutes**

**MINUTES OF THE 31<sup>ST</sup> SITTING OF THE FOURTH SESSION OF THE DEPARTMENTAL COMMITTEE ON LABOUR HELD ON TUESDAY, 30TH SEPTEMBER 2025 IN THE CPA BOARDROOM, GROUND FLOOR, MAIN PARLIAMENT BUILDINGS AT 12:00 PM.**

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**PRESENT**

1. The Hon. Muli, Fabian Kyule, M.P.- Vice Chairperson
2. The Hon. K'Oyoo, James Onyango, M.P
3. The Hon. Njoroge Mary Wamaua, M.P
4. The Hon. Wambilianga, Catherine Nanjala, M.P.
5. The Hon. Aburi Donya Dorice, M.P.
6. The Hon. Amina Dika, M.P.
7. The Hon. Barasa, Patrick Simiyu, M.P.
8. The Hon. Kihungi, Peter Irungu, M.P.
9. The Hon. Siyoi, Lillian Chebet, M.P.

**APOLOGIES**

1. The Hon. Kiti, Richard Ken Chonga, M.P.- Chairperson
2. The Hon. Omboko Milemba, CBS, M.P.
3. The Hon. Kagesi Kivai Ernest Ogesi, M.P.
4. The Hon. Lomwa, Joseph Samal, M.P.
5. The Hon. Omwera, George Aladwa, M.P.
6. The Hon. Wachira, Rahab Mukami, M.P.

**COMMITTEE SECRETARIAT**

1. Mr. Samuel Wanjiru, Clerk Assistant III
2. Mr. Timothy Chiko, Research Officer III
3. Ms. Yasmin Hassan, Assistant Serjeant at Arms
4. Ms. Mercylyn Kerubo, Audio Officer III
5. Ms. Michelle Wanjau, Intern
6. Ms. Fatma Hussein Mohamed, Intern

## AGENDA

1. Prayers
2. Preliminaries;
  - i. Adoption of the Agenda
  - ii. Remarks by Chairperson
3. Confirmation of Minutes/ Matters Arising
4. Consideration of reports on:
  - i. The 20th ILO Regional Conference for Labour-based Practitioners- Addis Ababa, Ethiopia; and
  - ii. The 10th Continental Africa Public Service Day (APSD), Addis Ababa, Ethiopia
5. Business before the Committee
6. Any other business
7. Adjournment

The Chairperson called the meeting to order at thirty minutes past twelve o'clock. This was followed by a Prayer by Hon. Njoroge Mary Wamaua, M.P and self-introductions.

**MIN.NO.159 NA/LAB/2025: CONFIRMATION OF MINUTES OF THE PREVIOUS SITTING.**

Minutes of the 28<sup>th</sup> Sitting of the Fourth Session, held on 7<sup>th</sup> August 2025, were confirmed as being a true reflection of the proceedings of the meeting as proposed by Hon. Muli, Fabian Kyule, M.P and seconded by Hon. Kihungi, Peter Irungu, M.P.

Minutes of the 29<sup>th</sup> Sitting of the Fourth Session, held on 12<sup>th</sup> August 2025, were confirmed as being a true reflection of the proceedings of the meeting as proposed by Hon. Muli, Fabian Kyule, M.P and seconded by Hon. Kihungi, Peter Irungu, M.P.

Confirmation of the minutes of the 30<sup>th</sup> Sitting of the Fourth Session, held on 25<sup>th</sup> September 2025, was deferred to a later date.

**MIN. NO.160 NA/LAB/2025: BUSINESS BEFORE THE COMMITTEE**

***i) Budget Implementation Monitoring for the Financial Year 2023/24***

Pursuant to the National Assembly Standing Order 216(5) (ba), the Committee is mandated to " on a quarterly basis, to monitor and report on the implementation of the national budget in respect of its mandate".

The Committee, at a retreat held in Kisumu County on 14<sup>th</sup> to 17<sup>th</sup> November,2024, met with the MDAs under its purview to discuss the same.

The Committee is scheduled to undertake inspection visits during the 1<sup>st</sup> Quarter to verify the status of the implementation of the projects including the KSG Campuses and National Employment and Opportunities Centre, and thereafter consider and table its report.

***ii) Statements***

- **Request for a Statement by Hon. Machua Waithaka, (Kiambu Constituency) regards the Insurance compensation to the family of the late Mr. Patrick Gichuru on 22<sup>nd</sup> July 2025**

The Committee has received a response from the Cabinet Secretary, Ministry of Labour and Social Protection for reporting in the House.

- **The Statement by Hon. Geoffrey Wandeto, M.P (Tetu Constituency) regards the payment of salaries, terminal dues and other benefits to former employees of Nyayo Tea Zones on 22<sup>nd</sup> July 2025**

The Committee has written to the Cabinet Secretary, Ministry of Labour and Social Protection for a response.

- **Request for a Statement by Hon. Timothy Wanyonyi, CBS, M.P (Westlands Constituency) regarding the right to reasonable accommodation in the workplace for persons living with disabilities on 7th August 2025**

The Committee has received a response from the Cabinet Secretary, Ministry of Labour and Social Protection for reporting in the House.

### **iii) Treaties, Protocols, Conventions and Agreements**

- The agreement between the Government of the Republic of Kenya and the Federal Government of the Republic of Germany on a Comprehensive Migration and Mobility Partnership

The Agreement aims to enhance cooperation on migration management, labour mobility and related areas of mutual interest.

Consideration of the Agreement by Committee put on hold as directed by the Hon. Speaker pending consideration of the Agreement by the Cabinet, in line with the provisions of the Treaty-Making and Ratification Act, Cap 4D.

### **iv) Bills**

- **The Public Service Human Resource Management Bill (National Assembly Bill No. 51 of 2024)**

The Bill, which seeks to make provisions for uniform norms and standards of human resource management in the public service, was read a first time on Wednesday, 16<sup>th</sup> April 2025 and referred to the Committee on Labour for consideration and reporting.

The Committee placed an advertisement in the local dailies on Thursday, 15<sup>th</sup> May 2025 and also wrote to key stakeholders for submission of memoranda/views, to be received on or before Tuesday, 3<sup>rd</sup> June 2025. Committee to undertake stakeholder engagement on the Bill.

- **Industrial Training (Amendment) Bill (National Assembly Bills No. 50 of 2024), sponsored by Hon. Joshua Odongo Oron, M.P.**

The Bill, which was read a First Time on Wednesday 30<sup>th</sup> April 2025, seeks to amend specific provisions of the Industrial Training Act, (Cap. 237) in order to recognise prior learning as a framework that acknowledges the skills, knowledge, performance outcomes.

The Committee placed an advertisement in the local dailies on 9<sup>th</sup> May 2025 and wrote to key stakeholders on 13<sup>th</sup> May 2025, requesting for Memoranda and views on the Bill, to be received on or before Friday, 23<sup>rd</sup> May 2025. Committee has received views from the United Disabled Persons of Kenya, Kenya Law Reform Commission, Office of the attorney General and the Kenya National Qualifications Authority.

The Committee was briefed by the Legal Counsel on 29<sup>th</sup> July 2025 and met with the key stakeholders on 7<sup>th</sup> August 2025. The Committee to schedule a meeting to consider the report.

- **County Assembly Services (Amendment) Bill (Senate Bill No.34 of 2023), sponsored by Sen. Chute Mohamed Said, MP**

The Bill, read a First Time on Tuesday, 27<sup>th</sup> May 2025, seeks to amend the County Assembly Services Act to provide for the procedure for removing a Member of the County Assembly Service Board and to establish a fair process for suspending a Clerk of a County Assembly, among other provisions.

The Committee placed advert requesting for Views and Memoranda from the Public on 24<sup>th</sup> June 2025 to be received on or before 4<sup>th</sup> July 2025. Further, the Committee wrote to key stakeholders on Wednesday, 23<sup>rd</sup> July 2025 and is set to conduct a briefing meeting on Thursday, 2<sup>nd</sup> October 2025.

**MIN.NO.161 NA/LAB/2025: CONSIDERATION OF THE REPORT ON THE 20<sup>TH</sup> ILO REGIONAL CONFERENCE FOR LABOUR-BASED PRACTITIONERS IN ADDIS ABABA, ETHIOPIA**

The delegation Secretary guided the Members through the report on the 20<sup>th</sup> edition of the Regional Seminar, which was held under the theme: “Resilient Communities and Healthy Environment: The Employment-Intensive Investment Programme (EIIP) Approach”

The Conference was organised by the Government of the Federal Republic of Ethiopia in collaboration with the International Labour Organization (ILO), in Addis- Ababa, Ethiopia from 19<sup>th</sup> to 23<sup>rd</sup> May 2025.

The conference aimed at sharing knowledge, experiences and technologies in green works and climate smart approaches. It also promoted mutual learning and networking among the participants and encouraged South-South cooperation. The conference served as a platform to promote inclusive socio-economic development in Africa and forge a path towards social justice and ensuring a more sustainable and prosperous future for all individuals and communities.

The Delegation observed that:

- i The Information technology gap limits access to economic opportunities particularly in rural areas and that investment in information technology infrastructure is essential for inclusive growth. In addition, the rapid, unprecedented and unpredictable changes happening in the world of work due to the increasing use of ever-advancing digital technologies, are creating both new opportunities for, and threats to job creation and job quality.
- ii African countries continue to be faced with unprecedented challenges including increasing food and water insecurity, increasing risk of natural disasters, the effects of climate change and protracted conflicts and violence, compounded by sluggish economic growth, inflationary pressures, the debt crisis, tariffs, fiscal constraints, high informality, political instability, and technological disruption.
- iii Infrastructural development is key for successful inclusion, integration, economic and social development and it is essential to ensure that the significant untapped potential for employment creation from construction activities benefit young men and women, and persons with disabilities.
- iv Productive employment and decent work are key to achieving inclusive and sustainable socio-economic growth. Further, safety, security and fair working conditions are crucial for increased productivity and personal development of workers.
- v There is a need to emphasize the necessity of maximizing the social impact of infrastructure development, including maintenance, to contribute to broader societal well-being and equity. Further, there is a need to ensure transparency and fairness in employment programmes, addressing abuse, and ensuring opportunities reach intended beneficiaries to build social value and credibility.

The Committee having noted the above observations, recommended that the Government of Kenya should:

- i. Take cognizant of the critical role of infrastructural development in promoting social justice by shaping access to essential services and opportunities. Equitable development of infrastructure can reduce inequality, promote inclusion, and empower marginalized communities.; and
- ii. Together with the private sector stakeholders should prioritize employment-intensive investment programmes (EIIP) as a central strategy for job creation, infrastructure development, and climate resilience. This approach maximizes social impact and ensures local economic benefits.

The report on the 20th ILO Regional Conference for Labour-Based Practitioners in Addis Ababa, Ethiopia was adopted, having been proposed by Hon. Kihungi, Peter Irungu, M.P. and seconded by Hon. Njoroge Mary Wamaua, M.P.

**MIN.NO.162 NA/LAB/2025: CONSIDERATION OF REPORT ON THE 10<sup>th</sup> CONTINENTAL AFRICA PUBLIC SERVICE DAY (APSD) IN ADDIS ABABA, ETHIOPIA**

The Delegation Secretary guided the Members through the report on the 10<sup>th</sup> Continental Africa Public Service Day (APSD), Addis Ababa, Ethiopia.

The objective of the 2025 Continental APSD was to strengthen public institutions to enhance their efficiency, effectiveness, agility and resilience in service delivery. The Conference was a forum bringing together different sector players seeking to provide an overview of the growing and changing dynamics of the public service sector, and highlight areas for policy review and law reforms that can be taken up by the Kenyan National Assembly Committee on Labour.

The Delegation observed that:

- i. Enhanced Peer Learning: The APSD provided an opportunity for enhanced peer learning from public service institutions and practitioners on service delivery. Therefore, there is a need for more such opportunities.
- ii. Adaptation to emerging issues: A key development in the evolving public service sector is the emerging challenges and meeting broad evolving needs of citizens. Institutions need to be equipped with the capacity to adapt to emerging challenges.
- iii. The public service plays an invaluable role in development efforts across the continent. Most ministers acknowledged the significant role of public service in their countries.
- iv. That public officers can be motivated and encouraged to come up with new initiatives and innovations. Various public service sectors of different countries showcased their innovations.
- v. That the forum provided an opportunity for public servants to promote values such as professionalism, accountability, responsiveness, ethics and performance in the service.

Having made the above observations, the Committee recommended the following;

- i. Strengthened and Inclusive Institutional Frameworks: The National Assembly should ensure there is a strengthened and inclusive institutional framework that effectively support the justice and reparations process with a focus on addressing systemic inequalities affecting marginalized groups, including women, youths, persons with disabilities and rural communities.
- ii. Bridge the Digital Divide and Ensure that Reparative Justice Initiatives: The Ministry of Public Service and Human Capital Development, to ensure there is promotion of innovative, gender responsive and digitally inclusive policy design and implementation approaches to bridge the digital divide and ensure that reparative justice initiatives are accessible, impactful and equitable for all communities.
- iii. Embracing Technology: The Ministry of Public Service and Human Capital Development to uptake of technology and milestones made in the field of digitization in service delivery.
- iv. Sustainable Solutions: The Ministry of Public Service and Human Capital Development to prioritize the identification of sustainable solutions to challenges impeding the Public Services.

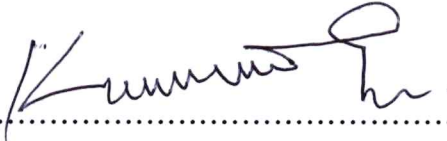
- v. Opportunities for Learning and Networking: The Ministry of Public Service and Human Capital Development should ensure more opportunities are provided to the public servants, such as the APSD, to enhance peer learning from other public service institutions and practitioners and provide networking opportunities.

The report on the 10th Continental Africa Public Service Day (APSD) in Addis Ababa, Ethiopia was adopted having been proposed by Hon. Kihungi, Peter Irungu, M.P. and seconded by Hon. Njoroge Mary Wamaua, M.P.

**MIN. NO.163 NA/LAB/2025:**

**ADJOURNMENT**

There being no other business, the meeting was adjourned at five minutes to one o'clock.

SIGNED.....  ..... DATE  
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(CHAIRPERSON)

