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REPUBLIC OF KENYA


THE NATIONAL ASSEMBLY

THIRTEENTH PARLIAMENT- FOURTH SESSION

DEPARTMENTAL COMMITTEE ON LABOUR

REPORT ON-

ATTENDANCE BY THE DEPARTMENTAL COMMITTEE ON
LABOUR TO THE 10TH AFRICAN PUBLIC SERVICE DAY (APSD) IN
ADDIS ABABA, ETHIOPIA.

 21ST - 23RD JUNE 2025 THE NATIONAL ASSEMBLY PAPERS LAID	
DATE: 04 DEC 2025	DAY: THURSDAY
TABLED BY: HON. RICHARD KITI CHONGA, MP CHAIR-LABOUR COMMITTEE	
CLERK-AT-THE-TABLE:	FINLAT

**NATIONAL ASSEMBLY
RECEIVED**
04 DEC 2025
SPEAKER'S OFFICE
P. O. Box 41842, NAIROBI.

Directorate of Committee Services
Clerk's Chambers
National Assembly
NAIROBI

December 2025

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ABBREVIATIONS AND ACRONYMS

MPSHCD	-	Ministry of Public Service and Human Capital Development
APSD.	-	African Public Service Day (APSD)
AU	-	African Union
PS	-	Principal Secretary
AUC	-	African Union Commission

CHAIRPERSON'S FOREWORD

The Africa Public Service Day (APSD) is commemorated annually on the 23rd June by African Union (AU) member states to recognize the role played by public servants and public institutions in national development. Public servants develop and deliver public programmes or services, inform policy making and overall provide evidence-based advice to leaders. Public institutions, on the other hand, provide essential goods and services in addition to fostering economic growth and stability. Therefore, the celebration of APSD aims at fostering reflection on the mission, challenges and achievements of the public service and promoting innovation and efficiency in service delivery

The African Union Commission (AUC), through its Department of Political Affairs, Peace and Security, in partnership with the Government of Ethiopia, hosted the 10th Continental Africa Public Service Day (APSD) from 21st – 23rd June 2025. The Conference was attended by participants across the entire continent representing over 40 countries, including ministers in public service, policymakers, several leaders, and public service representatives.

The 2025 APSD was celebrated at the national level and at the continental level in Addis Ababa, Ethiopia, as part of the continent's strategy to advance justice and reparations to strengthen Africa's resilience. The 2025 APSD theme aimed at fostering an understanding of historical injustices and systemic inequalities that hinder the promotion of long-term resilience of public service institutions through implementation of transformative policies that prioritize citizen engagement, transparency and responsive governance.

The Departmental Committee on Labour attended the celebrations to enhance their understanding of the public service matters. The Committee's delegation to the Conference comprised-

- (i) Hon. Fabian Kyule Muli, MP - Vice-Chairperson, Leader of delegation
- (ii) Hon. Patrick Barasa Simiyu, MP
- (iii) Mr. Timothy C. Tsungulah - Secretary to the delegation

The delegation had a productive visit through interactions with public servants and government representatives, including public service ministers of other African countries.

I would like to thank the Committee Members who participated in the conference, appreciate 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.

Pursuant to Standing Order 199, I am pleased to table in the House the Report of the Departmental Committee on Labour on its attendance at the 10th African Public Service Day held in Addis Ababa, Ethiopia from 21st to 23rd June, 2025.

Chairperson, Departmental Committee on Labour

EXECUTIVE SUMMARY

The Ministry of Public Service and Human Capital Development requested the nomination of the Committee to attend the 10th edition of the Africa Public Service Day celebrations in 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 event provided a platform for AU Member States to reflect on the progress made in public service reforms, address emerging challenges and celebrate innovations that improve 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.

During the conference, the Committee delegation interacted with various Ministers from the different African countries, the Ministry of Public Service team from Kenya and its delegation and other key players in the public service sector.

The Delegation made key observations which include: there was enhanced peer learning from public service institutions and practitioners on service delivery; there was a need to equip institutions with capacity to adapt to emerging challenges and meet broad evolving needs of citizens through innovation, accountability and responsiveness; the public service plays an invaluable role in development efforts across the continent; motivate and encourage public servants to come up with new initiatives and innovations and Avail an opportunity for public servants to promote values such as professionalism, accountability, responsiveness, ethics and performance in the service.

The Committee recommends that; 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. The Ministry of Public Service and Human Capital Development is 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. The Ministry of Public Service and Human Capital Development to uptake of technology and milestones made in the field of digitization in service delivery; and identification of sustainable solutions to challenges impeding the Public Services.

Hon. Richard Kiti Chonga, MP
Chairperson, Departmental Committee on Labour

PART I

1.0. PREFACE

1.1. Mandate of the Committee

1. 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 recommendations of proposed 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.*
2. 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.

1.2 Committee Membership

3. The Committee comprises of the following Members of Parliament:

Chairperson

Hon. Richard Kiti Chonga, MP
Kilifi South Constituency

ODM Party

Vice-Chairperson

Hon. Fabian Kyule Muli, MP
Kangundo Constituency

GDDP

Members

Hon. Omboko Milemba, CBS, MP
Emuhaya Constituency
ANC Party

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

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

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

Hon. George Aladwa Omwera, MP
Makadara Constituency
ODM Party

Hon. Catherine Wambiliaga, MP
Bungoma County
FORD-K

Hon. Njoroge, Mary Wamaua MP
Maragua Constituency
UDA Party

Hon. Amina Dika Abdullahi, MP
Tana River County
KANU

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

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

Hon. Wachira, Rahab Mukami, MP
Nyeri County
UDA Party

Hon. Peter Irungu Kihungi, MP
Kangema Constituency
UDA Party

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

I.3 Committee Secretariat

4. The Committee secretariat comprises the following staff:

Mr. Abenayo Wasike	-	Head of Secretariat/ Principal Clerk Assistant
Mr. Samuel Wanjiru	-	Clerk Assistant III
Mr. Joseph Ndirangu	-	Fiscal Analyst I
Ms. Colettah Sigilai	-	Senior Legal Counsel
Ms. Wambui Nyachae	-	Research Officer III
Mr. Timothy Tsungulah	-	Research Officer III
Ms. Yasmin Hassan	-	Assistant Serjeant-At-Arms
Ms. Mercylyn Kerubo	-	Audio Officer III
Mr. Ambrose Nguti	-	Media Relations Officer III
Mrs. Josephine Osiba	-	Hansard Officer III

PART 2

2.0. INTRODUCTION

5. The Africa Public Service Day (APSD) is commemorated annually on the 23rd June by African Union (AU) member states to recognize the role played by public servants and public institutions in national development. Public servants develop and deliver public programmes or services, inform policy making and overall provide evidence-based advice to leaders. Public institutions, on the other hand, provide essential goods and services in addition to fostering economic growth and stability. Therefore, the celebration of APSD aims at fostering reflection on the mission, challenges and achievements of the public service and promoting innovation and efficiency in service delivery.
6. The APSD was established following a declaration of the first Pan African Conference of Ministers of Public/Civil Service held in Tangiers, Morocco, in 1994. The event celebrated through annual national and biennial continental events has grown to become a significant platform for enhancing governance and public administration across the Continent.
7. The 2025 APSD was celebrated at the national level and at continental level in Addis Ababa, Ethiopia as part of the continent's strategy to advance justice and reparations to strengthen Africa's resilience. The 2025 APSD theme aimed at fostering an understanding of historical injustices and systemic inequalities that hinder the promotion of long-term resilience of public service institutions through implementation of transformative policies that prioritizes citizen engagement, transparency and responsive governance.
8. Hon. Fabian Kyule Muli, MP, Vice-Chairperson, Departmental Committee of Labour, and Hon. Patrick Simiyu, MP, Member, Departmental Committee of Labour, accompanied Dr. Jane Imbunya, Principal Secretary for Public Service of the Republic of Kenya, on an official visit to the Republic of Ethiopia 21st – 23rd June 2025. The visit followed the 2025 APSD national event (exhibitions, symposium and recognition of innovators) held on 8th - 10th June, 2025, at the Kenyatta International Convention Centre, where the winners accompanied the PS.
9. The Continental theme for 2025 APSD celebrations was "Enhancing the agility and resilience of public institutions to achieve equitable governance and rapidly address historical service delivery gaps."
10. The Public institutions are continuously faced with changing global and local demands that are reflected by citizens' evolving needs and awareness of their rights, and in extension, service delivery inequalities. Public institutions are at the forefront of fostering agile, resilient systems capable of addressing deep-rooted service delivery gaps and promoting equality.
11. The proposed theme aligned with the 2025 AU overarching theme 'Justice for Africans and people of African descent through reparations.' It also supports with AU Agenda 2063 vision of a unified, peaceful and prosperous Africa, emphasizing the need for responsive public administrations that can adapt rapidly to continuously changing challenges. The theme is also premised on the understanding that strong and adaptable public institutions are critical in addressing the continent's historical injustices and promoting long-term resilience.

- I2. Locally, the theme resonates with the government agenda to recognize the role played by minorities and migrant workers in economic development. Recognizing the challenges faced by Kenyan migrant workers locally and in countries of destination, the Government has sought to streamline processes and governance structure to protect their rights. The theme is also premised on the government development agenda with a key focus on innovation in various sectors of the economy to drive economic growth and improve the standard of living for all Kenyan citizens.
- I3. The year's theme, "Enhancing the Agility and Resilience of Public Institutions to Achieve Equitable Governance and Rapidly Address Historical Service Delivery Gaps," saw the event bring together public sector innovators from across the continent to showcase transformative ideas aimed at improving public service delivery.
- I4. This year's APSD celebrations featured a wide range of exhibitions and symposia, where African nations presented public service delivery innovations and deliberated on topical issues aligned with the theme.
- I5. During the APSD celebrations, Kenya secured the second top spot after winning three prestigious awards during the gala dinner held on Monday, 23rd June 2025, in Addis Ababa, Ethiopia.
- I6. Kenya's award-winning innovations included: Best Innovation in Service Delivery – Poultry Melovax by Tharaka University, which took 1st place; most Accountable and Transparent Organisation – Jaza Miti Initiative by Kenya Forestry Research Institute, which emerged as the 1st runner-up; and in the Best Pavilion category, Team Kenya Exhibition Stand took 2nd place.
- I7. Dr. Jane Kere Imbunya, PS for Public Service and head of Kenya's delegation, commended the Kenyan team for their exemplary performance. She noted that the awards affirmed Kenya's leadership in public service transformation across the continent.
- I8. The other Kenyan institutions that showcased outstanding innovations at the event include:
 - i. State Department for Internal Security & National Administration – Automated Reporting Management Information System (ARMIS)
 - ii. Baringo National Polytechnic – Water Recycling Innovation
 - iii. Huduma Kenya – Universal Agent Model
 - iv. Kenya Ports Authority – KARGOPAY Innovation
 - v. Kisiwa National Polytechnic- Five functional bed Innovation

PART 3

3.0. COMMITTEE OBSERVATIONS

19. The Committee made the following observations:

- 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.**

PART 4

4.0. COMMITTEE RECOMMENDATIONS

20. The Committee made the following recommendations:

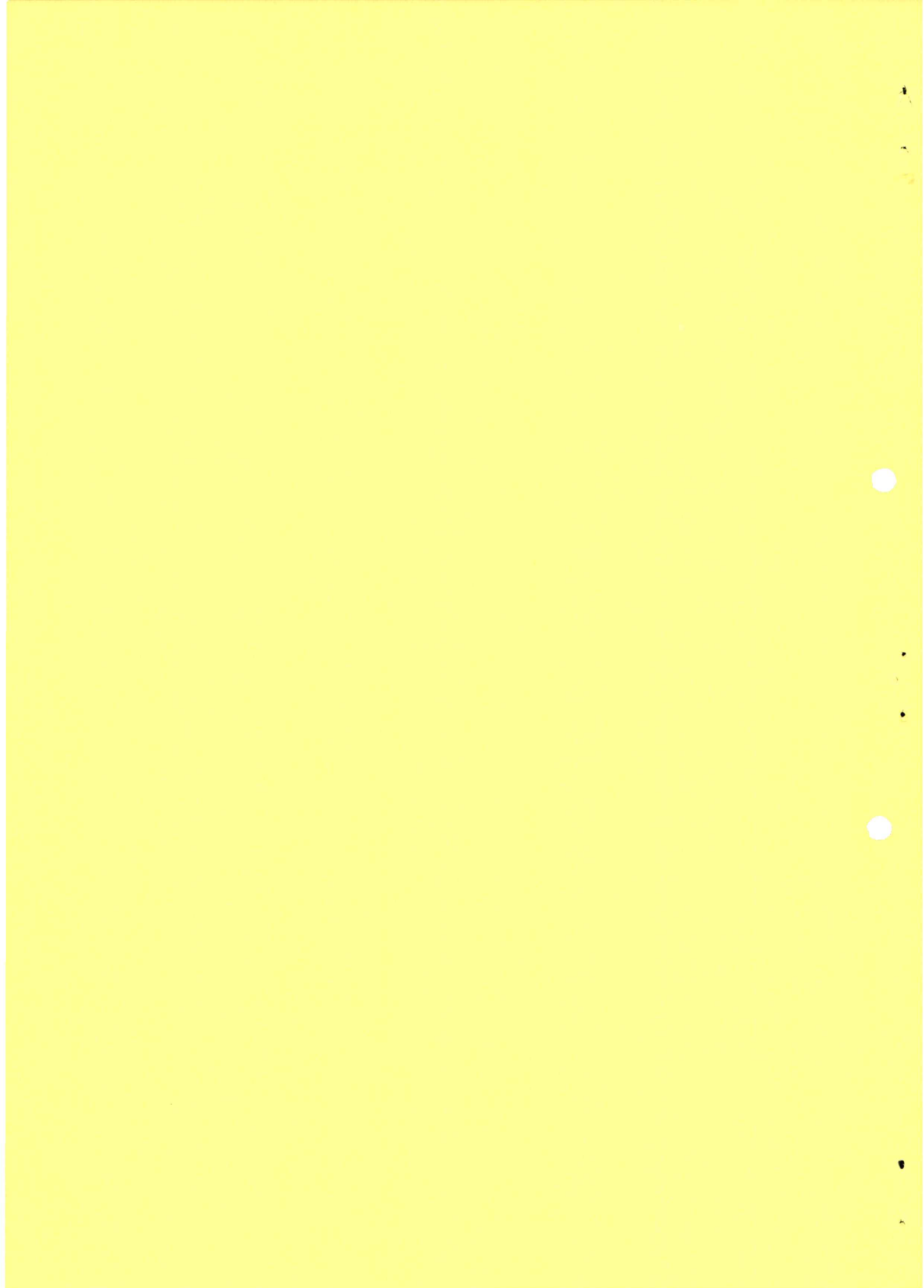
- i. **Strengthened and Inclusive Institutional Frameworks:** The National Assembly should ensure there is a strengthened and inclusive institutional framework that effectively supports the justice and reparations process with a focus on addressing systemic inequalities affecting marginalized groups, including women, youths, persons with disabilities and rural communities.
- ii. **Need to bridge the digital divide and ensure access to 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 should leverage on digitization to enhance public service delivery and drive operational efficiency.
- 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.

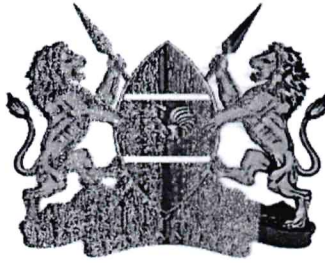
SIGNATURE: _____

DATE: _____

HON. RICHARD KITI KEN CHONGA, M.P.
CHAIRPERSON, DEPARTMENTAL COMMITTEE ON LABOUR

**Annexure I:
Report adoption list**





REPUBLIC OF KENYA
THE NATIONAL ASSEMBLY
THIRTEENTH PARLIAMENT-FOURTH 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 10th Continental Africa Public Service Day (APSD) 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	Present
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 30/9/2025
Mr. Abenayo Wasike, Principal Clerk Assistant II HOD

Annexure 2:
Minutes

MINUTES OF THE 31ST 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.

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 28th Sitting of the Fourth Session, held on 7th 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 29th Sitting of the Fourth Session, held on 12th 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 30th Sitting of the Fourth Session, held on 25th 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 14th to 17th November,2024, met with the MDAs under its purview to discuss the same.

The Committee is scheduled to undertake inspection visits during the 1st 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 22nd 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 22nd 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, 16th April 2025 and referred to the Committee on Labour for consideration and reporting.

The Committee placed an advertisement in the local dailies on Thursday, 15th May 2025 and also wrote to key stakeholders for submission of memoranda/views, to be received on or before Tuesday, 3rd 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 30th 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 9th May 2025 and wrote to key stakeholders on 13th May 2025, requesting for Memoranda and views on the Bill, to be received on or before Friday, 23rd 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 29th July 2025 and met with the key stakeholders on 7th 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, 27th 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 24th June 2025 to be received on or before 4th July 2025. Further, the Committee wrote to key stakeholders on Wednesday, 23rd July 2025 and is set to conduct a briefing meeting on Thursday, 2nd October 2025.

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

The Delegation Secretary guided the Members through the report on the 20th 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 19th to 23rd 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 10th CONTINENTAL AFRICA PUBLIC SERVICE DAY (APSD) IN ADDIS ABABA, ETHIOPIA

The Delegation Secretary guided the Members through the report on the 10th 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;

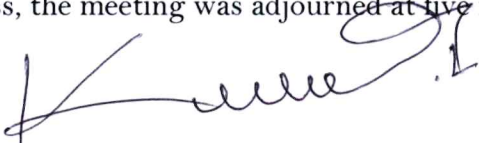
- i. Strengthened and Inclusive Institutional Frameworks: The National Assembly should ensure there is a strengthened and inclusive institutional framework that effectively support the justice and reparations process with a focus on addressing systemic inequalities affecting marginalized groups, including 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)