



**MINISTRY OF LABOUR AND SOCIAL PROTECTION**

**OFFICE OF THE CABINET SECRETARY**

**SPEECH BY HON. AMB. UKUR YATANI, CABINET  
SECRETARY, MINISTRY OF LABOUR AND SOCIAL  
PROTECTION DURING THE OFFICIAL LAUNCH OF THE  
MINISTRY STRATEGIC PLAN 2018-2022 ON  
THURSDAY, 26<sup>TH</sup> SEPTEMBER, 2019 AT THE SAROVA  
PANAFRIC HOTEL, NAIROBI**

**SEPTEMBER, 2019**

**The Honourable Chief Administrative Secretary, Ministry of Labour and Social Protection**

**The Principal Secretaries, State Department for Labour and State Department for Social Protection**

**Other Principal Secretaries present**

**Representatives of our Social Partners**

**Development Partners present**

**Representatives from Government Ministries, Departments and Agencies**

**Staff of the Ministry**

**Distinguished Guests**

**Ladies and Gentlemen,**

On behalf of the Ministry, I take great pleasure in welcoming you all to this official ***Launch of our Strategic Plan*** covering the 2018-2022 period. This is an important milestone for the Ministry. The Strategic Plan is the foremost policy blueprint which will guide the Ministry's implementation of activities, projects and programmes for the five-year period.

As you are aware, the Labour and Social Protection sectors have gained increasing significance as Enablers to Kenya's National Development Agenda. This is more so critical as the country continues to grapple with the major challenges of unemployment, vulnerability, poverty and inequalities. These are not unique to our country, but are present the world over.

Specifically, the Labour and Employment sector in Kenya is facing a number of challenges which include: high rates of unemployment, especially amongst the youth and women; increased industrial strikes in the public sector, particularly those affecting delivery of essential services; weak capacity of institutions of social dialogue and inspectorates; uncoordinated foreign employment; skills mismatch; and low productivity and national competitiveness.

In the Social Protection sector, the country faces the major challenges of: weak community organization and participation; abuse and violation of the rights of children, older persons and Persons With Disabilities (PWDs); and increasing demand for social assistance by poor and vulnerable member of society.

Regionally and on the global stage, the two sectors have to contend with a number of emerging issues and challenges which will continue to have an impact on implementation of programmes and shape Government policy. These include: rapid changes in the nature of work and the need to address the future of work; portability of social security benefits; climate change and green jobs; the effects of technology on labour, society in general, and children in particular; use of social protection initiatives as targeted responses to climate shocks; and demographic shifts.

The Strategic Plan we are launching today is the blueprint around which the Ministry will organize its efforts to address the emerging issues and challenges I have mentioned. It has been carefully developed by taking cognizance of the Ministry's operational environment and then charting its strategic focus to enable it deliver on its mandate and the Kenya's developmental aspirations.

The Plan envisages a Vision of "A competitive workforce, empowered and inclusive communities". This will be delivered through promoting decent work and the protection of vulnerable groups.

The document is also a critical communication tool to our internal and external stakeholders. It will empower staff, partners and the public with fairly adequate information with which they can hold the Ministry accountable.

**Ladies and Gentlemen,**

This Strategic Plan has been aligned to the country's National Development Agenda, as principally elaborated in: the Constitution; The Kenya Vision 2030 and its third Medium Term Plan (MTP) 2018-2022; the Government's 'Big Four' Agenda; the UN 2030 Agenda for Sustainable Development; and the African Union's Agenda 2063.

It specifically outlines several activities aimed at contributing to the realization of the requirements of several Articles under the Bill of Rights. These include rights related to: labour relations and social security; rights of children; rights of Persons With Disabilities (PWDs); rights of Older Persons; the rights of minorities; and recognition of Alternative Dispute Resolution (ADR) mechanisms in addressing employment and labour related disputes.

**Ladies and Gentlemen,**

The Ministry is currently implementing Flagship Projects under the 'Foundations for Social and Economic Transformation' or 'Enablers' and the 'Social Pillar' of the Kenya Vision 2030 and its Third Medium Term Plan 2018-2022.

The Ministry's Flagship Projects under the 'Enablers' are aimed at realizing a globally competitive and adaptive workforce capable of meeting the demands of an industrializing economy. Flagships under the Social Pillar are aimed at protecting and empowering poor and vulnerable groups in the society in order to enable them to play an active role in the development process.

The relevant Flagship Projects in the Third Medium Term Plan include: implementation of the Labour Market Information System; Strengthening linkages between industry and training institutions; development and implementation of the National Internship Programme; Research and training in Occupational Safety and Health; establishment of Alternative Dispute Resolution Mechanism (ADR) for employment and labour related disputes; the National Safety Net Programme (NSNP), commonly known as the *Inua Jamii* programme; Disability mainstreaming; and Child community support services. All these are in the Strategic Plan we are launching today.

**Ladies and Gentlemen,**

The Government's "Big Four" Agenda seeks to realize: increased contribution of manufacturing to GDP; food and nutrition security for all; universal health coverage; and affordable housing for all. The Labour and Social Protection sector plays the role of an Enabler to these four thematic areas. It should be remembered also that the 'Big Four' Agenda recognizes the need for inclusive growth and creation of job opportunities for Kenyans, which are core mandates of this Ministry.

The Strategic Plan has further been aligned to key regional and international policy instruments including the East African Community (EAC) Common Market Protocol, the UN Sustainable Development Goals (SDGs), Africa's Agenda 2063 and relevant conventions of various organizations under the United Nations, to which Kenya is a signatory.

### **Ladies and Gentlemen,**

Six Key Results Areas (KRAs) have been identified in the Strategic Plan. They are: Best Labour Practices; Manpower Planning, Development, Employment and Productivity Promotion; Community Empowerment, Social Protection and Development; Care and Support Services to Children; Leadership and Integrity (Governance); and Policy Coordination and Capacity Building. These are the **priority areas of focus** towards the achievement of the expected results over the 5-year Plan period.

The Strategic Plan has been developed through a consultative process involving staff from the departments, state corporations under the Ministry and others stakeholders. It has been subjected to stakeholder validation in the spirit of leaving no one behind and in order to ensure inclusivity in the implementation of the outlined strategies.

### **Ladies and Gentlemen,**

Effective implementation of a Plan of this nature requires adequate resources. While the resources allocated to the Ministry are by no means little, they are hardly adequate to facilitate effective execution of its mandate. Over the 5-year Plan period, the Ministry has total resource requirements of

**KSh. 211.5 Billion** against a projected budget allocation of **Kshs. 162.3 Billion**. This translates to a resource gap of **KShs. 49.4 Billion** over the period.

Notwithstanding this resource gap, the Ministry is still expected to tackle numerous challenges which hinder the realization of national development goals. I therefore call upon our partners to assist in bridging this gap in order for us to realize even better results.

**Ladies and Gentlemen,**

The Ministry, on its own, cannot address all the issues affecting the Labour and Social Protection sector in the country. This requires the concerted efforts of all stakeholders.

We recognize the role our partners and stakeholders continue to play in ensuring that the Ministry achieves its goals and objectives. I wish to particularly recognize the efforts of the Social Partners, Development Partners, Government Ministries, Departments and Agencies (MDAs), County Governments, Non-Governmental Organizations (NGOs), beneficiaries and the general public, for your continued support to the Ministry.

As we go forward, we will seek to strengthen linkages and collaborations with all our partners and stakeholders which we have built over the years. At the same time, we will strive to establish new partnerships and collaborations, especially in key emerging areas relevant to our mandate. My appeal to all of you is to walk with us through this 5-year journey and beyond as we all seek to serve this great Nation.

**Finally, Ladies and Gentlemen,**

On my behalf, and on behalf of the Ministry, we commit to actively implement this Strategic Plan and provide the required leadership and guidance. Together, we will build a vibrant and responsive Labour and Social Protection sector for Kenya.

**Thank you and God bless you all. Asante sana!!**