



Communication on Progress Year: 2010

Statement of Continued Support of the UN Global Compact

The Federation endeavours to maintain national, regional and international credibility as a member-based organization with a value of promoting Global Compact Principles. To achieve this goal, the Federation in the 2009/2012 strategic plan will integrate GC principles within the thematic areas of the strategic plan. The Federation has prepared the following guidelines for its member use and process of promoting the GC principles:

- Guidelines on social responsibility (with full clauses from the GC) 2005. These guidelines are due for revision in order to incorporate among others the New Labour Laws, National Environmental Authority (NEMA) requirements, National Work Ethics including anti-corruption. The Federation is already active in anti-child labour programmes and a guideline has been developed. As a way of upholding human rights, the Federation has developed a series of guidelines on the management of HIV/AIDS at the workplace where 80% of member have developed HIV/AIDS policies. In addition, the Federation championed the restoration of labour issues at the workplace after the disputed election crisis through workshop. Currently the Federation has prepared policy guidelines to members on the management of violence at the workplace.

Company name: Federation of Kenya Employers

Sector: Member - based

Number of employees: 50

UN Global Compact signatory since: 2006



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Brief description of nature of business

The Federation of Kenya Employers(FKE) has a membership base of 1,500 direct members and 1,600 from affiliate associations

VISION STATEMENT



- To be the preferred centre of excellence in Industrial Relations services, management practices and advocacy of employers' interests.

Mission Statement

- To promote an enabling business environment and sound industrial relations in Kenya through effective representations, advocacy and provision of value added services that strengthen the ability of employers to attain competitiveness.

Objectives

- To Act as a forum for Employers
- To promote and defend interests of Employers
- To promote good Management practices
- To collaborate with Employers, inter- governmental and other Business organisations
- To develop a sustainable institutional capacity and competence

FKE ownership rests with Management Board/Trustees and decision are made by the Management Board supported by the Finance/Executive Committee. Executive Director is the chief Executive and oversees day-to day operations. She/he is supported by a team of professionals staff. There are five departments (Industrial Relations, Management Consultancy, Projects, Training, Marketing, Publicity Finance and Administration ,

Main services include: Legal and Industrial Relations advisory/Advocacy, Productivity improvement, Safety and Health Training, General Training, social dialogue, Social responsibility etc

Main products are: Training, Labour relations management, Consultancy

Scope of this COP



Human Rights

UN Global Compact principles covered:

Principle 1: Business should support and respect the protection of internationally proclaimed human rights

Principle 2: Business should ensure that they are not complicit in human rights abuses

Commitment



A brief description of our Processes or Systems

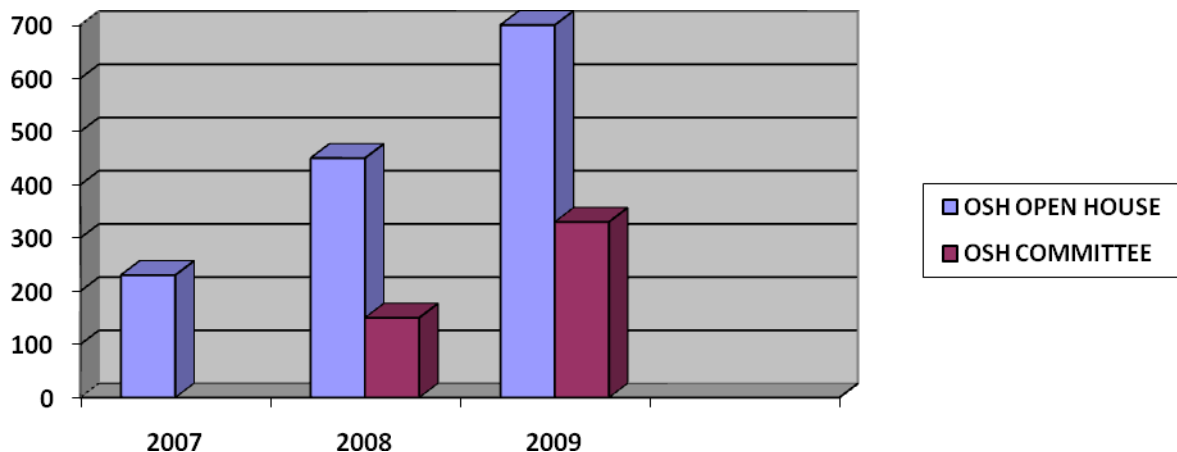
- Stakeholders' involvement (workers, Government, employers and others) involved in development of guidelines
- Stakeholders involvement in validation of documents
- Stakeholder are involved in the dissemination of information
- Undertaking joint activities with the Global Compact local network

Activities implemented in the last year

- Safety and Health training
- Participation in the developing of national OSH policy
- HIV/AIDS training at the workplace-300 enterprises sponsored 1,660 workers to the training events

Measurement of outcomes and value added for our company

Since the inception of the first OSH Workshop in December 2007 , there has been radical increase in the uptake of the service by FKE members and other organizations. OSH Committee training has seen reasonable increase since its launch in 2008. The development of enterprise OSH Policy was on the increase and more in the agricultural sector.



Human Rights
Current

	<p>The Federation's HIV/AIDS programme uptake among members increased from 33% in 2007 to 65% in June, 2009. The developed HIV/AIDS enterprise policies increased by 7% while HIV/AIDS workplace programmes increased by 10%. Workplace programmes included peer education. The increase in policy developed was prompted by the posting of HIV/AIDS Workplace Coordinators in Central and Nyanza/Western Branch</p> <p>Activities planned for next year</p>
Human Rights Future	<p>➤ Increase uptake of the above services</p>

Labour Rights

UN Global Compact principles covered:

Principle 3: Business should uphold the freedom of association and the effective recognition of the right to collective bargaining

Principle 4: Business should support the elimination of all forms of forced and compulsory labour

Principle 5: Business should support the effective abolition of child labour

Principle 6: Business should support the elimination of discrimination in respect of employment and occupation

Labour Rights Current

Commitment

A brief description of our Processes or Systems

- Worker employer representation
- Developing guidelines for wider dissemination

Activities implemented in the last year

Under the Labour Rights, the Federation has facilitated new training approaches in managing labour rights at the workplace. These approaches include among others

- Labour Management at enterprise level with special focus on International Labour Organization (ILO) Standards- 100 enterprises sponsored 1,600 workers to this training events between January, 2008 and December, 2009
- Training members on industrial relations and collective bargaining.
- Managing employee performance including process in setting targets, employee appraisal and reward system
- Managing redundancy
- Collective Bargaining Agreement
- Assisting members to develop Human resource manual

Measurement of outcomes and value added for our company

- *Reduction of disputes*

Labour Rights Future

Activities planned for next year

- **Engage other stakeholder**

Environment

UN Global Compact principles covered:

- Principle 7: Business should support a precautionary approach to environmental challenges
- Principle 8: Business should undertake initiatives to promote greater environmental responsibility
- Principle 9: Business should encourage the development and diffusion of environmentally friendly technologies

Environment Current	<p><i>Commitment</i></p> <p><i>A brief description of our Processes or Systems</i></p> <p><i>Activities implemented in the last year</i></p> <p><i>Measurement of outcomes and value added for our company</i></p>
Environment Future	<p><i>Activities planned for next year</i></p> <ul style="list-style-type: none"> •

Anti-corruption

UN Global Compact principles covered:

Principle 10: Business should work against corruption in all its forms, including extortion and bribery

Anti-corruption
Current

Commitment



To support members overcome all types of corruptions

A brief description of our Processes or Systems

- *FKE is represented at the National Anti-corruption Commission (NACC) by Mrs. Jacqueline Mugo, FKE Executive Director*

Activities implemented in the last year

- *Influence NACC to scale up anti-corruption through the preparation and provision of guidelines on anti-corruption*

Measurement of outcomes and value added for our company

Anti-corruption
Future

Activities planned for next year

How do you intend to make this COP available to your stakeholders?

- Though workshops
- Press



Donations, awards

We support the community in various activities among them are:

- Prevention of Child labour “adopt a school” project
- Clustered HIV/AIDS Networks

Attachments

1. HIV/AIDS Code
2. Employee wellness policy guidelines
3. Adopt a school-Child Labour