

COMMUNICATION ON ENGAGEMENT (COE)

Federation of Kenya Employers



Period covered by this Communication on Engagement [Ideally the two years prior to this report]

From: 9th July 2016

To: 10th July 2018

Part I. Statement of Continued Support by the Chief Executive or Equivalent

Please use the box below to include the statement of continued support signed by your organization's Chief Executive or equivalent.

To Our Esteemed Members/Stakeholders

The Federation of Kenya Employers (FKE) reaffirms its commitment and support of the United Nations Global Compact principles in the areas of Human Rights, Labour, Environment and Anti-Corruption.

This annual Communication on progress, describes our actions during the past one year to continually improve the integration of the Global Compact and its principles in to our daily operations as an Employers umbrella body in Kenya. We also commit to share this information with our stakeholders in all relevant forums and channels to add value in the work we do as we serve our members.

Yours Sincerely,

JACQUELINE MUGO, EBS.

EXECUTIVE DIRECTOR/CEO-FKE

Part II. Description of Actions

Please use the box below to describe the actions your organization has taken in support of the Global Compact. It is strongly recommended that the actions taken are related to one or more of the specific activities suggested. *Please refer to the complete list of suggested activities for your type of organization found [here](#).*

Actions undertaken during the period include:

- *Federation of Kenya Employers has been growing its membership through recruitment of 96 new members.*
- *Offered 27 open House programme Trainings to companies on Discipline management, productivity, Sexual harassment, leadership and Management skills*
- *Concluded and Registered 169 Collective Bargaining Agreements promoting the issue of productivity and Human Rights at the workplaces.*
- *Conducted 13 Trainings on Occupational Safety and Health for workers*
- *The Federation of Kenya Employers held meetings to promote social dialogue*
- *Held 8 Human Resource Managers Forums in Coast, Nairobi and Rift valley regions to discuss matters affecting workplaces*
- *Federation of Kenya Employers promoted social dialogue in different forums including tripartite partners'*
- *Represented Employers in 18 boards in Kenya where principles of Global Compact were promoted.*
- *For labour organizations/trade unions: Build dialogue with companies and NGOs involved in the UN Global Compact*
- *Participated in Global Compact meetings in Kenya through FKE members*
- *FKE Staff trained on Enhancing Social Protection coverage and quality for poverty reduction and development, skills and information which over the period has been shared with other employees*
- *Continued to implement the OSH and HIV Policies at the Federation of Kenya Employers.*
- *Developed a Training Manual on Corporate Social Responsibility.*
- *Trained Companies on CSR*
- *Rallied Companies to utilize their CSR budgets and Tackle Child Labour through Education using "Adopt A School Initiative" the FKE's approach*

Part III. Measurement of Outcomes

Please use the box below to include the most relevant qualitative and/or quantitative indicators to measure the outcome of the activities described in Part II above.

Measurement of outcomes include:

- *2015-2019 Employers Business Agenda being implemented which promotes Human Rights at work.*
- *Annual reports for year 206/2017*
- *Alternative Dispute Resolution Mechanism for East Africa Employers Organization with workers developed.*
- *No. of FKE members who are Global Compact active members.*
- *Reports on number of specialized Trainings FKE offered to Companies who are members of Global Compact including Frighoken Ltd*
- *Sexual Harassment and HIV policies developed by Companies members of the Federation of Kenya Employers.*
- *Reports and number of Adopt A School Initiatives implemented by FKE members in Kenya*