Issue No 21

NEA
Weekly e-SHOT

6th -10th December 2021

Fostering Recruitment Agencies' Ethical Practices and Accountability through Capacity Building



In a bid to enhance capacity to monitor and regulate foreign recruitment by Private Recruitment Agencies (PRAs) as well as ensure the alignment with International best practices and initiatives, A series of regional Trainings of Trainers (ToT) on the Oversight Mechanism (O/M) and Community Feedback Mechanism (CFM) were conducted in the counties of Nandi, Mombasa and Busia on diverse dates between 2nd -8th December, 2021. The trainings were led by the National Employment Authority (NEA) and the Ministry of Labour in collaboration with the International Organization for Migration (IOM)

While making his remarks in the first training that took place in Nandi County on 2nd -3rd December 2021, Mr. Joseph Njue, Ag. Director, Labour Migration at the National Employment Authority (NEA) underscored the importance of the training , as it sought to protect prospective migrant workers during the recruitment process. **"It is imperative that all stakeholders in the recruitment process promote the upholding of ethical recruitment practices, including labour recruiters, governments, and employers in order to ensure that the fundamental human, labour and social rights of migrant workers are duly protected,"** Njue said.

The trainings included open discussions and presentations in which various issues were explored. They touched on Mechanisms put in place by NEA to address Labour Migration challenges and Trafficking in Persons, Unethical Recruitment Practices in the migration cycle, Highlights of NEA Policies, Regulations, Guidelines and Procedures as well as the Visual Structure of the Oversight and Community Feedback Mechanisms among others.

These engagements follows several important developments. On 23rd July 2021, Hon. Simon K. Chelugui, the Cabinet Secretary, Ministry of Labour successfully launched the Multi-Stakeholder Technical Committee that was established to operationalize and roll out the Oversight Mechanism and Community Feedback Mechanism in Kenya. This recruitment Oversight Mechanism and Community Feedback Mechanism is being implemented by the Government of Kenya through the State department of Labour and the National Employment Authority (NEA with support from the International Organization for Migration (IOM) . It's main role will be to monitor the Kenyan recruitment industry as a whole and identify Private Recruitment Agencies and Sub-Agents that are non-compliant and thus continuing to expose migrants to the risks of modern slavery. The Community Feedback Mechanism will provide a platform for communities to report suspected human trafficking cases or Private Recruitment Agencies operating unethically.



STAFF Induction! New Officers Welcomed at NEA, Urged to Uphold Integrity, Openness, Equity and Fairness.



NEA Board Chair and Director General during the Induction seminar for new staff at Eastern Ark Hotel, Machakos County.

A total of 22 Officers who recently joined the National Employment Authority (NEA) attended a 5 days induction training at the Eastern Ark Hotel in Machakos County from 6th to10th December, 2021. The new Officers would be deployed to various employment offices across the country to offer the much-needed support to the public.

The Ag. Director General, National Employment Authority (NEA), Mrs. Edith Okoki was at hand to officially open the induction workshop at the start of the five days. She took the opportunity to welcome the new officers and thanked the Corporate Services Department for organizing the induction. **DG Okoki underscored the importance of NEA to the attainment of vision 2030 and urged the new officers to endeavor to become good ambassadors of NEA by treating clients well and upholding values of integrity, openness, equity and fairness when delivering services to all members of the public.** The DG recognized the new officer's digital savvy skills and noted that these would be invaluable to NEA's work and will be tapped on to enrich implementation of relevant activities.

The induction training was aimed at familiarizing the new officers with the various components in public employment and labour migration, their functions and operational mechanism. Areas covered included the legal and regulatory framework, labour migration and foreign employment administration, role of ICT in NEA service delivery, Public Employment Services and well as the National Employment Authority Integrated Management System (NEAIMS)

Discussions also centered on the civil service regulations and code of conduct that guides the day-to-day behavior of civil servants, various employment laws, govern ment accounting and finance procedures, exploring areas such as the principles of finance and issues for consideration when spending government money. Participants were also exposed to the various categories of appointment in the public service.

OUR VISION

"Employment opportunities for all"

OUR MISSION

"To formulate and implement employment policies and programmes for creation of sustainable employment for all Kenyans"

WRITE TO NEA

National Employment Authority
National Employment Building,
Seasons – Kasarani,
P.O. Box 25780 – 00100
Nairobi

TALK TALK TO NEA

Phone : +254 (020) 7855746/7
Email: info@nea.go.ke
OR
communication@nea.go.ke
Website: -www.nea.go.ke

FOLLOW OUR SOCIAL MEDIA

National Employment Authourity_ke
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nea_kenya

National Employment Authority (NEA)

NOTICE TO EMPLOYERS

SUBMISSION OF EMPLOYMENT RETURNS FOR THE CALENDER YEAR ENDING 31ST DECEMBER, 2021

Section 79, An employer shall keep a register in which the employer shall enter the full name, age, sex, occupation, date of employment, nationality and educational level among others for each of his employees and a return of employees for each calendar year, ending 31st December containing such information shall be sent to the Director not later than 31st January of the following year.

This notice is therefore to remind all employers that the returns for the calendar year ending 31st December 2021 are due by 31st January 2022 and employers are advised to file their returns online through www.neaims.go.ke before the dateline.

The online filling of employee returns have been put in place to enable employers conveniently submit their annual returns. **Note that Compliance Certificate is available for downloading upon 'Declaring' your employees (filling your returns).**

For more information, Contact or visit our offices;

National Employment Authority Building,

Seasons, Kasarani

P.O Box 25780-00100

NAIROBI, KENYA

Tel: +254 (020) 7855746/7

Email: info@nea.go.ke/dg.nea@nea.go.ke

website: www.nea.go.ke

Mrs. Edith Okoki

AG. DIRECTOR GENERAL

#File_Your_Annual_Employee_Returns_In_Time#