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NEA

Weekly e-SHOT

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This Week Let's talk about:-

Quality Employment, the Driver of Development



Vision 2030 has envisioned to transform Kenya into a newly industrialized and globally competitive middle-income country by the year 2030. One of the key strategy to achieve this goal is by creating an enabling environment for enterprises to thrive, encouraging the formalization of formal sector enterprises and improve the working conditions of workers in informal sector as well as promoting entrepreneurship skills among the youth for self-reliance, thereby creating decent jobs for all in the labour market.

Growing workforce

Notably each year, institutions of higher learning introduce additional graduates into the job market. This means that an increasing share of the population is of working age. What does this mean for Kenya's economy and social stability? How can these young adults access jobs, ideally a decent job and what needs to be done to help them succeed? There is no doubt that decent Jobs are central to our lives: after all, we spend most of our time at work, trying to make a living. And it's not just about what we earn. As the 2021 World Development Report argues, our work fundamentally defines who we are as people with important implications for our social relations and psychological well-being.

Employment policy

Since its inception, the National Employment Authority (NEA) has dedicated its efforts in promoting a stable, employment oriented macroeconomic environment that seeks to addresses the employment challenge as envisioned in the Kenya's Vision 2030. Towards the implementation of the employment Policy and Strategy for



Kenya, NEA has developed a framework to assist in tracking employment creation in the country. The framework aims at assessing employment potential in various sectors of the economy, identifying sectors with high potential for job creation, establishing the number and quality of jobs created in the economy and establishing employment trends and skills demanded in the labour market. It is therefore essentially important to support the implementation of the national employment strategy with a particular focus on encouraging job creation among youth.

Skills that match labour market demands



The delivery of quality education, including tertiary, should build the skills base of youth, enhancing their capacity to accrue higher earnings, contribute to improved national productivity and eventually lead towards healthy and sustainable livelihoods. Universities should increase the employability of their graduates by equipping them with professional communication and critical thinking skills, develop courses that are more responsive to employers' needs and improve cooperation between universities and organizations when designing curriculum and study programmes.

Internship Program

Promoting supervised internships and apprenticeships across all sectors and education levels is essential in offering the much-needed exposure to the students and graduates to the work environment. This is essential providing on-the-job training that integrates education, career development and work experience, thus allowing them to apply this knowledge in a professional setting.

Building a self-reliance youthful workforce



There has been a deliberate effort by the government to support young people in creating their own (formal or informal) employment opportunities, by teaching entrepreneurial skills, values and personal attributes such as communication, finance, leadership, strategic thinking, navigating conflict, and the

ability to recognise one's own potential and capacity. The Government has endeavored to develop the micro and small enterprise sector through Micro and Small Enterprises Authority (MSEA), Youth Enterprise Development Fund (YEDF) and the Access to Government Procurement Opportunities (AGPO) in its quest to assist the young people, women and people with disabilities (PWDs) acquire business development skills, financial support and access business opportunities, This is aimed at boosting self-employment opportunities thereby transforming the lives of the target beneficiaries for the better.

Safe foreign labour markets



Foreign employment patterns also seriously impact on labour standards. For this reason, Kenya has ensured that the Bilateral labour agreements guarantee the enforceability of national labour laws and internationally recognized core labour standards with effective follow up mechanisms. So far, the National Employment Authority has developed a code of conduct for the Private Recruitment Agencies to establish acceptable standards for all employment recruitment agents in Kenya. Additionally, Bilateral Labour Agreements (BLA) have been operationalized with, Saudi Arabia, Quatar, United Arab Emirates and UK. BLAs have also been initiated with Jordan, Oman, Kuwait Bahrain, and Poland.

NEA wishes to thank all employers who successfully filed the 2021 employee returns as required by law. We are happy to inform employers that the system will remain open for employers to update/capture the list of employees anytime within the year. We encourage employers to declare/advertise job opportunities, shortlist and recruit new employees through the NEAIMS portal free of charge. NEA will soon be conducting job fairs to sensitize employers and jobseekers on the use of NEAIMS.

The National Employment Authority remains commited to creating and promoting jobs that provide decent earnings, ensuring safe working conditions, providing social protection, and safeguarding workers' rights.

Edith Okoki

Ag. Director General

> THE FIRST STEP TOWARDS GETTING SOMEWHERE IS TO DECIDE THAT YOU ARE NOT GOING TO STAY WHERE YOU ARE

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

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