

Enhancing Safe Labour Migration Practices in Kenya:- Be aware of **Illegal Recruitment Agencies**



ABOUT NEA

The National Employment Authority (NEA) was established in April, 2016 by an Act of Parliament (the National Employment Authority Act 2016). The Authority main policy priorities are the promotion of employment in all aspects of national development. Specific policy priorities are:

- 1 Employment creation, especially for the youth, minorities and marginalized groups
- 2 Provision of labour market information;
- 3 Re-engineering of public employment services; and
- 4 Promotion of foreign employment.



Labour migration has immense socio-economic benefits to both countries of origin and destination. It is a source of employment and livelihoods for migrant workers, bridges skill gaps in destination countries, supports skills development and technological transfer in the countries of origin and also a source of the much-needed remittances in the migrant workers' countries of origin.

Private recruitment agencies play an important role in the management of labour migration and this therefore has made their operations of critical interest to the Government and other stakeholders.

The government has in the recent times instituted reforms in the labour migration management to tame the rapid increase in the number of Private Recruitment Agencies with the aim of creating and sustaining ethical recruitment practices.

The National Employment Authority (NEA), has noted that some unaccredited agencies are exploiting Kenyans by putting their welfare at risk when working abroad.

NEA warns job seekers to be on the lookout for such agencies, especially those that allows jobseekers to leave the country without going through proper channels with required documentation.

You can view the list of accredited Agencies on our website- <https://neaims.go.ke/EmploymentAgencyList.aspx> (The one that are highlighted **RED have not renewed their licenses.**

The illegal agencies includes both unregistered recruitment agencies as well as those that have not renewed their licenses and are still in operation. These agencies take advantage of job seekers for illegal recruitment activities thus breaching requirements such as mandatory pre-departure training that accustoms the migrant workers to the culture, and environment they are going to work in.

All Agencies are required to provide migrant workers with an employment

contract in Kenya before they migrate to a foreign country. They should also not charge recruitment fees more than a prescribed maximum limit set by the government including visa fees, service charges and training costs. **Recruiters found guilty of charging workers fees above the statutory limit and deceiving individuals about prospective working conditions such as the type of job, the employer, salary and hours of work are liable to a fine.** The law also prohibits recruitment agencies from recruiting people to countries that have not been approved by the government and from recruiting minors.

Unregistered entities and those that have not renewed their licenses but continue to migrate Kenyans to work abroad, are liable to prosecution. Those agencies that have been registered and contravenes the set guidelines are liable to licence revocation and prosecution.



To safeguard the safety and welfare of migrant workers, Kenya developed a code of conduct and regulation guidelines on foreign employment in 2016. **It is a legal requirement for all Private Recruiting Agencies to be vetted and accredited by the Ministry of Labour and Social Protection through the National Employment Authority (NEA).** Under the Labour Institutions Act, recruiting agencies must obtain a licence before they can recruit prospective migrant workers.

Visit www.neaims.go.ke OR <https://neaims.go.ke/CreateAccountEmploymentAgencies.aspx> to signup and apply for license as a Private Recruitment Agency. This is would enhance accountability, discipline and compliance and help government monitor activities in the industry.

The government's ongoing initiatives for the Labour Migration Policy and Bill have incorporated ideas from key stakeholders in migration management which once adopted will promote safe and ethical recruitment practices while flushing out rogue players from the industry.

We encourage the public to report suspicious agents. Your proactiveness can save someone's life.

Private Recruiting Agents must act responsibly or will be held accountable. To report any illegal recruitment activities, reach us through info@nea.go.ke or write to DG NEA through this adress.

“ When the deal is too good, think twice.....”

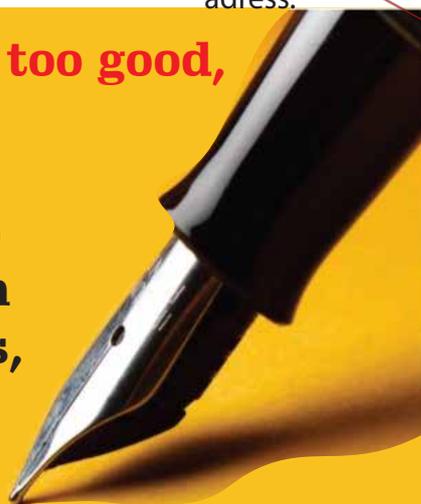
Regardless of the job promise you get from recruitment agencies, remember to varify the authenticity of the agency through

www.neaims.go.ke

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