

EMPLOYEE RELATIONS AND HUMAN RESOURCE MANAGEMENT IN KENYA

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PRESENTATION OUTLINE

- Overview
- Cornerstones of Positive Employee Relations
- Essential Activities to Employee Relations
- Importance of Employee Relations in Human Resource Management
- Key aspects of employee relations in Kenya
- Key Players in an Employee Relations System
- Comparing Employee Relations in Selected African Countries
- Conclusion

OVERVIEW

- Interactions and relationships between employees and their employers within an organization.
- Establishing and maintaining a productive and harmonious relationship between management and employees.
- It involves implementing policies and practices that promote fairness, respect, transparency, and collaboration in the workplace.

CORNERSTONE OF POSITIVE EMPLOYEE RELATIONS

- **Trust:** The foundation of any successful relationship, trust is crucial in employee relations.
- **Respect:** Treating all employees with dignity and courtesy, regardless of their position or level.
- **Fairness:** Employees seek equitable treatment in terms of opportunities for advancement, compensation, and adherence to company policies.

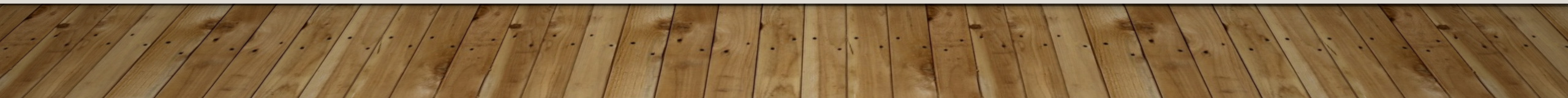
ESSENTIAL ACTIVITIES TO EMPLOYEE RELATIONS

- **Communication:** A two-way street where information flows freely.
- **Compensation and Benefits:** This demonstrates the organization's value for its workforce and contributes to employee satisfaction.
- **Performance Management:** Ensuring employee well-being not only protects them from physical harm but also contributes to a positive work environment.
- **Workplace Safety:** Creating a safe and healthy work environment is paramount.
- **Conflict Resolution:** Effective conflict resolution minimizes disruption and fosters a collaborative work environment.

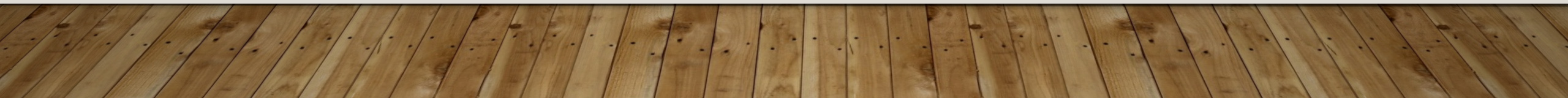
IMPORTANCE OF EMPLOYEE RELATIONS IN HUMAN RESOURCE MANAGEMENT

- **Increased Employee Engagement:** When employees feel valued, respected, and heard, they are more likely to be interested in their work.
- **Reduced Turnover:** This translates to lower recruitment and training costs for the organization.
- **Enhanced Employer Brand:** A strong reputation for positive employee relations attracts top talent in a competitive job market.
- **Compliance with Legal Requirements:** Maintaining positive employee relations helps ensure compliance and minimizes the risk of legal issues.

KEY ASPECTS OF EMPLOYEE RELATIONS IN KENYA

- **Constitution of Kenya 2010:** Article 41 guarantees the right to fair labour practices.
 - **The Employment Law, 2007:** Outlines the basic rights and obligations of employers and employees.
 - **The Labour Relations Law, 2007:** This Law promotes harmonious industrial relations.
 - **Cultural norms:** Demonstrate sensitivity to cultural differences and promote inclusivity and diversity among their workforce.
 - **Economic conditions:** Economic uncertainties and support their workforce during challenging times.
 - **Collective Bargaining:** Employers and trade unions engage in negotiations to establish terms and conditions of employment.
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KEY PLAYERS IN AN EMPLOYEE RELATIONS SYSTEM

- **Employees:** Enjoy the rights enshrined in the Constitution and Employment Law.
 - **Employers:** Comply with labour laws and maintain a safe and healthy working environment for their employees.
 - **Trade Unions:** Representing the interests of employees in negotiations with employers and in advocating for better working conditions.
 - **Government:** Implementation of labour laws and provides dispute resolution services.
 - **The Federation of Kenya Employers (FKE):** FKE is a membership organization that represents the interests of employers in Kenya.
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COMPARING EMPLOYEE RELATIONS IN SELECTED AFRICAN COUNTRIES

Country	Legal Framework	Trade Union Presence	Formality of Employment	Social Security
South Africa	Relatively well-established	Well, established	Great emphasis on formal employment	Well, established
Kenya	Developing	Present but hold less influence	Operate in the informal sector	Still developing
Nigeria	Less formalized	Presence limited	Operate in the informal sector	Still developing

CONCLUSION

- Employee relations in Kenya operate within a comprehensive legal framework that prioritizes the fair treatment of both employers and employees.
- Maintaining good employee relations in Kenya requires a holistic approach that considers legal compliance, cultural sensitivities, economic factors, and effective communication strategies.
- By prioritizing fair treatment, mutual respect, and collaborative problem-solving, organizations can create a conducive work environment.
- Employee relations in Africa exhibit a fascinating interplay of legal frameworks, trade union influence, formality of employment and social security.

LINKS

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- <https://www.fke-kenya.org/policy-issues/employment-labour-laws>.
 - <https://intasend.com/payments/labor-laws-in-kenya-a-comprehensive-guide>
 - <https://www.springerprofessional.de/en/employee-relations-and-trade-unions-in-africa/25271118>
 - https://www.researchgate.net/publication/235307307_Introduction_Employment_relations_in_Africa
 - <https://www.grin.com/document/1130835?lang=en>
 - <https://aias.s3-eu-central-1.amazonaws.com/website/uploads/1456839715780WP116-Kocer,Hayter.pdf>

THE END

Thank you!