



COUNCIL OF GOVERNORS

HUMAN RESOURCE, LABOUR & SOCIAL WELFARE COMMITTEE

The committee handles all matters relating to Labour, Human Resource and Social Welfare of workers in Counties. The Committee promotes the rights of the workers, their remunerations, promotions and general welfare of workers in counties as per the Labour Laws in Kenya.

On another level, committee provides technical assistance in terms of information, research, policy analysis, and capacity development for county governments across a range of policy issues.

The Human Resource, Labour & Social Welfare division covers issues in the areas of pensions, capacity development, quality of services, promotions and remuneration of workers, transfers and rights and policies in human resource.

Challenges

- Insufficient funding in County Governments to enhance capacity Building and Trainings.
- Transition staffing challenges at county Level
- Uncoordinated transition process of human resource from National Government to County Governments, for example, transfer of files and pending promotions.
- Slow uptake of proposed legislation affecting Human Resource at County Level

Opportunities

The committee offers a platform for peer consultation, sharing of best practices, experience, and learning through capacity building opportunities (workshops/seminars) for counties. This promotes peer exchange for governors, deputy governors, county executive members and staff.

Resources

The committee develops and maintains a variety of resources on human resource issues including:-

- Preparation of short focused documents that provide analysis of state policies, issues, and trends
- Recommendations for interventions on Human Resource, Labour and Social Welfare of Workers.
- Facilitation of Inter-County Consultation on issues of Human Resource through the County Public Service Boards Forums.

Our Approach

The committee engages in multipronged approach with stakeholders at national and international level to promote the devolution of Labour and Human Resource services at county level.

It seeks to support counties to identify capacity building priorities in Human Resource management and works with other Government institutions to support building of the identified capacity priorities in Counties.

Our Impact

There has been documentation of best practices and success stories in devolution for Human Resource Management. These have been shared across counties.

Together with other Government institutions, develop capacity building framework for strengthening Human Resource Development at county level.