



CENTRAL ORGANIZATION OF TRADE UNIONS (KENYA)

14TH QUINQUENNIAL CONFERENCE

SECRETARY GENERAL'S REPORT

9TH APRIL, 2021

TOM MBOYA LABOUR COLLEGE, KISUMU



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List of Abbreviations

AIDS	-	Acquired Immunodeficiency Syndrome
BBI	-	Building Bridges Initiative
CBA	-	Collective Bargaining Agreement
CBS	-	Chief of the Burning Spear
COP	-	Congress of Parties
COTU (K)	-	Central Organization of Trade Unions in Kenya
COVID-19	-	Novel Coronavirus
DTDA	-	Danish Trade Union Development Agency
DTDA	-	Danish Trade Union \Development Agency
EATUC	-	East African Trade Union Confederation
FES	-	Friedrich-Ebert-Stiftung Kenya Office
FKE	-	Federation of Kenya Employers
GOTUS	-	Global Outlook Trade Union School
H.E	-	His Excellency
HIV	-	Human Immunodeficiency Virus
HSC	-	Head of State Commendation
ICFTU	-	International Confederation of Free Trade Unions
IEBC	-	Independent Electoral and Boundaries Commission
ILO	-	International Labour Organization
ITUC	-	International Trade Union Congress
IWD	-	International Women's Day
IYD	-	International Youth Day
MBS	-	Moran of Burning Spear
MLSP	-	Ministry of Labour and Social Protection
MOU	-	Memorandum of Understanding
NHIF	-	National Health Insurance Fund
NOM (DZA)	-	National Order of Merits

NSSF	-	National Social Security Fund
OATUU	-	Organization of the African Trade Union Unity
OGW	-	Order of the Grand Warrior
PANAF	-	Pan African Trade Union Education Programme
S G	-	Secretary General
SACCO	-	Saving and Credit Cooperative Organization
SC	-	Solidarity Center
SCLs	-	Study Circle Learnings
TMLC	-	Tom Mboya Labour Collage
TOTs	-	Training of Trainers
TUFEA	-	Trade Union Federation of East Africa
ZCTU	-	Zambia Congress of Trade Unions



Foreword: Chairman General



It has been a pleasure and a privilege to spearhead the Central Organization of Trade Unions in Kenya, COTU (K), in the past five years. We have faced numerous challenges in terms of retrenchment, redundancy, outsourcing, contraction, and casualization of labour, which we have all, as unions, fought with all our expertise and experience.

As an organization, we have partnered with all the affiliates in Kenya very well and we have a strong working relationship with our social partners, namely, the Federation of Kenya Employers and the Ministry of Labour and Social Protection. We are also working closely with our international partners namely East African Trade Union Confederation, Trade Union Federation of East Africa, Organization of African Trade Union Unity and the International Trade Union Confederation.

COTU (K) has over the past five years sent, every year, a delegation of not less than twenty delegates to the annual International Labour Organization (ILO) Conference and remain proud of that. This has made us to participate in the formulation and discussion of the various ILO Conventions and Recommendations more effectively. COTU (K) is also represented in various international, national and government bodies such as the International Labour Organization, International Trade Union Confederation, National Social Security Fund, National Hospital Insurance Fund, National Industrial Training Authority, Micro and Small Enterprise Authority, Kenya National Qualifications Authority and National Council of Occupational Safety and Health. At the international level, we are represented in all the aforementioned organizations as well as board members of the ILO Governing Body.

The journey has been great with several things to cherish such as having His Excellency, The President, attend our Labour Day Celebrations, getting the government to raise minimum wages by 18% in 2017 and 5% in 2018, renovation of the Tom Mboya Labour College, among others. The year 2020 and 2021 have been very challenging to COTU (K) with the emergence of COVID-19 which has drastically affected our membership.

As I conclude, I hope that COTU (K) will overcome these challenges and be a leading Trade Union Center in Africa. Organizing and recruitment of new members should be our GOAL in 2021-2026.

Thank you.

Bro. Rajabu Mwondi, MBS

CHAIRMAN GENERAL

Foreword: Secretary-General



The state of the Central Organization of Trade Unions (Kenya), COTU (K), is strong. Since I and the team were elected took over office five years ago we have strove to keep the spirit and the aspirations of the Labour Movement, in Africa and the world, known and felt globally. I must admit, the past five years have been characterized by monumental challenges but through our spirit of solidarity, we have been able to surmount and stand strong for the Kenyan workers. This being my 54th year in the labour movement, I am proud to say that never before has the labour movement in this country been more revered, united, and, its future more promising.

In 2016 when we got elected to serve in COTU (K) we set out to strengthen the bargaining power and human resource of our allied unions, increase membership of our members through partnerships, trainings and programs aimed at benefiting workers, make the position and interest of Kenyan workers known on serious national discussions and reconstruct the Tom Mboya Labour College in Kisumu to a state of the art facility.

All these goals, I must say, have been achieved and those that are yet to be completed are at an advanced stage. For instance, the number of unions affiliated to COTU (K) has grown since 2016 from the past 32 to the current 45 and it's during this time that the Kenya National Union of Teachers (KNUT) joined COTU (K).

Over the said period, myself and other members of the COTU (K) Executive Board have been recognized and feted with awards from institutions to State Awards. For instance, in 2018, Masinde Muliro University of Science and Technology conferred me an Honorary Degree of Doctor of Humane Letters (Labour Relations) (Honoris Causa) in recognition of the role that I have played in championing for workers' rights and freedoms across the globe and my participation in strengthening the labour movement in Kenya and Africa. Around the same time, I and two other Executive Board members were also feted with a State Commendation in recognition.

Additionally, the leadership of COTU (K) has remained vocal and consistent when it comes to issues of democracy and governance of the country. As a result, we pride ourselves in being the initiators and the proponents of the Building Bridges Initiative (BBI) which brought together His Excellency President Uhuru Kenyatta and the former Prime Minister Raila Odinga in an attempt to achieve political stability after the highly divisive 2017 elections. We have since maintained our support and equally voiced our views and concerns on the way forward as contained in the BBI report and correspondingly the Constitution of Kenya (Amendment) Bill, 2020.

On the renovations currently ongoing at the Tom Mboya Labour College in Kisumu, through the help of the Executive Board and our affiliate Unions, COTU (K) has so far spent approximately five hundred million at the said college, with results of the same being very evident.

Additionally, COTU (K) has managed to reclaim more than 4 acres of land that had been lost to land-grabbers and to which is currently being fenced off by the Kenya Plantation and Agricultural Workers Union (KPAWU) at the cost of 1 million shillings.

However, most of our work was disrupted by Covid-19 pandemic in March 2020 which has since changed the world as we knew it for good. But even with this we remain strong and committed to championing for workers' rights in the face of a changing world of work.

Serving this organization between 2016 – 2021 has been an honour, a privilege and the joy of my life. It has also been wonderful serving with very dedicated men and women wholly obsessed with workers' rights and interests.

These must have been the men and women Ellen G. White had in mind when she talked about the greatest want of the world. These men and women, I must say, cannot be bought or sold, in their inmost souls they are true and honest, they do not fear to call sin by its right name, their conscience is as true to duty as the needle to the pole, and they stand for the right though the heavens fall.

Thank you all. We remain true and available to service.

Dr. Francis Atwoli NOM (DZA), CBS, EBS, MBS

Secretary-General

Foreword: Treasurer General



Over the past five years, COTU (K) membership has continued to grow reaching over four million members. This can be attributed to good organizing and recruitment techniques by all our Affiliates as well as the stewardship of our Secretary General, Dr. Francis Atwoli. This means that our financial base has increased making us more independent. Our financial base is also supported by social partners who mainly fund our education and training activities. These include Pan African Trade Union Education Program through ABVV-FGTB – Union to Union Projects, DTDA – Denmark, International Labour Organization, Solidarity Centre, National Social Security Fund, National Hospital Insurance Fund, among others.

Since the last quinquennial Conference, we have streamlined revenue collection and expenditure. COTU (K) has done major renovations to its headquarters offices on Digo Road, Gikomba. You have all witnessed the new design of our headquarters with new furniture and equipment in all our offices as well as cabro parking space. Added to that, COTU (K) bought two new vehicles for our staff to use for emergency work purposes and any other activity of benefit to the organization. At the same time, we have invested heavily in the renovation of the Tom Mboya Labour College in Kisumu with the aim of turning it into a state of the art facility and I would like to report that most of the renovation is expected to end this year.

Over the last five years, COTU-K has funded the travel and accommodation expenses of each year's delegates of a minimum of ten persons to the annual ILO Conference in Geneva, Switzerland. We have continued to remit membership fees, between 2016 and 2021, to East African Trade Union Confederation, Trade Union Federation of East Africa, Organization of African Trade Union Unity, International Trade Union Confederation-Africa and International Trade Union Confederation-Brussels.

Under the able stewardship of our Secretary General, we at the Treasury department aim to continue improving revenue collection and expenditure. In the coming five years we urge all our affiliates to focus on organizing and recruitment especially after the emergence of COVID-19 which reduced our income. We also hope to invest more in the education and training of our union officials and members.

Separately please find the expenditure and audited accounts.

Sis Rebecca Nyathogora, HSC

TREASURER GENERAL

Acknowledgement

First and foremost, I would want to give my thanks to the Almighty God for giving us life, good health and a very successful term in the past five years.

I would also like to express my gratitude to the COTU (K) Executive Board, as listed herein, for their undiminishing strong support over the past five years. The Board has religiously and wholeheartedly supported our cause towards championing for the rights of Kenyan workers and, at the same time, been of great guidance on the growth of COTU (K)'s financial and membership base. Without the support of the Executive Board, the respect and pride we enjoy as an organization would only be a dream. It's my wish that unity and focus remain seminal in the operations and relations of future Executive Boards.

Sincere appreciation to COTU (K)'s Secretariat Bro. Rajabu Mwondi, Rev. Joel K. Chebii, Bro. Francis K. Murage, Bro. Benson O. Okwaro, Bro. Ernest Nadome, Sis. Carolyn Chepkoech Rutto, Sis. Rebecca M. Nyathogora, Bro. Washington O. Adongo, Bro. Francis B. Wangara, Bro. Joseph Nya'biya Onchonga and Bro. Nelson Mwaniki for their support and availability over the past five years. Indeed, without your firm support, vision, and availability in planning for our events and programmes COTU (K) would not be the much revered and recognized union that it is in Africa and the world.

A special THANK YOU to the members and Affiliate Unions of COTU (K) for their continued support and also availability when need be. Without you, our Labour Days, Industrial Actions and by far the influence we have would not be a reality. It is from you that we draw our strength, might and influence over policy, negotiations and decisions being made affecting workers. It is my hope and prayer that you will continue to accord COTU (K) with this much needed support in the coming years and that you may continue being available whenever called upon during celebrations, trainings, conferences and industrial actions.

I would also like to thank the Ministry of Labour and Social Protection and the Federation of Kenya Employers for according us a conducive environment and support over the last five years. This partnership has been of great benefit to our members considering our consultations have been fruitful especially in trying to avoid paralysis at areas of work.

Lastly, I want to acknowledge and thank the staff at COTU (K) led by the Administrative Secretary Bro. Mbingi Okello for remaining committed and ready to offer their services to workers. May God bless you all.

Obituaries

NO	NAME	TITLE	DATE
	Bro Dennis Akumu	Former Secretary General, COTU (K)	17 th August, 2016
	Justus Mulei	Former Secretary General, COTU (K)	2 nd February, 2019
	Bro Were Dibo Ogutu	General Secretary, Kenya Chemical Workers' & Allied Workers' Union	2 nd July, 2020
	Bro Charles Natili	General Secretary, Kenya Engineering Workers' Union	16 th June, 219
	Mzee Joshua Dismas Omoth	Personal Assistant to the Late Tom Mboya in the late 50s to 1969 Administrative Secretary, COTU (K) to 2014	15 th July, 2018
	Bro Francis Enos Chogo Mwole	Director, Workers Education at COTU (K), (1976-1979)	24 th January 2021
	Bro Gilbert Amolo	General Secretary, Kenya Petroleum Oil Workers Union	19 th October, 2017
	Bro Fredrick Odindo	Assistant National, General Secretary, Kenya Engineering Workers' Union	15 th July, 2019
	Sis. Margaret Wangui	National Chairperson Kenya Plantation and Agricultural Worker's Union.	2 nd April, 2021
	Sis. Elina Mwamburi	Dispute Officer, Bakery, Confectionery Manufacturing & Allied Workers Union(K)	10 th March, 2021
	Bro Robert Abwoga	Former General Secretary, Kenya Shipping, Clearing & Warehouses Workers Union	23 rd August, 2020
	Sis Lilian K. Mulamula	Executive Board Member, Kenya Electrical Trades Allied Workers Union	20 th October, 2020

NO	NAME	TITLE	DATE
	Bro Wellingtone Otieno Omenda	Vice National Chair, Communication Workers Union, Kenya	25 th October, 2020
	Bro Evans Ombogo Otwal	Deputy General Secretary, Kenya Union of Domestic, Hotels, Educational Institutions, Hospitals & Allied Workers	30 th October, 2016
	Bro Samson Wanjala Matete	Dispute Resolution Officer, Kenya National Private Security Workers' Union	18 th November, 2020
	Bro. Simon Kimeu Mutua	Assistant National Organizing secretary, Kenya Union of Commercial, Food & Allied Workers	1 st July, 2020
	Sis. Maria Agunda	National Chairperson, Tailors and Textile Workers' Union	24 th June, 2020
	Bro. Milton Mbogo	Kilifi Branch Secretary, Kenya Union of Commercial, Food & Allied Workers	25 th March, 2020

1. INTRODUCTION

1.1 About COTU (K)

The Central Organization of Trade Unions Kenya (COTU-K) is the National Trade Union in Kenya. COTU (K) was founded in 1965 upon the dissolution of the Kenya Federation of Labour and the African Workers' Congress (KFL & AWC). COTU (K) is registered and operates within the provisions of the Trade Unions Act (Chapter 233) of the Laws of Kenya.

Presently, COTU (K) has 45 affiliate trade unions in Kenya with a membership of more than four million workers. However, this membership has reduced slightly in the past one year as a result of Covid-19 and we are still working on establishing the exact number.

Since its formation in 1965, the workers' umbrella body has endeavoured to create, develop and maintain a comprehensive social framework for championing the rights of workers and advocating for a humane and productive work environment. This has been achieved on many fronts including actively contributing to the relevant clauses on the Bill of Rights in Kenya's Constitution 2010.

COTU (K)'s activities have been geared towards:

- Strengthening the Affiliated Unions;
- Promoting workers' education;
- Lobbying and advocating for appropriate employment and labour market policies and legal regimes;
- Articulating workers' views and representation at National, Regional and International Levels; and,
- Building solidarity, alliances, partnerships and networks with Government, Private sector, Regional and International Trade Union Confederations and other labour support institutions.

In particular, COTU (K) continues to engage with other like minded partners in the region and the African Continent to champion the rights of workers who are the movers of the economy. Such organizations include the East African Trade Union Confederation (EATUC), the African Regional Organization of the International Trade Union Confederation (ITUC-Africa), and Organization of African Trade Union Unity (OATUU). In the country, COTU (K) works closely within the tripartite partnership that is made up of the Ministry of Labour and Social Protection and the Federation of Kenya Employers (FKE)

1.2 Vision

To be a premier umbrella trade union that champions for a decent and sustainable work environment

1.3 Mission

To promote, safeguard and improve the welfare of all workers through social dialogue and effective representation

1.4 Values and Principles

COTU (K) subscribes to the following values and principles:

- Collaboration and teamwork
- Participatory leadership
- Respect for the rights and privileges of workers
- Worker solidarity
- Tripartism
- Professionalism and Integrity
- Innovation and Continuous Learning
- Results-Orientation which include:
 - a. Developing and orientating Kenya's policies on industrial relations and occupational health and safety programmes;
 - b. Mainstreaming productivity in wage setting and collective bargaining;
 - c. Aligning wage negotiations to market mechanisms
 - d. Influencing and strengthening wage fixing bodies such as the Labour Advisory Board, Wage Boards and Councils;
 - e. Expediting registration of collective bargaining agreements and resolution of trade disputes; and
 - f. Encouraging tripartism, social dialogue, training and research.

1.5 Objectives

- Improve the social, economic and political conditions of all workers in Kenya and beyond;
- Facilitate the organization of all workers in the trade union movement;
- Organize the structure and spheres of influence to promote amalgamation of trade unions affiliated to COTU (K);
- Encourage the principles of development and maintenance of good industrial relations between employees and employers;
- Facilitate the settling of disputes between members of trade unions and their employers or between the trade unions and their members or employees of one union and employees of another union, or between two or more trade unions;

- Secure adequate and effective representation in bodies dealing with labour and employment policies and legislation;
- Establish and maintain funds by means of membership fees, monthly contributions donations, subscriptions, levies and by borrowing on such security and such terms as may from time to time be arranged by the Executive Board;
- Set up appropriate committees and organs to provide training, education and other facilities for the advancement of workers and the labour movement in general
- Enhance networking and collaboration with national and international labour organizations



2. EXECUTIVE BOARD

COTU (K) Executive Board has been responsible for the management of the affairs of COTU (K) and remained subject to the directions of the Governing Council. Over the past five years, the Executive Board has held twelve (12) meetings to deliberate on the management and affairs of COTU (K).

Below is the current composition of COTU (K)'s Executive Board:

NO.	NAMES	
	Bro. Rajabu Mwondi, MBS	Chairman-General, COTU (K) GS - KUPRIPUPA P. O. Box 13000 – 00200, NAIROBI
	Rev. Joel K. Chebii, OGW	1 st Vice Chairman-General, COTU (K) GS - TTWU P. O. Box 13000 – 00200, NAIROBI
	Bro. Francis K. Murage	2 nd Vice Chairman-General, COTU (K) GS - KBCTFIE P. O. Box 13000 – 00200, NAIROBI
	Dr. Francis Atwoli, NOM (DZA), CBS EBS, MBS	Secretary General, COTU (K) P. O. Box 13000 – 00200, NAIROBI
	Bro. Benson O. Okwaro	Deputy Secretary General, COTU (K) GS – COWU (K) P. O. Box 13000 – 00200, NAIROBI
	Bro. Ernest Nadome	1 st Assistant Secretary General, COTU(K) GS - KETAWU P. O. Box 13000 – 00200, NAIROBI
	Sis. Carolyn Chepkoech Rutto	2 nd Assistant Secretary General, COTU (K) P.O. Box 6827-30100, ELDORET
	Sis. Rebecca M. Nyathogora, HSC	Treasurer General, COTU (K) P. O. Box 13000 – 00200, NAIROBI
	Bro. Washington O. Adongo	Deputy Treasurer General, COTU (K) C/o Tom Mboya Labour College P. O. Box 754, KISUMU
	Bro. Francis B. Wangara	1 st Trustee, COTU (K) GS - KUSPW P. O. Box 19019 , KISUMU

Bro. Joseph Nya'biya Onchonga, MBS	2 nd Trustee, COTU (K) P. O. Box 774, KISII
Bro. Nelson Mwaniki	3 rd Trustee, COTU (K) P. O. Box 13000 – 00200, NAIROBI
Bro. Isaiah Kubai	Executive Board Member, COTU (K) GS - BIFU P. O. Box 42748, NAIROBI
Bro. Albert Njeru	Board Member, COTU(K), GS - KUDHEIHA P O Box 41763, NAIROBI
Bro. John Arap Chumo	Executive Board Member, COTU (K) GS- RAWU (Kenya) P. O. Box 72029, NAIROBI
Bro. Wafula wa Musamia, OGW	Executive Board Member, COTU (K) GS - KQMWU P. O. Box 13000-00200, NAIROBI
Bro. Boniface Kavuvi	Executive Board Member, COTU (K) GS - KUCFAW P. O. Box 13000 – 00200, NAIROBI
Sis. Rose Omamo	Executive Board Member, COTU (K) GS - AUKMW P.O. Box 13000-00200, NAIROBI
Hon. Bro. Roba Duba	Executive Board Member, COTU (K) GS - KCGWU P.O Box 55827, NAIROBI
Bro. Zacharia Achacha	Executive Board Member, COTU (K) GS - UNRISK P.O. Box 27723 – 00506, NAIROBI.
Bro. Isaac Andabwa	Executive Board Member, COTU (K) GS - KNPSWU Accord Plaza, Hurlingham, Argwings Kodhek P. O Box 102549 - 00100, NAIROBI
Bro. Abubakar Kilwa Omar	Executive Board Member, COTU (K) Express House, Moi Avenue P. O. Box 81655, MOMBASA
Bro. Joshua Oyuga Okello	Executive Board Member, COTU (K) P.O. Box 1161, NAKURU

Sis. Margaret Wangui	Executive Board Member, COTU (K) P.O. Box 308, OTHAYA
Bro. Thomas Kipkemboi	Executive Board Member, COTU (K) Deputy General Secretary, KPAWU
Bro. Gideon Mutiso Wambua	Executive Board Member, COTU (K) P. O. Box 84226, MOMBASA
Bro. Francis O'lore	Executive Board Member, COTU (K) P. O. Box 72029, NAIROBI
Bro. Joram Mwangi Muriuki	Executive Board Member NAIROBI
Bro. Wycliff Nyamwatta	Executive Board Member, COTU (K) GS - KEWU P. O. Box 73987, NAIROBI
Bro. Muhumed Ali Abdi	Executive Board Member, COTU (K) P. O. Box 13000 – 00200 NAIROBI
Sis. Jane Njoki	Executive Board Member, COTU (K) P. O. Box 13000 – 00200 NAIROBI

ALL WORKERS - ONE VOICE

2.1 Awards for Executive Board Members

The Secretary General of COTU (K), Dr. Francis Atwoli, was conferred an Honorary Degree of Doctor of Humane Letters (Labour Relations) (Honoris Causa) by the Masinde Muliro University of Science and Technology on 14th December, 2018. This award was given in recognition of Dr. Francis Atwoli's role in the sustained agitation and fight for the protection of fundamental principles and rights of working men and women in Kenya, regionally and globally.

During the 2020 Jamhuri Day celebrations, some COTU (K) Executive Board Members were among the 471 Kenyans awarded a State Commendation. Cognizant of his role in the labour movement not just in the continent but in the globe, His Excellency President Uhuru Kenyatta feted COTU (K) Secretary General with an Order of the Burning Spear award referred to as the first class chief of the Order of the Burning Spear (CBS).

The Order of the Burning Spear award has three classes, namely, first class (Chief of the Order of the Burning Spear), second class (Elder of the Order of the Burning Spear) and third class (Moran of the Order of the Burning Spear).

This award is, on most occasions, given for distinguished services with the Chief of the Order of the Burning Spear (CBS) conferred on principal public dignitaries, exemplary members of the public service and other professionals.

Also on the list of those conferred State Commendations was the Treasurer General, Sis. Rebecca Nyathogora, who was awarded a Head of State Commendation (HSC) Civilian Division award.

This award, like other awards given by the President of the Republic of Kenya, is given to a person who merits the conferment of national honour, as provided for in the National Honours Act 2013.

This act stipulates that a person can only be conferred such honours if that person "has made an exemplary contribution to the country or a county in the economic, social, scientific, academic, public administration, governance, sports, journalism, business, security or other fields", or when he "has otherwise brought honour, glory or pride to the Republic".

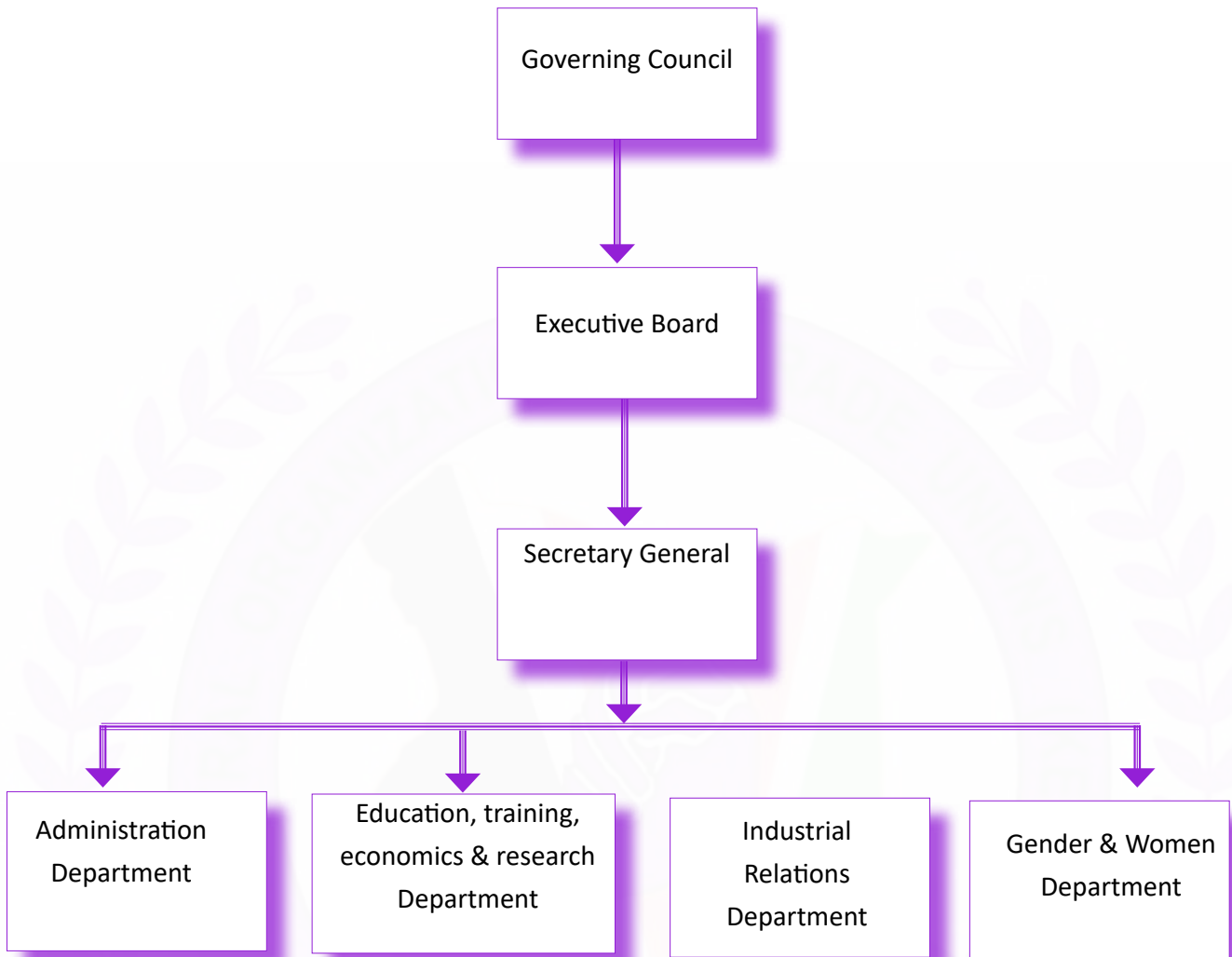
Sis. Rebecca has been instrumental in the reconstruction of the Tom Mboya Labour College in Kisumu and in community-based development. As a trade unionist, she has been on the frontline in articulating workers' interests and protecting workers' rights. Sis. Rebecca is among the pioneer women leaders who joined the trade union in the 1960s and has remained instrumental ever since.

Bro. Wafula Musamia, the General Secretary of the Quarry Workers Union, and also an Executive Board Member of COTU (K) was awarded the Order of the Grand Warrior of Kenya. Bro. Wafula is also among the pioneer national unionist who joined the trade union in the 1960s and has remained instrumental ever since.

Others who were awarded a State Commendation on the recommendation of COTU (K) were Sis. Twyla Rose Otolo who received a Head of State Commendation (HSC) and Bro. Reuben Ombima also received a Head of State Commendation (HSC).

3. COTU (K) ORGANIZATION STRUCTURE & DEPARTMENTS

Below is COTU (K)'s organization structure in summary:



3.1 Departments

COTU (K) has four main departments structured to help achieve its objectives. These four (4) departments are as follows:

- a. Administration Department
- b. Education, Training, Economic and Research Department
- c. Gender & Women Department
- d. Industrial Relations Department
- a. Administration Department

The administrative department is tasked with the overall responsibility of supervising all COTU (K) operations on behalf of the Secretary General (SG). Also, this department is tasked with updating the SG on the management of Tom Mboya Labour College, Kisumu (TMLC). The operations are headed

by an Administrative Secretary. Key offices in the Administration Department includes International Advisor, the office of the Personal Assistant to the SG, Accounts, International Liaison Desk, Program Coordinators, Information Technology, Registry, Secretarial Services, Security, Maintenance and Office Services and Music and Entertainment.

Through this office, the Secretary General, endeavour to serve both internal and external clients to the best of his ability and knowledge taking into consideration the rights of workers and the improvement of their working environment. Teamwork, commitment, dedication, self-sacrifice, innovation and appreciation of modern management techniques and technology have been embraced to achieve COTU (K) objectives through this office. For the last five (5) years, the department has therefore undertaken several activities as outlined below:

i. Human Capital

The secretariat has endeavoured to enhance professionalism by recruiting young, qualified, competent and dedicated workers in its establishment.

Among its staff, COTU (K) reflects the two-thirds gender principle with a largely youthful workforce.

Currently, COTU (K) has 53 employees on the payroll and spends approximately Kshs. 5.5 million, per month, paying salaries and allowances. COTU (K) has further embraced Pan-Africanism by employing staff from other African countries among its staff members.

ii. Medical Insurance Scheme

COTU (K) has for the past five years been providing its staff with a comprehensive inpatient and outpatient medical scheme. Currently, Jubilee Insurance Company provides COTU (K) staff with an **inpatient cover** of up to Kshs. 8,000,000, an **outpatient cover** of up to Kshs. 250,000, **maternity cover** of up to Kshs. 250,000, a **dental cover** of up to Kshs. 50,000 and an **optical cover** of up to Kshs. 50,000 per person per annum.

iii. Staff Leave

Over the past five years, all COTU (K) employees have been granted a 30 days annual leave where they are paid 30% of the commutation allowance of their basic salary. Other leaves that have been granted to our employees over the mentioned period are PAID 90 days maternity leave and PAID 14 days paternity leave.

iv. Salary Reviews and Awards

Salary reviews have been carried out on a regular basis at an interval of two years so as to cushion the employees on inflationary pressures and improve their standards of living. The reviews and awards have been carried out during the periods as follows:

- 1st January, 2016
- 1st September, 2018

- Another review was due in the year 2020 but due to Covid-19 pandemic it was held in abeyance. It is important to note that COTU (K) did not reduce salaries or allowances despite the economic downturn due to Covid-19 pandemic.
- Within the same period, some employees had salary awards on confirmation in appointment and recognition of good work.

This has played a big role in motivating and boosting staff morale.

v. Security

Security has remained a key issue and that of interest in the past five years. This includes security of the Kenyan workers, security of COTU (K) leadership, security of COTU (K) staff, security of our COTU (K) Solidarity Building Headquarters, Security of the Tom Mboya Labour College (TMLC), Security of data and information, among others. As an organization that champions and articulates workers' rights, social, economic and political issues without fear or favour, in the interest of workers, we have given security a top priority and have, times without number, reminded the government to secure the lives of all Kenyan workers and their families. This has seen COTU (K) leadership championing for review of Occupational Safety and Health Act 2007 in an attempt to that deals with reducing accidents at places of work and improve terms under which workers are supposed to be compensated in the event that accidents happen whilst they are working.

Even though the location of our offices has been of great security challenge, in terms of congestion and neglect by both County and Central government, we have continued to beef up the security around the office by employing, on a contractual basis, some security officers and working together with the nearby police services to be making routine inspections and checks.

The leadership of COTU (K) has also continued to champion for the upgrading of the road network around its offices so as to avoid traffic and congestion of public service vehicles. This has seen, like in 2020, the Nairobi County Government stepping in to improve the roads around.

vi. Refurbishment of Offices at Solidarity Building

The Centre has been refurbished continuously by procuring quality furniture and fittings. The Centre has been maintained up to standard. Presently, preparations are in place to paint the entire building and some maintenance repairs are underway to sustain the international standards of the headquarters.

vii. Office Automation

COTU (K) has increased its footprint in terms of computerizing its operations and developing and maintaining a very active website that is interactive and a source of reference to workers and researchers. The website, in the past five years, has been generating traffic of averagely 100,000 views monthly which is an increase from the previous 52,000 views. COTU (K) has an active social media presence through the Official COTU-K Facebook page and Twitter handle whose combined

audience of over 70,000. Noteworthy, the Secretary General's Social Media presence has grown immensely over the past five years with his posts attracting engagements of averagely 2,000,000 social media users (per post). These online social media platforms have proved valuable to workers who utilize them in exchange of ideas daily and to seek advice on labour issues as well as report labour issues.

Furthermore, our Industrial Relations office has been trained on how to handle some of the cases brought to them through social media platforms as this is turning out to be a new trend. Averagely, through these platforms, the mentioned department receives and works on about twenty (20) cases a day.

Together with some of its developing partners like the International Labour Organization (ILO) and Friedrich Ebert Stiftung (FES), COTU (K) has been able to improve on its IT hardware at the headquarter offices and the Tom Mboya Labour College. These gadgets have come in handy especially now that a lot of operations, trainings and activates have been moved online occasioned by the Covid-19 pandemic.

In 2018, COTU (K) Developed an ICT training manual as a reference document for training Kenya's trade unions. The manual was an annexe to the current curriculum developed by Tom Mboya Labour College in 2016.

viii. Accounts

Headed by the Treasurer General, the Accounts section is run by well qualified and dedicated Accountants/Officers. Our main income comes from our members' contributions and in the recent past Tom Mboya Labour College in Kisumu. COTU (K) has been able to carry out its programmes successfully by utilizing the resources prudently.

ix. Legal Matters

COTU (K) has been involved in many public interest cases in the Kenyan Courts on behalf of the workers. The Constitution of Kenya 2010 especially under Article 36 on Freedom of Association, 41 on Labour Relations and Article 47 on fair administration has been embraced by the workers and protected by their respective unions through all their might, influence and strength. While implementing the Constitution of Kenya 2010 and the labour laws of 2007, new challenges continue to emerge with some being legal and others operational. COTU (K) has been active in consultation with tripartite partners to improve and harmonize the labour laws and regulations with the Constitution for the benefit of the partners thus our huge involvement in the BBI. COTU (K) has also worked closely with the Employment and Labour Relations Court to improve on the management of labour disputes in the Courts.

x. Fight against Corruption

COTU (K) has been at the fore front of the fight against corruption by appealing and petitioning the

government continuously over the matter. Over and above that, the leadership of COTU (K) has continued to fearlessly and hastily call out corrupt leaders consequentially making the public aware and demand for more accountability from their leaders. Currently, COTU (K) has a number of cases in Courts in the interest of workers. Examples of such cases include those with the National Social Security Fund (NSSF), and National Hospital Insurance Fund (NHIF) to ensure that workers' social benefits are safe and secure.

xi. Solidarity SACCO

The majority of COTU (K) staff are in the Solidarity Savings and Credit Cooperative Organization (SACCO). Even though this SACCO is independent and autonomous from COTU (K) but works for the interest of our employees. Currently, the membership of this SACCO stands at slightly over Eighty (80) persons with a capital base of over Kshs. 7,000,000. Through this SACCO, members and COTU (K) staff are able to procure loans at affordable and manageable terms. It is the wish of COTU (K) that the membership and capital base of this SACCO will grow over time to become one of the highly sought after SACCOs.

b. Education, Training, Economic and Research Department

We have a professional, experienced and vibrant staff who carry out education and training programmes to our members across all the affiliate unions. These trainings are aimed at empowering, capacity building and sharing information on new concepts of managing workers' activities. The key programmes carried out include:

i. Youth Innovative Project

- It's funded by LOFTF through Ghana Trade Union Congress.
- The main objective was to build the capacity of COTU (K) to communicate and recruit the youth to join trade unions.

ii. Decent Employment, Labour Market Integration and Social Dialogue in Eastern Africa (LO-FTF)

- This is a partnership program between COTU (K) and Danish Trade Union Council for International Development Cooperation (LO-FTF Council) with an aim of building the capacity of trade union representatives to advocate for the implementation of the decent work agenda and the provision of services to workers in both formal and informal employment.

iii. HIV/AIDS and OSH Programme

- COTU (K) in collaboration with ILO and LO-Norway have conducted workplace based HIV/AIDS awareness creation and negotiations with an aim of ensuring zero new infection, zero discrimination and zero HIV related deaths through awareness creation and negotiation for workplace HIV/AIDS policies.
- COTU (K) also sits in the National Occupational Safety and Health Committee and

conducts activities together with Social Protection issues.

iv. Law Growth Nexus

- The program was initiated in 2014 between COTU (K), ILO and other social partners. This program is being funded by the Norwegian Agency for Development Cooperation (NORAD).

v. Global Outlook Trade Union School

- The Global Outlook Trade Union School is a joint training programme organized and run annually by FES and COTU (K).

vi. Africa Labour Research Network (ALRN)

- COTU (K) is affiliated with the above research network with an objective of building its members' capacity to conduct research studies and inform resolutions to key emerging issues especially the effects of globalization

vii. Paralegal ToT Training

- This programme build the capacity of Kenyan legal workers to evaluate and present cases of worker rights violations at the Magisterial and Industrial court levels, or to refer those cases to international level mechanisms where appropriate at the regional or international level.

viii. Enabling Social Dialogue: (Wage Indicator Foundation)

- This programme aims at contributing to better work through transparency and effective social dialogues focusing on minimum wages and Labour Laws.

ix. COTU (K) PANAF Project Study Circle Education Programme

- COTU (K) PANAF Project is sponsored by the Swedish Union, formerly LO/TCO, in collaboration with ITUC and OATUU in partnership with COTU (K) since the year 2005 to date.
- It focuses on training the rank and file at the workplaces together with shop floor leadership as a means for deepening harmonious relations. The efforts made by PANAF project study circle education are meant to form the foundation of trade union leadership.

The **research and economic section** under this department do the following:

- Carries out critical economic research on labour issues as well as issuing monthly economic reports and proposal writing. The monthly economic papers are usually made available on our website and have, in the recent past, attracted a lot of attention from various world class economists and out social partners. These monthly economic reports focus on labour market outcomes and needs. The reports analyze data on the cost of living indices; consumer price indices among other macroeconomic indicators

that impact workers and inform policy.

- Address socio-economic and political outcomes that affect workers' welfare such as taxation; corruption; devolution; privatization etc. through research.
- Respond to researchers from universities and other institutions. This has also seen us collaborate with scholars to conduct research mostly aimed at achieving our objectives.

c. Gender & Women Department

This department aims at highlighting and addressing some of the challenges facing women in the world of work through conducting trainings and sensitization on emerging issues and rights. Some of the programmes include:

i. Labour Rights for Women (LRW) – ITUC-Brussels

- The labour rights for women project is a four (4) year project funded by FLOW (Funding Leadership and Opportunities for Women) through the Dutch Ministry of Foreign Affairs.
- The project aims at improving the lives and working conditions of working women in 8 countries. The countries are Kenya, Uganda, Tanzania, South Africa, Peru, Paraguay, India and Indonesia.

ii. COTU (K) Women Committee

The COTU (K) Women Committees have existed since 2012 when they were established with an aim of mainstreaming gender programs into trade union functions and increase women participation in the labour movement. The women structure has a role of advocating for enactment of gender sensitive policies at both and workplace including collective bargaining agreements.

d. Industrial Relations Department

COTU (K) handles ALL industrial relations cases both for members and the general public. It also trains and guides the Affiliate Unions on dispute handling with the tripartite partners and the Employment and Labour Relations Courts. Further, the department has assisted Affiliate Unions in Collective Bargaining (CBA) negotiating.

4. COTU (K) MAJOR ACTIVITIES

Over the past five years, COTU (K) has been consistent in conducting and attending several activities in the country and the region. These include the International Labour Day Celebrations, International Youth Day Celebrations, International Women Day Celebrations, ILO Governing Body Meetings and conferences and workshops.

4.1 International Labour Day Celebrations

May Day (1st May) is celebrated annually in remembrance of the Haymarket tragedy that occurred in Illinois, U.S.A. During a national-wide strike in the U.S.A., in demand for an 8-hour working day which began on May 1st 1886, a mass meeting was held in the Chicago Haymarket to protest police action for the previous day in which several workers were killed including their leaders. As the police were dispersing the protest meeting, a bomb was thrown by an unknown person killing several officers and workers. This became known as the Haymarket Riot. The resultant trial of eight activists gained worldwide attention for the labour movement and initiated the tradition of May Day labour rallies in many parts of the world. Three years later, on July 14 1889 leaders from organized revolutionary proletarian movements from many European Countries met in Paris France to form once more an International Organization of workers patterned after the one formed 25 years earlier by their great teacher Karl Max. During the meeting, the American delegates informed the meeting about the struggle in America for the 8-hour day during 1884-1886 and the recent rejuvenation of the movement. Inspired by the activities of American workers, the Paris congress adopted several resolutions including appointing 1st of May as a holiday for workers globally and a day the toiling masses or labouring poor shall always make their demand from the state authorities including the legal reduction of the working day to eight hours as well as the carrying out of other decisions of the Paris congress. Let employers in this country know that when workers are making demands during International Labour Day, it is not on our resolution; it is a global resolution that came into being after workers dying for it.

It's against this background that COTU (K) celebrates the International Labour Day Celebrations annually. Since 2016, we have celebrated this event as follows:

i. Labour Day Celebration 2016

The 51st International Labour Day was held at Uhuru Park Nairobi on Sunday, 1st May, 2016. It was presided by the Secretary General of COTU (K) Dr. Francis Atwoli under the theme **“Stop Outsourcing! Create Decent Jobs for Posterity”**. The Chief Guest was the President of the Republic of Kenya, H.E Uhuru Kenyatta. These celebrations were also attended by Political leaders, Cabinet Secretaries, Tripartite Partners, Ambassadors and other invited guests.

In his speech, the Secretary General highlighted that there had been a slowdown in economic growth due to rampant corruption and looting of public resources which has led to a decline in formal employment. He went further to state, categorically, that COTU (K) shall not take the back seat while workers suffer from the effects of corruption.

ii. Labour Day Celebration 2017

The 52nd Labour Day was held at Uhuru Park Nairobi on Monday, 1st May, 2017. It was presided by the Secretary General of COTU (K) Dr. Francis Atwoli under the theme **“Workers women children and other vulnerable Kenyans appeal for peaceful and democratic election”**. The Chief Guest was the President and of the Republic of Kenya, H.E Uhuru Kenyatta. This celebration was also attended by Political leaders, Cabinet Secretaries, Tripartite Partners, Ambassadors and other invited guests.

In his Speech, the Secretary General urged the government to rethink investing in projects that can stimulate growth and spur the realization of economic change in all sectors. He also emphasized on the importance of supporting the informal economy for Economic recovery.

It is during this Labour Day that the Dr. Francis Atwoli, called for a review of the Kenyan constitution immediately after the 2017 elections with a view of improving the political stability of the country. One year later, the President of the Republic of Kenya H.E Uhuru Kenyatta and the former Prime Minister and Opposition Leader H.E Raila Odinga met and had the famous ‘handshake’ which led to the BBI.

iii. Labour Day Celebration 2018

The 53rd Labour Day celebration was held at Uhuru Park Nairobi on Tuesday 1st May, 2018 under the theme **“Let us Reason together for Sustainable Economic Growth and Job Security”**. The Chief guest was Amb. Ukur Yattani, who was the then Cabinet Secretary for the Ministry of Labour and Social Protection. Other invited guest were Tripartite partners, Social Partners, Cabinet Secretaries, Ambassadors, and Affiliate Union Leaders.

In his speech, the Secretary General stated that the only way we can create sustainable jobs, eradicate poverty and build a more prosperous and equal society is through a radical restructuring of our economy. He further advised that Kenya should stop over- reliance on the export of our raw materials to an economy founded on modern manufacturing.

iv. Labour Day Celebration 2019

The 54th Labour Day celebration was held at Uhuru Park Nairobi on Wednesday 1st May, 2019 under the theme **“Eradicate Corruption to create jobs”**. The Chief guest was Amb. Ukur Yattani, the then Cabinet Secretary for the Ministry of Labour and Social Protection.

In his speech, the Secretary General emphasized on the importance of combating corruption in Kenya. He advised that this can be easily achieved by constituting a multi – disciplinary think tank, comprising Intellectuals and Industrial Relations practitioners from the various field to formulate and enhance the existing legal and institutional frameworks for combating corruption.

v. Labour Day Celebration 2020

The 55th International Labour Day celebrations were held on Friday 1st, 2020 at State House Nairobi and were officiated by H.E. Uhuru Muigai Kenyatta, the President of Kenya and Commander in Chief of the Armed Forces. The day was, however, precided over by the Secretary General of COTU (K)

Dr. Francis Atwoli. This was new to many Kenyan workers considering COTU (K) conducts its celebrations on open grounds with Kenyans turning up in their hundreds of thousands to celebrate this seminal day.

However, the 2020 scenario was occasioned by the Covid-19 pandemic. The theme for the 55th Labour Day celebration was '**Building Bridges Initiative for Constitutional Correction**'. Around this time, the country was in a lockdown and all public gatherings had been banned by the Ministry of Health as a way of mitigating the spread of Covid-19. In attendance were also the Cabinet Secretary for Ministry of Labour and Social Protection, Bro. Simon Chelugui, and selected COTU (K) Executive Board Members including Bro. Rev. Joel Chebii and Sis. Rebecca Nyathogora.

vi. Labour Day Celebration 2021

Preparations have been underway for the 2021 International Labour Day celebrations whilst taking in mind the current situation. Covid-19 pandemic has made it hard to conduct this celebration in the normal traditional manner and as such the Labour Day Committee has been preparing an event that still celebrates this special day while at the same time taking into consideration the precautionary measures issued by the Ministry of Health. That notwithstanding, our theme for the 56th International Labour Day celebration will be **from Covid-19 to economic recovery**.

A. Review of the regulation of wages (general) (amendment) order for 2017 and 2018

During the past five years, COTU (K) successfully lobbied the government of Kenya to review the basic minimum monthly wages (exclusive of housing allowance) and minimum daily and hourly rates (inclusive of housing allowance) for the years 2017 and 2018.

The percentage increment was 18% and 5% respectively. This enabled the unions to have a higher threshold of setting the minimum levels of Collective Bargaining Agreements (CBA).

At the same time, Kenyans who were not unionized were able to be paid an enhanced minimum and hourly wage.

COTU (K) is still demanding another review in the 2021 coming Labour Day to cushion workers from the hostile economic environment brought about by the Covid-19 pandemic.

4.2 International Women's Day Celebrations

The International Women's Day (IWD) in 2017 was celebrated on Wednesday 8th March 2017 in Nairobi. COTU (K) National Women Committee led the IWD celebration at Solidarity Building themed '**Women in the Changing World of Work: Planet 50-50 by 3030**'. The gender department integrated the event with an existing campaign calling for ratification of **ILO Convention 189** which calls for decent work for domestic workers. The celebrations focused on women in the changing World of Work with highlights on planet 50-50. There was also a call for women and girls to be part of the digital revolution.

In 2018 the IWD celebrations were held in Homabay County where the COTU (K) National Women Committee participated. The theme which was **'Time is Now: Rural and Urban Activities Transforming Women's Lives'** coincided with trade unions' call to address gender-based violence. The celebrations paid attention to rural and urban activists transforming women's lives. The focus was to include women at local level and increase grassroots empowerment for a stronger women movement.

In 2021, the IWD event was held at Solidarity Building with a theme **'Choose to Challenge'** and led by the COTU (K) National Women Committee. The gender department integrated the event with an existing campaign calling on the Government of Kenya to ratify **ILO Convention 190** on the elimination of violence and harassment in the world of work. The women leaders also participated in a global solidarity campaign on labour rights for Amazon workers in the United States.

4.3 International Youth Day Celebrations

In 2019, COTU(K) and ACILS International jointly organized Youth Advocacy Week. During the same period, COTU (K) in conjunction with ACILS conducted activities in three regions in Kenya in 2019, namely, Nairobi, Mombasa and Kisumu. The young workers carried out the advocacy week before the International Youth Day, which was celebrated internationally on 12th August 2019. The advocacy week brought youths, from these mentioned regions, together from informal and formal sectors, both male and female, from all the unions affiliated to COTU (K).

In 2020, the International Youth Day was celebrated on 12th August along with other activities involving young workers. The COTU(K) in collaboration with FES and Solidarity Centre organized a webinar meeting to celebrate 2020 IYD. Ideally, this meeting would have been conducted physically but due to the spread of Covid-19 pandemic it had to be moved virtually. Participants were drawn from all COTU (K) Regional Youth Committees and the National Youth Committees while panellists were from both continental and regional solidarity.

The main focus or theme of the day was **Engaging young workers in the face of Covid-19: Response, Recovery and Resilience**. The panellist took the young workers through perspective on: What were the challenges brought about by Covid-19 and how to build a better normal that include young people and nurtures their enormous potential.

Among the outcome of International Youth Days includes recruitment of new members, awareness creation on the importance of joining Trade Unions and the young workers' voice is heard on issues concerning them and showcasing their talents and innovation.

4.4 Conferences and Workshops

Below are some of the **selected** conferences that COTU (K) supported and or held locally. Considering the many international conferences and workshops attended by the COTU (K) officials, a detailed view of the same might not fit within the pages of a recommended report and, therefore, a summary of the same will be contained on the summarized report of the traveling report of COTU (K) 2016-2020 herein.

i. 42nd Session of OATUU General Council

In 2019, from 16th to 20th September, COTU (K) hosted the 42nd session of the Organization of African Trade Union Unity (OATUU) in Nairobi, Kenya.

OATUU is the ONLY African Trade Union Organization that represents all the trade union in Africa. It has 73 affiliates in all 54 African countries, with a total membership of about 25 million. Currently, the Secretary General of COTU (K) Dr. Francis Atwoli is the serving President of OATUU.

COTU (K) also supported the two pre-OATUU General Council activities on ***Ending Violence and Harassment in the world of work*** and the ***ILO Centenary Declaration on the future of work***. These two activities included high level presentation and discussion on Social Justice and Governance in Africa; Local & International Tripartite Industrial Relations Mechanism & Instruments; as well as Kenya's Political History and Democracy.

Among the chief guests during this conference was the President of the Republic of Kenya, H.E Uhuru Kenyatta, former Prime Minister of the President of the Republic of Kenya H.E Hon. Raila Odinga and former Vice President of the President of the Republic of Kenya H.E Hon. Stephen Kalonzo Musyoka. Also, some of the guests during the conference included scholar and Pan-Africanist Prof. PLO Lumumba, Prof. Herman Manyora, Cabinet Secretary of Public Service Prof. Margret Kobia, Federation of Kenya Employers (FKE) Executive Director Sis. Jacqueline Mugo, among others.

ii. Trade Union Federation of Eastern Africa Conference

In 2018 from 13th to 15th August COTU (K) hosted a conference organized by the Trade Union Federation of Eastern Africa (TUFEA) in Nairobi, Kenya at the Sarova Stanley Hotel. The conference was themed ***Strengthening the Labour Movement in Eastern Africa and the African Continent as a Whole***.

TUFEA is a grouping of Trade Unions from fourteen (14) Eastern African Countries, namely, Kenya, Tanzania, Uganda, Rwanda, Burundi, Ethiopia, Sudan, Zanzibar, Somalia, Mauritius, Eritrea, Seychelles, Djibouti and Madagascar. The aim of TUEA is to effectively improve trade union(s) participation in the economic integration processes within the Region.

The conference had over fifty (50) participants from the fourteen (14) member states of the TUFEA. Among the guests who attended and made presentations in this conference included: Sen. James Orengo, Prof. Lukoye Atwoli, Prof. PLO Lumumba, Bro. Wellington Chibebe, Mr. Stephen Niyonzima, Sis. Carolyne Mugalla, Dr. Jacob Omollo, among others.

Some of the resolutions reached after this conference were:

That TUFEA President and General Secretary should immediately initiate a process of engaging intergovernmental Authority on Development (IGAD), Common Market for Eastern and Southern

Africa (COMESA), and Southern Africa Development Community (SADC) with a view of establishing an observer status with the three trading blocs.

That TUFEA doubles their support and strengthens their advocacy for women, youth and those with disability by strengthening their committees. Also, that TUFEA establishing a Youth and people with disability committees and ensuring budgetary allocations for the same are met without delay.

That all TUFEA affiliate members should adopt the just transitional agenda and advocate for their participation in the creation of climate change policies that are in line with the decent work agenda. This was viewed as a way of addressing climate change.

That TUFEA, in order to address the challenges posed by digitization and innovation of work, should invest more in research and using digital platforms to organize and recruit members. Additionally, TUFEA should build the capacity of unions to organize via digital platforms through education and training.

This conference was successful taking in mind that some of these resolutions are currently implemented or in the processes of being implemented.

iii. The 2016 Quinquennial Conference

As the word quinquennial suggests, this is a conference held after every five years.

The Central Organization of Trade Unions, Kenya (COTU K) whilst preparing for its elections, which take place after every five years, conducts Pre-Congress activities that are aimed at ventilating around issues affecting workers and mobilizing our members towards certain agenda of interests. During this conference, all the COTU (K) affiliate unions participate by constituting the over 300 delegates who attend. Albeit not by law, considering the Governing Council (which is the supreme authority of COTU (K) is made up of only the Chairman, General Secretary and Treasurer of affiliate unions), the congress is largely for the purposes of greater consensus.

Among some of the Pre-Congress activities that COTU (K) engages in are those touching on women, youth, climate, decent work, industrial relations and tripartite relations and trade unionism.

Below are the resolutions of the 13th Quinquennial Delegates Conference of the Central Organization of Trade Unions (COTU (K) held on 21st **May 2016 at Tom Mboya Labour college**

1. That COTU (K) will continue to play its role by supporting Local, Regional and Global Trade Unions, specifically ITUC Brussels, ITUC Africa, OATUU, TUFEA, EATUC, ILO among others to bring social justice for the working people.
2. That COTU (K) appeals to H.E. Uhuru Kenyatta, CGH, President of the Republic of Kenya and Commander-in-Chief of the Defence Forces to reward the Kenyan workers with a review of the minimum wage by May, 2017 to cushion them against the erosion of purchasing power.

3. That COTU (K) appeals to the Government of the Republic of Kenya to revive all collapsed agro-industries i.e. KIKOMI, Thika Mills, Nanyuki Textile Mills, Regional Textile Mills, Rivatex, Coast Cashew Nut Factory, Premier Packaging – Ruiru and Long Young Apparel in Changamwe in order to create decent jobs to the youths to spur economic development.
4. That COTU (K) appeals to the Government of the Republic of Kenya to relentlessly fight corruption in all its forms.
5. That COTU (K) appeals to the government to embrace dialogue and find a lasting and acceptable solution to the impasse regarding Independent Electoral and Boundaries Commission (IEBC).
6. That COTU (K) appeals to the IEBC to come out with clear guidelines on how workers' nominee to parliament should be identified and nominated to give due effect to the provisions of Article 97c of our 2010 Constitution. They should spell out distinct workers' constituency that would be responsible for identifying such representative.
7. That COTU (K) reiterates the importance of the 8-4-4 education system which should not be scrapped but reviewed in terms of content to conform to the present curriculum requirements.
8. That COTU (K) appeals to the Government of Kenya to avoid meddling in the operations and management of the workers' parastatal bodies especially the NSSF and NHIF.
9. That COTU (K) demands that workers and members of the NHIF enjoy enhanced benefits that are commensurate to increased monthly contributions.
10. That COTU (K) appeals to the Government of Kenya to create a conducive environment that promotes decent work and micro-enterprises by the formalization of the informal sector for prosperity.
11. That COTU (K) commits itself to review its structure to align itself with the devolved system of government and to that end a committee will be constituted to realize this.
12. That COTU (K) fully adopts gender and youth Policies as developed and formulated by both women and youth committees.
13. That COTU(K) Conference demands immediate gazettelement of both the Federation of Kenya Employers (FKE) and COTU(K) nominees to the NHIF Board failure to which COTU(K) should proceed to Court and seek such orders.

Over the past five years, the Executive Board and the leadership of COTU (K) have been working on actualizing these resolutions and the outcome is evidenced with great success as reported herein. We thank the Kenyan government for according us the necessary support in actualizing some of these resolutions that directly affect the Kenyan worker.

5. TOM MBOYA LABOUR COLLEGE, KISUMU

Tom Mboya Labour College – Kisumu (TMLC) is established under Rule No. 24 of the COTU (K) Constitution as an institution wholly owned by the Organization for training and educating its affiliate members through relevant Labour programmes. The mission of TMLC is to provide quality education to workers and conduct top notch research to aid in CBA negotiations and preparing our workers and unions for the future world of work.

The ground breaking ceremony for the Tom Mboya Labour College – Kisumu took place on 7th November 1977 after which the foundation stone was set up on 16th January 1979. Between 1979 and 1983 TMLC was constructed and then officially opened by the then President of the Republic of Kenya H.E Daniel Arap Moi. Even though the college started running its activities in 1984, the curriculum for the college was put up in place and implemented in 1987. Important to note, the funds (approximately Twenty Million shillings (20,000,000)) that were used to construct TMLC were, fully, from the contributions of Kenyan workers.

Before the renovation and expansion of the college, the college sat on only 2.6 hectares. Currently, TMLC sits on about 7 hectares of land considering the management of the college, through COTU (K) Secretary General, Dr. Francis Atwoli, recovered around 4 hectares of land, in February 2021, that has been stolen from the college. This will go a long way in improving the infrastructure and facilities at the college considering with more land a lot of investments can go into that.

Over the past five years, TMLC has undergone tremendous change with the current COTU (K) leadership mobilizing more than Five Hundred Million shillings (500,000,000) for the reconstruction.

Some of the improvements that have gone into the college include, *inter alia*, replacing iron sheets at the Resource Center with a DECRA roofing, setting up perimeter wall around the college, covering all walkways, replacing old tiles in the buildings, setting up a modern state of the art conference facilities, setting up a cafeteria and modernizing the hotel facility.

This college has been generating revenue for COTU (K) over the past few years considering it has been, over time, identified as one of the most conducive meeting and conference facility in the Western and Nyanza region.

Just recently, the Council of Governors meeting, which attracts more than 10,000 participants was held at the Tom Mboya Labour College in Kisumu. Additionally, most of COTU (K)'s meetings and trainings have been, in the recent past, taking place at TMLC.

6. PROGRAMS REPORT FOR THE PERIOD 2016-2021

Under the four COTU (K) departments, different programs and projects are undertaken with the aim of aiding in achieving our objectives.

6.1 Industrial Relations Programs

The Industrial Department as one of the most important organ of the organization aims at fulfilling the objectives of the National Center.

i. Activities

Over the last five years, this department has attended to complaints from workers who are both union members and non-union members most of whom with issues bordering on unfair dismissal from employment. The majority of these workers were not members of the union and we advised accordingly depending on the magnitude of the cases. In some instances, we were able to write or call the employers and did achieve favourable results in favour of workers. In other cases, we advised the workers to seek redress from the respective county labour offices while other disputes were referred to labour friendly lawyers.

The department has been involved in assisting affiliate unions to prepare proposals for Collective Bargaining Agreements (CBA) and at the same time participating in the actual negotiations of the same. We assisted many unions in defending their wage/salary demands through computation of Consumer Price Indices, Labour Productivity Measurements, Economic Growth Rates as well wage differentials between unionizable workers and management.

We also have been involved in proceedings at the Employment and Labour Relations Court on behalf of affiliate unions especially during mentions and registration of CBAs.

The Department has been involved in education and training on Industrial Relations for affiliate unions members, officers and officials extensively.

Lastly, through the guidance of the Secretary General this department has been able to perform some Corporate Social Responsibility activities by either hosting university students at COTU(K) headquarters or visiting the universities to give trade union perspectives on industrial relations in Kenya.

ii. Outcomes

Through the activities of the department COTU(K) image has greatly improved and workers have known the importance of the effective defence of their rights at the workplace. On average this department receives at least twenty workers daily who have issues with their employment status.

This department did however observe that there are quite a number of trade disputes from union branches where the union branch officials have not been able to resolve the same due to their capacity to handle issues at the branch level. This is an issue of great concern that requires immediate

attention especially now that COTU (K) affiliate unions have newly elected union officials. This can be done through education and training.

iii. Conclusion and Recommendations

As a department, we have observed that workers in Kenya are ignorant of their rights as enshrined in ILO Conventions, our Constitution, Kenyan Labour Law and our respective Collective Bargaining Agreements. We, therefore, propose the following:

- Organizing and recruitment to be our priority in the next five years
- Educational and Training on holistic Industrial Relations for all affiliate Unions
- Networking among local and international unions
- Lobbying and advocating for more resource allocation to our parent ministry of labour
- Development of policies and implementation for the benefit of workers
- Enhancing social security coverage to the labour force
- Organizing the informal sector
- Engaging professionals by unions such as economists, lawyers and doctors specialized in safety and health at the workplace
- Establish a desk for Free Trade Agreement that will ensure incorporation of labour matters in the agreements

6.2 COTU (K) PANAF Project

i. Summary

PANAF is an extensive International Trade Union Cooperation programme, that has been running for 30 years, and is carried out by LO/TCO, now known as Union to Union, of Sweden, and in partnership with: ITUC, through ITUC – Africa, OATUU, FGTB (Belgium) and CUT Brazil.

PANAF at present has projects in 18 African Countries, while in Kenya the project is domiciled in COTU(K) since 2005.

This project focuses on workers' Education targeting rank-and-file members, including potential members. To date, the Project has trained over 5,280 TOTs commonly referred to as Study Circle Leaders (SCLs). The TOTs or SCLs have trained a combined total of over 42,000 rank and file members in workplace based study circle groups and actively took part in the recruitment of over 969,000 new members to COTU(K) Affiliate Unions.

In the period under review i.e., 2015 – 2020 the project trained 1350 TOTs (SCLs), contributed to the recruitment of 425,236 members (composed of 289,334 males and 135,912 females) to COTU(K) affiliates.

COTU(K) is one of the few participating Countries in the PANAF family that is contributing over 10% of the project budget annually as a sustainability strategy.

ii. Introduction

PANAF was launched in COTU(K) in 2005. At present, COTU(K) PANAF has a footprint in almost all Counties of Kenya, especially where there is a high concentration of workers. The main purpose of COTU(K) PANAF is to provide one of the most important services to union members - **Education**.

This report aims at giving an overview of the following:

- project objectives;
- Activities undertaken in the period under review;
- Outputs/results together with outcomes/ impacts;
- Lessons learnt, and;
- Recommendations.

iii. Project Background

The Pan African Trade Union Education Programme – PANAF was born out of a firm commitment by Trade Union Leaders in Africa to render one of the most important services to their members – Education.

PANAF as an institution has grown over the years and has become more dynamic drawing its dynamisms from the needs and aspirations of the participating National Trade Union Centers. COTU(K), as one of the participating National Centers has grown both in affiliates and membership in individual Unions. This growth has come with its share of challenges: Promoting unity among affiliates and providing Education to Rank and file members to sustain membership.

With a growing membership that stands at about 1.5 million, High unemployment in the Country, Liberalized economy that professes contract employment, unemployed youths, precarious jobs, the quest for decent work together with social dialogue, and now the negative impacts of Covid – 19.

The need for workers' education has never been acute as today as young workers and women join the labour market and are exposed to hazardous working environments and exposure to chemicals with no meaningful social protection, the effects of Covid – 19. Workers thus need education more than before.

The objectives of this project can be looked into threefold.

The development objective of the PANAF is to **Achieve Trade Union Unity in Africa**. COTU (K) has taken this up, in contributing towards this objective by, setting two long term and short term objectives.

Long term objectives:

- Improve COTU (K) affiliates Education structures, with functioning Education systems at all levels.
- Champion for unity and cooperation between affiliates, their Branches and members.

- Increase knowledge about unions & members’ participation in membership recruitment activities.

Short Term objectives:

- Train Workplace based educators who will run continuous in-house training programmes – commonly known as study circles.
- Contribute to the increase of members’ workplace-based study circle programmes.
- Demand for labour Rights that includes Social Dialogue for social justice
- Improve working conditions that include Safety & Health, HIV/AIDS through better Relations and emerging issues such as Covid-19

iv. Activities, Outcomes and outputs

	Activities	Outcomes/ Results	Outputs/impacts	Challenges
1.	Training of TOTs - SCLs	In the period under review 1350, New SCLs Trained, composed of 786 Male and 564 Female	The TOTs organized 1,350 Study groups of 7,450 male and 6,050 Female.	Covid – 19 disrupted the activities
2.	Re – Training of existing SCLs on Covid - 19	125 SCLs trained on Covid – 19	5 plans of Action developed to recruit a total of 2,140 New members. 111 workplace meetings planned to sensitize workers on Covid - 19 targeting 4,710 Attendees by February 2021	The project Coordinators have not organized monitoring missions to collect data on the implementation
3.	Recruitment of New members	425, New members were recruited in the period under review		Over 1,000 members recruited lost their jobs reducing membership
4.	Review of COTU(K) PANAF Basic 1 Manual	8 Members of the PANAF editorial committee included Topic on Covid -19 into the Basic 1 manual	1,500 copies of Revised Basic 1 manual with a topic on Covid – 19 is being printed at TMLC printing press to be used by SCLs on workplace Based study circles in affiliate unions	

v. Conclusion

Over time COUT(K) PANAF project has surpassed its annual targets. This has been evident when PANAF family meet in Regional evaluation meetings that take place after every 2 years, during which this particular project has always been outstanding.

Due to the negative effects of Covid-19, Kenyan workers in general and COTU(K) members, in particular, will need further education, and study circle will always be expected to fill that gap.

vi. Recommendation

We recommend that COTU(K) sponsors annual evaluations where active SCLs, are selected from across regions converge for 3 days at TMLC to share their experiences in project activities & building solidarity across affiliates.

6.3 Climate Change Program

i. Background

The need to urgently address the current ecological crisis facing humanity has become more imperative in the past few years. The effect of climate change and environmental crises are evident through extreme effects being experienced in different parts of the world. Over the past few years, climate change and environmental issues have been a top priority for unions at global and national levels. COTU (K) acknowledges that climate change is one of the most pressing issues confronting society today and is aware that while all continents will be affected by climate change, developing countries are more likely to be the hardest hit. Consequently, people living in poverty will be the most affected. This situation is worsened by low adaptive capacity.

In view of this, COTU (K), under the priority area of work on climate change, set as its objective from 2016 ***'to enhance COTU (K) contribution to addressing climate change and environment crises at national, regional and global levels'***. The COTU (K) climate change program serves as a reference for strengthening COTU (K)'s position on various legislations and conventions on climate change at the country level while ensuring adequate participation of COTU (K) and its affiliates in the climate change movement. The program serves as a basis for COTU (K) to champion social dialogue on climate change issues while keeping a climate justice perspective.

In addition, the program aims at increasing trade union awareness on climate change issues, and how climate change is connected to jobs. Further, the program supports the transition to a ***green economy*** and ***blue economy*** which espouses a shift towards an economic growth model that is less polluting, more resource-efficient and more reliable on clean technology and renewable energy.

ii. Introduction

Through the International Labour Organization (ILO), COTU (K) is incrementally playing a major role in climate change response in Kenya through participation in climate governance activities that bring together state and non-state actors to chart local response strategies to global issues that affect

workers, their families and communities. In the past five years, COTU (K) has been taking its place at the table and playing a part in climate change action and governance because of the significant direct and indirect impact climate change has on workers of all types.

While positive progress towards addressing climate change and sustainable development has been made, Kenya continues to face a myriad of challenges that exposes the country to climate-related risks. Extreme climatic conditions pose significant risks in all regions and sectors in Kenya. This has been manifested through frequent and prolonged droughts, erratic rainfall, frequent floods, water scarcity and increased incidence of diseases. Various tools and policies have been developed to address climate change in Kenya, such as the National Climate Change Strategy (NCCRS), National Climate Change Action Plan 2018 - 2022, The Green Economy Strategy and Implementation, the National Climate Change Act, 2016, Kenya National Adaptation Plan 2015-2030, Kenya Climate Smart Agriculture Strategy 2017-2026, Climate Risk Management Framework 2017, National Climate Change Policy 2018 and National Climate Finance Policy 2018.

In 2015 and 2016 governments and non-state actors came together to actively discuss measures and adopt agreements aimed at reducing carbon emissions, with the view of regulating the phenomenon of global warming. Trade unions have not been left out in these discussions.

Increasingly, trade unions have been at the forefront in advancing the interest of workers in these global negotiations which have borne several achievements. The introduction of the principle of just transition (of the workforce and communities) in the Paris Agreement on Climate Change, adopted in 2015, is one such example and indeed a milestone worth celebrating.

iii. Specific Objective

To provide a framework for engagement and development options in addressing climate change impacts in the context of decent work, also for constructive engagement in the climate change discourse with its affiliates, state and non-state actors, with the aim of shaping a narrative for a socially and ecologically just society

iv. General Objective

To influence climate-friendly behaviour in order to enhance decent work and a sustainable work environment for workers in formal and informal employment and the society.

To promote effective engagement of workers and society on climate change issues and their interest in environmental sustainability.

To ensure justice in dealing with climate change impacts, including loss and damage suffered by workers and society.

To promote the integration of worker-friendly climate responsive strategies in key sectors of the Kenyan economy.

To advance the interests of workers through education and training on climate change and the environment.

To foster evidence-based research on climate change and its impact on workers, society and the environment.

To build the capacity of affiliates on climate change issues in order to effectively and efficiently address all aspects of climate change at the national, county and sectoral levels.

To promote information exchange, advocacy and awareness creation on climate change among affiliates and other stakeholders to enhance understanding of its impacts on employment.

To support resource mobilization and advocate for improved and sustainable funding for climate change programmes from both domestic and external sources, and build alliances with other stakeholders on matters of common interest and develop joint actions/campaigns.

v. Activities, objectives and Outcomes

ACTIVITY	OBJECTIVE	OUTCOME
Tackle issues of Climate Change in Africa that was geared towards a low Carbon Economy.2016	Innovative solutions towards adaptation and reflect on simple and practical ways of moving towards a low carbon economy within the immediate community, workplaces and households.	General information of impacts of climate change in Africa. Trade union involvement in Climate Change discourse.
Climate change policy 2018	-Development of a COTU-K climate change policy.	Development of a work plan by various union based on the policy document.
Regional Youth Training 2022	-increase youth knowledge and involvement on climate change issues Impact on employment. Ways of involvement in the climate change advocacy. Mitigation and adaptation measures.	-youth empowerment on climate change issues -developed a work plan for 2021-2022.

Congress of Parties (COP) 2016-2019	Increase Trade Union Involvement at the COP.	Develop international engagement with likeminded individuals. Increase COTU-K involvement with the directorate of climate change(DCC) hence the inclusion of Just Transition in the NDC. Increase involvement in International climate change forums.
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vi. Conclusion and Recommendation

Climate change is the greatest challenge of our time and a common concern of humankind requires a paradigm shift towards building low greenhouse gas emission and climate resilient economies and societies that offer substantial opportunities, continued high growth and sustainable development while ensuring a just transition of the workforce that creates decent work hence COTU-K climate change program should be extended on both women and youth to create diversity in understanding and implementation.

6.4 COTU (K) HIV/AIDS Program 2016-2021

i. Introduction

HIV testing and counselling forms the gateway to HIV treatment which saves lives and prevents new HIV infections. Despite the progress made in scaling up HIV testing services, uptake of testing among men is generally lower than women with the Kenya Demographic and Health Survey, 2014 showing that 53% of women had tested for HIV compared to 45% of men. As a result, even if women are more likely to acquire HIV, men are more likely than women to die of HIV-related causes. Men characteristically present late at clinics with advanced disease and are more likely to have poor clinical outcomes. This is further backed up by the UNAIDS Blind Spot report, 2017, which reported men as being less likely to take an HIV test, less likely to access antiretroviral therapy and more likely to die of AIDS-related illnesses than women. The UNAIDS report also shows that men are more likely than women to start treatment late, interrupt treatment and be lost to treatment follow-up.

The Joint UN Team on HIV and AIDS (JUNTA) through the International Labour Organization (ILO) since 2018 has been providing financial and technical support to the county governments of Kilifi and Makueni to increase uptake of HIV services for men. The ILO has been collaborating with the COTU (K) as the implementing partner for the project which has resulted in over 13,000 workers knowing their HIV status with over 60% being male. 62 workers who have tested positive have been linked to care, support and treatment. Formal and informal economy workers have been reached

from sectors that include transport, agriculture, manufacturing and small retail traders. In order to demonstrate impact on the HIV response in the two counties, the JUNTA decided to continue with their support in Kilifi and Makueni counties with the ILO and WHO tasked to scale up HIV testing services for men at the workplace settings and public health facilities respectively.

COTU (K) has been instrumental in raising awareness of the social, economic and developmental impact of HIV in Kenya as well as the implementation of targeted programs meant to control HIV and AIDS and to eliminate stigma and discrimination at the workplace. The ILO over the years has supported COTU (K) to liaise with other key partners such as the National AIDS Control Council, AIDS Health Foundation, Private Sector Partners against AIDS and Swedish Workplace HIV/AIDS Programme to enhance the world of work response to HIV. As a result of teaming up with specific sectoral trade unions that are affiliated to COTU (K), significant results have been realized in vulnerable sectors such as transport, construction, hair and beauty sectors and the Export Processing zones through workplace based HIV and AIDS programs. It is against this background that the ILO is collaborating with COTU(K) to scale up uptake of HIV testing services in Kilifi and Makueni counties targeting male dominated sectors in both formal and the informal economy with an integrated social protection component to enhance the sustainability of the HIV services. In order to reduce the stigma associated with HIV and increase uptake of services, a multi-disease approach will be utilized

Uptake of HIV testing among men is critical to the achievement of “treat all” policy in generalized epidemics and in fulfilling the commitment to leave no one behind as stipulated by the Sustainable Development Goals. Male dominated sectors to include transport – public transporters (matatus, tuktuk, boda bodas) and long distance truck drivers, construction, manufacturing, mining and quarry, small traders and the motor industry in both formal and the informal economy will be targeted also on COVID-19 issues which have had an impact in the service provision negatively where it has been noted more male are affected by COVID-19 due to their poor health seeking behaviour.

ii. General Objective

1. To scale up uptake of HIV testing services for men in Makueni and Kilifi Counties

iii. Specific Objectives

- To equip men with knowledge and skills to effectively respond to HIV and AIDS targeting male dominated sectors and the transport corridor in Kilifi and Makueni utilizing a multi-disease approach.
- To increase knowledge of HIV status among men with linkage to care, support and treatment in Kilifi and Makueni using a multi-disease approach.
- To sensitize men on the importance of enrolling with social protection programmes for sustaining HIV services in Kilifi and Makueni.

iv. Activities and Outcomes

COTU (K) in collaboration with ILO has conducted workplace based HIV/AIDS with an aim of ensuring zero new infection, zero discrimination and zero HIV related deaths through awareness creation, screening and negotiation for workplace HIV/AIDS policies. Further, COTU (K) integrated the social protection program within its existing HIV/AIDS program and initiated a more comprehensive wellness program partnership with NACC, NHIF, NSSF, Ministry of Health (TB Arch Program), KMPDU and Centre for Health Solutions.

ACTIVITY	OBJECTIVE	OUTCOME
In the period 2016-2017: Implemented a comprehensive wellness program that involved awareness creation on social protection, general health and screening for HIV, TB, Diabetes, blood pressure, STDs, eye conditions and cervical cancer	To increase awareness on general well-being of workers and enhanced enrolment into social protection schemes among targeted group of workers including EPZ workers, salon workers, flower farms, small traders, TukTuk and bodaboda drivers.	-Increased linkage with partners within the health and social protection sector (COTU reached out to 11 partners) -Increased enrolment informal economy of workers into social protection schemes (2650 workers enrolled into NHIF) -Increased health awareness through screening (13,500 screened on HIV, TB, Diabetes, Hypertension, eye conditions, cervical & breast cancer) -Established a network of 25 HIV Peer Educators among informal economy workers in the Coast region
In the period October 2020-February 2021	To increase uptake of HIV services among men in target counties of Makueni and Kilifi	-Increased awareness on HIV among men in Makueni and Kilifi County -Established a network of HIV Male Champions/Peer Educators in Makuenin County -Increased uptake of HIV screening in Makueni and Kilifi Counties (3621 workers counselled and tested)

v. Conclusion and Recommendation

Our partnership with ILO and COTU-K has in the past had successful experiences in the mitigation of certain health aspects. This has mostly been done through the creation of awareness to our target clientele and encouraging testing as well as support in adherence to treatment. We have achieved impactful sensitizations leading to positive behaviour change and improved health.

The key priority for COTU (K) HIV/AIDS Program is lobbying for approval and implementation of the **National HIV/AIDS Workplace Policy** which is currently at the cabinet level.

6.5 Decent Employment, Labour Market Integration and Social Dialogue Programmes

i. Introduction

The Decent Employment, Labour Market Integration and Social Dialogue Program is supported by the Danish Trade Union Development Agency (DTDA). The program's objective is to ensure that COTU(K) has the capacity to implement decent work and labour rights through social dialogue and negotiation with employers and the government. The project has developed 3 sets of training manuals for shop stewards and produced 1000 copies. There has been training and creation of a network of 42 master trainers/ associate trainers at Tom Mboya Labour College, Kisumu. Through the project, COTU (K) has successfully developed a COTU (K) Education and Training Policy and produced 1500 copies and developed a training manual for informal economy workers.

COTU Cares Program is supported by COTU (K) and its development partners Danish Trade Union Development Agency (DTDA). The program was developed to help COTU (K) advocates for fair labour relations during the COVID-19 crisis. The program facilitated COTU (K) to conduct a survey on 'Covid-19 and social security gaps in Kenya' in 2020. Further, through the program, protective gear and relief food were distributed to frontline workers and dismissed workers. COTU (K) distributed food to 18,314 workers, issued 23,000 masks and 18,314 pocket size in Kilifi, Machakos, Kajiado, Nairobi, Kiambu, Muranga, Nakuru and Baringo Counties in 2020. COTU (K) will continue to reach out to workers critically affected by Covid-19 with in-kind support.

FES and Solidarity Center jointly support decent Work for Informal Economic Workers to enhance decent work for the informal economy and their organization into the labour movement. The project outcomes include a technical working group and two policy dialogue conferences that were held in 2020. Transport Workers Union developed an organizing strategy for informal economy workers while four unions KUDHEIHA, AUKMW, KUCFAW & TAWU signed an MOU with respective informal economy associations. COTU (K) will seek to develop an informal economy's organizing strategy and establish an informal economy desk.

Program	Partner	Objective	Outcome/Results	Future Priorities/ Recommendations
Decent Employment, Labour Market Integration and Social Dialogue	Danish Trade Union Development Agency (DTDA)	COTU(K) has capacity to implement decent work and labour rights through social dialogue and negotiation with employers and the government	<ul style="list-style-type: none"> -Developed 3 sets of training manuals for shop stewards and produced 1000 copies -Trained and created a network of 42 master trainers/ associate trainers at Tom Mboya Labour College -Developed a COTU (K) Education and Training Policy and produced 1500 copies -Developed a training manual for informal economy workers 	<ul style="list-style-type: none"> -The COTU (K) will continue to build the capacity of shopstewards for effective representatives through training -Review TMLC training curriculum to reflect emerging issues -Implement the COTU (K) Education and Training Policy for the sustainability of member education at TMLC -Increase the number of master trainers and associate trainers at TMLC -Integrate climate change, social protection and skills development into its training curriculum to reflect emerging issues in the world of work
#COTU Cares Program	Danish Trade Union Development Agency (DTDA)	-COTU advocates for fair labour relations during the COVID-19 crisis while protective gear and relief food have been distributed to frontline workers and dismissed workers	<ul style="list-style-type: none"> -Enhanced COTU (K) visibility as an advocate for fair labour relations and social protection during and after the COVID-19 crisis - Conducted a survey on 'Covid-19 and social security gaps in Kenya' - COTU (K) distributed food to 18,314 workers, issued 23,000 masks and 18,314 pocket size in Kilifi, Machakos, Kajiado, Nairobi, Kiambu, Muranga, Nakuru and Baringo Counties in 2020 	<ul style="list-style-type: none"> -There is a need for COTU (K) to continue engaging social partners for fair labour relation during and post-Covid crisis -COTU (K) will continue to reach out to workers critically affected by Covid-19 with in-kind support

Program	Partner	Objective	Outcome/Results	Future Priorities/ Recommendations
Paralegal Training	America Solidarity Center	-Enhanced representation of workers in the Employment and Labour Relations Court	-Trained 50 industrial relations officers with paralegal skills in 2019	-The COTU (K) seeks to expand the pool of paralegal officers in all its affiliates
Decent Work for Informal Economy Workers	Jointly supported by FES and Solidarity Center	-Enhanced decent work for the informal economy and their organization into the labour movement	-A technical working group was formed -Two policy dialogue conferences held - Transport Workers Union developed an organizing strategy for informal economy workers -Four unions (KUDHEIHA, AUKMW, KUCFAW & TAWU) signed an MOU with the respective informal economy association	-The COTU (K) will seek to develop an organizing strategy for the informal economy and also establish an informal economy desk -More affiliate trade unions will be supported to organize respective informal economy workers

Program	Partner	Objective	Outcome/Results	Future Priorities/ Recommendations
COTU Research Department	Supported by different partners	-To enhance evidence-based decision making, negotiation and advocacy	<p>The department coordinated several research studies:</p> <ul style="list-style-type: none"> -In 2016, a position paper ‘Status of Implementation of the EAC Common Market Protocol in Kenya’ (DTDA) -In 2018, ‘Skills Mismatch Survey’ (DTDA) -In 2018, a pre-Assessment on ‘Youth attitude towards work-based training’ (USDOL & ILO) -In 2018, ‘A Descriptive Report of Workers’ Rights in Kenya: Freedom of Association, Collective Bargaining, Social Protection and Emerging Issues’ (ILO) -In 2018, A Rapid Assessment on ‘Vulnerabilities and Barriers faced by Men in Accessing HIV Services in Kilifi and Makueni Counties’ (UNAIDS & ILO) -In 2020, ‘The Duo Impact of Climate Change and Covid-19 on Young Workers in Kenya’ (FES) -In 2020, ‘Expanding Social Protection Coverage in Kenya’s Informal Economy’ (FES) -In 2020, a position paper ‘Position Paper on The Impact of Covid-19 On Employment In Kenya’ (DTDA) -In 2020, ‘Social Security Gaps Analysis in Kenya’ (ILO) -In 2020, ‘A Documentary of Working Conditions and Workers’ Rights Violation in Kenya’s Textile and Apparel Firms Operating in EPZ’ (USDOL & SC) -In 2020, ‘Public Transport in Kenya: Safety and Health in Relation to Decent Work’ (FES) -in 2020, Labor Market access of Refugees in Kenya: A case of Kakuma and Daadad camps (ILO) 	-COTU (K) aims at building the capacity of its researchers to conduct studies on emerging issues in the labour markets and make proper recommendations

Program	Partner	Objective	Outcome/Results	Future Priorities/ Recommendations
COTU (K) Gender Department	Supported Jointly by FES and Solidarity Center	-To build capacity of women to actively participate in trade union activities	<ul style="list-style-type: none"> -Developed a COTU (K) Gender policy in 2016 -COTU (K) National Women Committee participated in International Labour Day in 2016-2019 -COTU (K) Women Committee hosted America Black Women Round Table in Kenya in 2017 while 6 representatives of COTU women leaders visited USA for an exchange program hosted by America Center for International Labour Solidarity (ACILS) - COTU (K) National Women Committee participated in International Women’s Day 2018, 2019 and 2021 -Established a Mentorship program and supported 27 young women vie for elective seats in 2020/2021 -Conducted women elections in 12 regions and established a pool of 144 women leaders 	<ul style="list-style-type: none"> -COTU (K) seeks to support more women to participate actively in trade union activities and leadership structures through the Mentorship Program and strengthening of the regional women committees -COTU (K) seeks to lobby for ratification of the ILO Convention 190 an initiative led by the women committees

6.6 COTU (K) Youth Project

i. Introduction

In 2016 during the quinquennial conference, the youth structure for COTU-Kenya was adopted and consequently allowing the formation of youth committees at regional and national levels. Currently, there exist 11 regional committees; Nairobi, Thika, Machakos, Mombasa, Meru, Nyeri, Nakuru, Naivasha, Eldoret, Bungoma and Kisumu. These committees are composed of 9 members with the responsibility of supporting their respective trade unions in advocating and defending the right of young workers. The National Committee is composed of 9 members whose prerogative is to coordinate the regional committees and address the issues of young workers at the national level including policy development.

COTU(K) Youth Department through the support of the Secretary General and COTU(K) has been able to conduct youth trainings, develop of COTU(K) Youth Policy, participates in International Youth Days, Development of ICT Training Manual and run many other youth activities since the adoption of youth structure in 2016.

ii. Global Outlook Trade Union School

The Global Outlook Trade Union School (GOTUS) was launched in 2007 as a trade union training programme conceptualized in response to globalization, regional integration and disruptive changes in the world of work. The overall goal of GOTUS has been to contribute to the improvement of the labour market environment and welfare of workers in Kenya. The purpose of the programme is to strengthen the capacity of trade unions for effective organization, recruitment, representation, membership orientation, democratic procedures and retention of members. The GOTUS programme has been implemented for slightly over one decade.

This programme has 15 taught modules and excursion at Tom Mboya Mausoleum, this programme runs for 2 weeks followed by three-day annual alumni meetings and it is being delivered by 3 trainers, 3 associate trainers and 1 coordinator.

The goal of this programme is to build capacity and competencies of young trade union leaders and members to appreciate: Dynamics of the global labour market and Future of Work, Concept of globalization and regional integration, Implications of the global and regional trends on the Kenyan labour market and social justice, and trade unions response for improved welfare of workers, social justice and sustainable development.

Outcomes

Achievement of GOTUS-Output Level Results includes 16 consistent annual intakes from 2007-2020, 359 young Trade Unions beneficiaries against a target of 320, and development and updating of modules used in training.

The programme has reached and benefited over 40 COTU (K) affiliates and has held 14 alumni meetings in 2008-2019 with over 400 alumni with 92.6% of the GOTUS alumni interviewed ascended to trade union leadership positions after training.

Moreover, three GOTUS Alumni have been elected as General Secretaries and many others elected as Branch Officials or as Shop steward.

The GOTUS Alumni Discussion on Public Goods has an objective of having the alumni understand what public goods are, understanding the concept of politicizing issues by the Labour movement, and the role of the labour movement in championing societal or public goods provision. These are the online consultative meeting with GOTUS Alumni and some of the Trade Union leaders.

The GOTUS Alumni have held a series of online meetings with the first online workshop held on 21st May 2020. The second online Workshop was with Transport Sector Unions on 17th July 2020. The panellists who are invited were Comrade. Dan Mihadi -General Secretary Transport Workers Union Kenya (TAWU) and Comrade Stephenson Kisingu International Transport Workers Federation (ITF).

The third online workshop with GOTUS Alumni was on 20th August 2020. The GOTUS Core team came up with a concept to convene a workshop for GOTUS Alumni to get to decide on a specific Public Good to focus on, of which Through a google form a poll was conducted whereby a majority of the GOTUS Alumni members voted for Public Transport as a public good to focus on.

iii. COTU (K) Youth Policy

Trade unions as democratic institutions, concerned with the attainment and protection of fundamental principles and rights of workers, recognize the need to promote young workers' empowerment and development. In Kenya, the Central Organization of Trade Unions, Kenya, COTU (K) has had youth empowerment and development on its agenda for some time now. However, COTU (K) and its affiliates continue to experience a major gap in this area. This is manifested in the low levels of representation of young workers in the trade unions' membership and leadership.

COTU (K) has been advocating for the rights of young workers since its establishment in 1965. COTU(K)'s policy and programmatic stance are consistent because integration and inclusion of young workers have gained increasing attention from policy makers and trade unions. The reality informs this move that trade unions are increasingly losing their attractiveness towards young people, making it imperative for trade unions to develop a strategy for integration, inclusion and attraction of young workers into the unions.

COTU (K) and its affiliates have been pursuing integration, inclusion, and attraction of young workers into the unions without a comprehensive and integrated policy blueprint.

Furthermore, while youth representative bodies exist in most trade unions, the organs lack financial and human resources to have the voices of young workers heard adequately within the trade union structures.

COTU (K) Youth Policy establishes a framework for reinvigorating and strengthening COTU (K) and its affiliates to deliver the goal of integration, inclusion, and attraction of young workers into the unions.

The policy's objectives are to give practical effect to the Youth Committee clause in the Constitutions of COTU (K) and that of the affiliate trade unions, to ensure integration, inclusion and attraction of young workers into Trade Unions in Kenya, to facilitate access to equal opportunities and outcomes for male and female young workers and adult workers in Trade Unions activities, and to include leadership and promote leadership and mentorship programs in Trade Unions.

7. Travelling report for COTU (K) 2016 - 2020

Below is a plan of action for COTU (K) officials/board members and officers travelling out of the country as well as workshops/conferences for the year 2016:

DATE	CITY/COUNTRY	ACTIVITY	PARTICIPATING PERSONS
8 TH -9 TH FEB	ARUSHA, TANZANIA	EATUC AND EAEA JOINT SOCIAL DIALOGUE	DR. FRANCIS ATWOLI,
8 TH -12 TH FEB	TURIN, ITALY	ANNUAL GLOBAL LEADS TRANING	MESHACK KHISA
22 ND -27 TH FEB	LOME, TOGO	NEW YEAR SCHOOL	ROSE OMAMO, ERNEST NADOME, JANE NJOKI
23 RD -26 TH FEB	ALGIERS, ALGERIA	OATUU EXECUTIVE AND 41 SESSION OF GENERAL COUNCIL	DR. FRANCIS ATWOLI, RAJABU MWONDI, REBECCA NYATHOGORA, ADAMS BARASA
29 TH FEB-11 TH MAR	LOME, TOGO	GLOBAL SUPPLY CHAINS AND TRADE UNION STRATEGIES	IRENE KENDI
10 TH -24 TH MARCH	GENEVA, SWITZERLAND	326 TH SESSION OF THE GOVERNING BODY	DR. FRANCIS ATWOLI
19 TH – 21 ST APRIL	WINDHOEK, NAMIBIA	THE AFRICA LABOUR RESEARCH NETWORK ANNUAL GENERAL MEETING	DAMARIS MUHIKA/ ERNEST NADOME
2 ND – 5 TH MAY	ROME, ITALY	GLOBAL SEMINAR ON SUSTAINABLE DEVELOPMENT AND THE FUTURE OF WORK IN THE CONTEXT OF THE JUBILEE OF MERCY	CAROLYN RUTTO
4 TH – 6 TH MAY	ARUSHA, TANZANIA	EATUC/ILO WORKSHOP- ACTRAV ON TRANSITION TO THE FORMAL ECONOMY	FRANCIS WANGARA/ MARGARET NDERITU
5 TH – 7 TH MAY	ANTANANARIVO, MADAGASCAR	ILO INTER-REGIONAL KNOWLEDGE SHARING FORUM ON MIGRATION	ALBERT NJERU
11 TH – 13 TH MAY	ABUJA, NIGERIA	THE ORGANIZATION OF TRADE UNION OF WEST AFRICA FORUM	CAROLINE MUGALLA
11 TH -13 TH May	ACCRA, GHANA	CLIMATE CHANGE SOLUTION WORKSHOP	JANE NJOKI AND REBECCA OKELLO

17 TH - 19 TH MAY	DAR-ES-SALAAM TANZANIA	ILO DAR-ES-SALAAM	IRENE KENDI
24 TH – 27 TH MAY	GENEVA, SWITZERLAND	UNI ICTS WORLD COMMITTEE FORUM	BENSON OKWARO
30 TH MAY – 10 TH JUNE	GENEVA SWITZERLAND	105 TH SESSION OF THE GOVERNING BODY	DR. FRANCIS ATWOLI, REV. JOEL CHEBII, HON. ROBA DUBA, ALBERT NJERU, BONIFACE KAVUVI, ERNEST NADOME, FRANCIS BUSHURU, ISIAH KUBAI, CAROLINE MUGALLA, ERIC ODUOR, MAURICE AKELLO, MOSS NDIEMA, CECILY MWANGI, SETH PANYAKO, NICHOLAS MBUGUA, CAROLYN RUTTO
27 TH JUNE-1 ST JULY	LOME TOGO	A159035 ON TRADE UNION TRAINING ON RIGHTS BASED APPROACH TO LABOUR MIGRATION	CELESTINE MARAKHA
4 TH -8 TH JULY	AMSTERDERM NETHERLANDS	WAGE INDICATOR	IRENE KENDI
11 TH -16 TH JULY	LOME TOGO	ITUC-AFRICA REGIONAL ORGANISATION ACADEMY	MESHARK KHISA
25 TH -26 TH JULY	ABUJA NIGERIA	REGIONAL MEETING ON ADVANCING DECENT WORK IN GLOBAL SUPPLY CHAIN IN AFRICA	WANGARA FRANCIS
4 TH -5 TH AUGUST	KIGALI RWANDA	REGIONAL MEETING ON CONSOLIDATING TRADE UNION CAMPAIGN ON GLOBAL GOVERNANCE ON MIGRATION	CELESTINE MARAKHA
2 ND -8 TH SEPTEMBER	CAIRO EGYPT	WORKERS OF THE NILE BASIN REGION	DR. FRANCIS ATWOLI KEMBOI CHEBET REGINA CHEPKOECH CELESTINE MARAKHA

12 TH -14 TH SEPTEMBER	JOHANNESBURG SOUTH-AFRICA	COSATU INTERNATIONAL SCHOOL	NELSON MWANIKI
22 ND -23 RD SEPTEMBER	ABUJA NIGERIA	REGIONAL MEETING ON WOMEN IN LEADERSHIP AND BUILDING COLLECTIVE BARGAINING POWER	JANE NJOKI
10 TH -11 TH OCTOBER	ARUSHA TANZANIA	EATUC/FES MEETING ON THE INFORMAL ECONOMY ISSUE	GEORGE OWIDHI
1 ST -15 TH OCTOBER	TURIN ITALY	ACADEMY ON THE GREEN ECONOMY	REBECCA OKELLO
14 TH -17 OCTOBER	ISTANBUL TURKEY	INTERNATIONAL SYMPOSIUM ON TRADE UNIONISM IN THE ISLAMIC WORLD	CARO RUTTO
17 TH -18 TH OCTOBER	ACCRA GHANA	16 TH MEETING OF THE GENERAL COUNCIL	DR. FRANCIS ATWOLI JANE NJOKI
8 TH -12 TH NOVEMBER	JOHANNESBURG SOUTH-AFRICA	TRADE UNION ON THE ISSUES OF HUMAN RIGHTS AND GENDER RIGHTS ON THE AFRICAN CONTINENT	ROSE OMAMO
10 TH -18 TH NOVEMBER	CASABLANCA MORROCO	TRADE UNIONS AT THE UN FRAMEWORK CONVENTION ON CLIMATE CHANGE UNFCCC	DR. FRANCIS ATWOLI JEFFERSON OGIK REBECCA OKELLO
14 TH NOVEMBER	ARUSHA TANZANIA	COMMITTEE OF EXPERTS MEETING	GEORGE OWIDHI
14 TH -16 TH NOVEMBER	JOHANNESBURG SOUTH-AFRICA	BRICS TRADE UNION FORUM	BENSON OKWARO
28 TH -11 TH NOVEMBER	GENEVA SWITZERLAND	328 TH SESSION OF THE GOVERNING BODY COUNCIL	DR. FRANCIS ATWOLI
28 TH NOV-1 ST DECEMBER	VINNENA AUSTRIA	16 TH GENERAL COUNCIL MEETING	DR. FRANCIS ATWOLI
12 TH -17 TH DECEMBER	WASHINGTON U.S.A	10 TH YOUTH COMMITTEE	JANE NJOKI
12 TH -19 TH DECEMBER	UNITED KINGDOM LONDON		DR. FRANCIS ATWOLI
12 TH -17 TH DECEMBER	U.S.A WASHINGTON	10 TH ITUC YOUTH COMMITTEE	JANE NJOKI

Below is a plan of action for COTU (K) officials/board members and officers travelling out of the country as well as workshops/conferences for the year 2017:

DATE	CITY/COUNTRY	ACTIVITY	PARTICIPATING PERSONS
28 TH -FEB 4 TH MARCH	BAMAKO, MALI	ORDINARY Congress of OTUU	DR. FRANCIS ATWOLI, ADAMS CHEBII, REBECCA NYATHOGORA
9 TH -23 RD MARCH	GENEVA, SWITZERLAND	THE GOVERNING BODY	DR. ATWOLI FRANCIS
22 ND -27 TH MARCH	LOME, TOGO	NEW YEAR SCHOOL	ROSE OMAMO, ERNEST NADOME, JANE NJOKI
10 TH MARCH,	UGANDA	GRADUATION	DR. FRANCIS ATWOLI,
27 TH 29 TH MAR	ASMARA, ERITREA	NCEW 7 TH CONGRESS	NADOME, REBECCA NYATHOGORA
19 TH -28 TH APRIL	CHINA	OATUU SEMINAR	DR. FRANCIS ATWOLI
21 ST -24 TH MAY	KIGALI ,RWANDA	EATUC SUMMIT	DR.FRANCIS ATWOLI
4 TH – 6 TH MAY	ARUSHA, TANZANIA	EATUC/ILO WORKSHOP- ACTRAV ON TRANSITION TO THE FORMAL ECONOMY	FRANCIS WANGARA/ MARGARET NDERITU
4 TH –5 TH MAY	ISTANBUL TURKEY	INTERNATIONAL CONGRESS ON HUMAN LABOUR GLOBAL COMPENSATION	CAROLYNE RUTTO MARION KAIKAI

5 TH -17 TH JUNE	GENEVA, SWITZERLAND	ILC MEETINGS	DR. FRANCIS ATWOLI, JOEL CHEBII, HON. ROBA DUBA, ALBERT NJERU, BONFACE KAVUVI, ERNEST NADOME, FRANCIS WANGARA ISAIAH KUBAI, CAROLINE MUGALLA, ERICK ODUOR, MAURICE AKELLO, MOSS, NDIEM, CECILY MWAMGI, SETH PANYAKO, NICHOLAS MBUGUA, CAROLYN RUTTO, ROSE OMAMO, BARASA ADAMS
6 TH - 10 TH	LOME TOGO	ITUC-AFRICA ORGANIZATION ACADEMY	ERNEST NADOME, ROSE OMAMO
8 TH -9 TH JULY	ARUSHA, TANZANIA	EATUC SPECIAL	DR. FRANCIS ATWOLI
9 ^H - 12 TH AUGUST	ADDIS, ETHIOPIA	TUFEA	DR. FRANCIS ATWOLI
19 TH - 25 TH AUGUST	KIGALI, RWANDA	SUB REGIONAL VALIDATION WORKSHOP	REBECCA OKELLO ABONGO
24 TH - 27 TH SEPTEMBER	ABUJA, NIGERIA	REGIONAL WOMEN MEETING IN LEADERSHIP	JANE NJOKI
9 TH OCT-13 TH NOVEMBER	ISTANBUL, TURKEY	TRADE UNIONISM AND TRADE SOCIAL	MARION KAKAI
14 TH -17 TH OCTOBER	ISTANBUL, TURKEY	INTERNATIONAL SYMPOSIUM ON TRADE UNIIONISM IN THE ISLAMIC WORLD	CAROLYN RUTTO
17 TH - 18 OCTOBER	ACCRA, GHANA	17 TH MEETING OF THE GENERAL COUNCIL	DR. FRANCIS ATWOLI ADAMS ABARASA SOSPETER

23 TH – 30 TH OCTOBER	GENEVA, SWITZERLAND	331 ST SESSION OF GOVERNING BODY	DR. FRANCIS ATWOLI
10 TH - 19 TH NOVEMBER	MALAYSIA	NBK	DR. FRANCIS ATWOLI,
15 TH - 19 TH NOVEMBER	JOHANNESBURG SOUTH AFRICA	TRADE UNION ON THE ISSUES OF HUAN RIGHTS AND GENDER RIGHTS ON THEASFRCAN CONTINENT	CAROLYN RUTTO
27 TH NOV-1 ST DECEMBER	ABUJA, NIGERIA	NOMINATION OF PARTICIPANTS FOR 2017 NLC HARMATION SCOOL	DAMARIS MUHIKA
28 TH NOV-1 ST DECEMBER	BRUSSELS, BELGIUM	17 TH MEETING OF THEITUC GENERAL COUNCIL	DR. FRANCIS ATWOLI
6 TH -8 TH DEC	EGYPT	ETUF MEETING	DR. FRANCIS ATWOLI
13 TH -24 TH DEC	LONDON, UNITED KINGDOM	MEETING	DR. FRANCIS ATWOLI

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DATE	CITY/COUNTRY	ACTIVITY	PARTICIPATING PERSONS
17 TH -18 TH JAN	ADDIS ABABA, ETHIOPIA	MINIMUM WAGE MEETING	DR. FRANCIS ATWOLI
5 TH 7 TH FEB	ABIDJAN, COT D'IVOIRE	ORIENTATION & TRAINING SEMINAR FOR AFRICAN MEMEBRES OF ILO GOVERNING BODY	DR. FRANCIS ATWOLI
27 FEB ND -3 RD MARCH	LOME, TOGO	NEW YEAR SCHOOL	ROSE OMAMO, ERNEST NADOME, JANE NJOKI
23 RD -26 TH APRIL	ALGIERS, ALGERIA	OATUU EXECUTIVE AND 41 SESSION OF GENERAL COUNCIL	DR. FRANCIS ATWOLI, RAJABU MWONDI, REBECCA NYATHOGORA, ADAMS BARASA
10 TH -24 TH MARCH	GENEVA, SWITZERLAND	328 TH SESSION OF THE GOVERNING BODY	DR. FRANCIS ATWOLI
19 TH – 21 ST APRIL	WINDHOEK, NAMIBIA	THE AFRICA LABOUR RESEARCH NETWORK ANNUAL GENERAL MEETING	DAMARIS MUHIKA/ERNEST NADOME
4 ND – 5 TH MAY	ISTANBUL TURKEY	MERMURSEN CONFERENCE TRADE UNIONISM AND SOCIAL	CAROLYN RUTTO, MARION KAKAI
4 TH – 6 TH MAY	ARUSHA, TANZANIA	EATUC/ILO WORKSHOP- ACTRAV ON TRANSITION TO THE FORMAL ECONOMY	FRANCIS WANGARA
11 TH – 13 TH MAY	ABUJA, NIGERIA	THE ORGANIZATION OF TRADE UNION OF WEST AFRICA FORUM	CAROLINE MUGALLA
21 ST -25 TH MAY	LONDON, UNITED KINGDOM	ATTEND THE ITUC GOVERNING COUNCIL MEETING	DR.FRANCIS ATWOLI

DATE	CITY/COUNTRY	ACTIVITY	PARTICIPATING PERSONS
26 TH -28 TH May	ACCRA, GHANA	CLIMATE CHANGE SOLUTION WORKSHOP	JANE NJOKI AND REBECCA OKELLO
30 TH MAY – 10 TH JUNE	GENEVA SWITZERLAND	107 SESSION OF THE GOVERNING BODY	DR. FRANCIS ATWOLI, REV. JOEL CHEBII, HON. ROBA DUBA, ALBERT NJERU, BONIFACE KAVUVI, ERNEST NADOME, FRANCIS BUSHURU, ISAIAH KUBAI, CAROLINE MUGALLA, ERIC ODUOR, MAURICE AKELLO, MOSS NDIEMA, CECILY MWANGI, SETH PANYAKO, NICHOLAS MBUGUA, CAROLYN RUTTO, ROSE OMAMO, BARASA ADAMS
11 TH -16 TH JULY	LOME TOGO	ITUC-AFRICA REGIONAL ORGANISATION ACADEMY	ERNEST NADOME
30 TH JUNE- 5 TH JULY	ABUJA NIGERIA	REGIONAL MEETING ON ADVANCING DECENT WORK IN GLOBAL SUPPLY CHAIN IN AFRICA	WANGARA FRANCIS
22 ND -23 RD SEPTEMBER	ABUJA NIGERIA	REGIONAL MEETING ON WOMEN IN LEADERSHIP AND BUILDING COLLECTIVE BARGAINING POWER	JANE NJOKI
14 TH -17 OCTOBER	ISTANBUL TURKEY	INTERNATIONAL SYMPOSIUM ON TRADE UNIONISM IN THE ISLAMIC WORLD	CARO RUTTO
17 TH -18 TH OCTOBER	ACCRA GHANA	16 TH MEETING OF THE GENERAL COUNCIL	DR. FRANCIS ATWOLI ADAMS BARASA
25 TH OCT-8 TH NOV	GENEVA, SWITZERLAND	334 TH SESSION OF GOVERNING BODY	FRANCIS ATWOLI

DATE	CITY/COUNTRY	ACTIVITY	PARTICIPATING PERSONS
3 RD -8 TH NOVEMBER	COPENHAGEN, DENMARK	4 TH ITUC WORLD CONGRESS	DR. FRANCIS ATWOLI
8 TH -12 TH NOVEMBER	JOHANNESBURG SOUTH-AFRICA	TRADE UNION ON THE ISSUES OF HUMAN RIGHTS AND GENDER RIGHTS ON THE AFRICAN CONTINENT	CAROLYNE RUTTO
14 TH -16 TH NOVEMBER	JOHANNESBURG SOUTH-AFRICA	BRICS TRADE UNION FORUM	BENSON OKWARO
17 TH -18 TH NOVEMBER	DAKAR, SENEGAL	11 TH CONGRESS OF CNTS	DR. FRANCIS ATWOLI
28 TH -11 TH NOVEMBER	GENEVA SWITZERLAND	330 TH SESSION OF THE GOVERNING BODY COUNCIL	DR. FRANCIS ATWOLI
12 TH -17 TH DECEMBER	BRUSSELS, BELGIUM	10 TH YOUTH COMMITTEE	JANE NJOKI
12 TH -19 TH DECEMBER	UNITED KINGDOM LONDON		DR. FRANCIS ATWOLI
12 TH -17 TH DECEMBER	U.S.A WASHINGTON	10 TH ITUC YOUTH COMMITTEE	JANE NJOKI

Below is a plan of action for COTU (K) officials/board members and officers travelling out of the country as well as workshops/conferences for the year 2019:

DATE	CITY/COUNTRY	ACTIVITY	PARTICIPATING PERSONS
17 TH -18 TH JAN	CAIRO, EGYPT	GTUWA MEETING WITH THE UNION	DR. FRANCIS ATWOLI, REBECCA NYATHOGORA, JOEL CHEBII, ADAMS BARASA
21-25 TH FEBRUARY	ANKARA, TUKEY	HIZMET 13 TH ORDINARY CONGRESS AND SEMINAR PUBLIC SERVICE	DR. FRANCIS ATWOLI, ALIBERT NJERU
4 TH -5 TH MARCH	BRUSSELS, BELGIUM	MEETING ACP-EU-FOLLOW-UP COMMITTEE	SISTER ROSE OMAMO
8 TH – 11 TH MARCH	BRUSSELS, BELGIUM	11 TH YOUTH COMMITTEE	JANE NJOKI
8-9 TH MARCH	ARUSHA, TANZANIA	THE 13 TH EATUC SUMMIT	DR. FRANCIS ATWOLI
28 TH -29 TH MARCH	ARUSHA, TANZANIA	MEETING ON SOCIAL SECURITY PORTABILITY BILL	CAROLINE RUTTO, ERNEST NADOME
17 TH -29 TH MARCH	GENEVA, SWITZERLAND	329 TH SESSION OF THE GOVERNING BODY	DR. FRANCIS ATWOLI
1 ST -5 TH APRIL	LOME, TOGO	NEW LEARNING METHODOLOGIES AND TECHNOLOGIES FOR ENHANCED TRADE UNION EDUCATION IN AFRICA	DAMARIS MUHIKA/AMOS MPUSIA
30 TH MARCH- 5 TH MAY	ISTANBUL, TURKEY	TRADE UNIONISM AND SOCIAL PROGRAM	BRENDA OMWAKA
5 TH – 10 TH MAY	USA	UNITED FOOD AND COMMERCIAL WORKERS UFCW	FRANCIS WANGARA
16 TH -17 TH MAY	LOME, TOGO	INVITATION TO THE EXTENDED MEETING OF EXECUTIVE BUREAU	DR. FRANCIS ATWOLI, ERNEST NADOME
22 ND – 26 TH MAY	ATLANTA GEORGIA, USA	SOLIDARITY CENTER PANEL DISCUSSION AND WOMEN'S WORK CHALLENGE	ROSE OMAMO

DATE	CITY/COUNTRY	ACTIVITY	PARTICIPATING PERSONS
9 TH – 21 ST JUNE	GENEVA SWITZERLAND	108 SESSION OF THE GOVERNING BODY	DR. FRANCIS ATWOLI, REV. JOEL CHEBII, HON. ROBA DUBA, ALBERT NJERU, BONIFACE KAVUVI, ERNEST NADOME, FRANCIS BUSHURU, ISA- IAH KUBAI, CAROLINE MUGALLA, ERIC ODUOR, MAURICE AKELLO, MOSS NDIEMA, CECILY MWANGI, SETH PANYAKO, NICHOLAS MBUGUA, CAROLYN RUTTO, ROSE OMAMO, BARASA ADAMS, JANE NJOKI
3 RD – 5 TH , JUNE	KIGALI, RWANDA	INVITATION FOR ORGANISATION MIGRATION.	TERESA WABUKO
1 ST – 3 RD , JULY	KAMPALA, UGANDA	NATIONAL PILOT TRAINING OF TRAINERS FOR ORGANISERS ON INFORMAL	ANTHONY GITHINJI
2 ND – 3 RD JULY	ADDIS, ETHIOPIA	MEETING IN PEACE CONFERENCE	JANE NJOKI, IRENE NYAMBIURA
1 ST -6 TH , AUGUST	ACCRA, GHANA	INVITATION TO THE AFRICA UNION CO-OPERATION MEETING	DR. FRANCIS ATWOLI, ALBERT NJERU

DATE	CITY/COUNTRY	ACTIVITY	PARTICIPATING PERSONS
18 TH – 31 ST AUGUST	JAPAN	JILAF INVITATION FOR 19-06 AFRI- CAN TEAM	BONFACE KAVUVI, ROSALINE NJOKI KAMINA
25 TH - 29 TH AUGUST	YOKOHAMA -JAPAN	OATUU RENGO MEETING	DR. FRANCIS ATWOLI
20 TH SEP- 13 TH OCTOBER	SWEDEN	INTERNATIONAL TRAINING PRO- GRAMME PRODUCTIVE EMPLOY- MENT AND DECENT WORK	AMOS MPUSIA
15 TH – 17 TH OCTOBER	BRUSSELS	21 ST MEETING OF ITUC GENERAL COUNCIL.	DR. FRANCIS ATWOLI, ADAMS BARASA
3 RD – 4 TH OCTOBER	BRUSSELS	ITUC MEETING IN WOMEN AND GENDER	TERESA WABUKO
5 TH – 7 TH OCTOBER	VIENNA, AUSTRIA	PANEL DISCUSSION ABOUT WOMEN STRUGGLE IN AFRICA	TERESA WABUKO
15 TH – 17 TH OCTOBER	BRUSSELS, BELGIUM	ATTENDING 21 ST SESSION OF THE ITUC GENERAL COUNCIL	REBECCA ABONGO
28 TH OCT-7 TH NOV	GENEVA, SWITZERLAND	337 TH SESSION OF THE GOVERNING BODY ILO	DR. FRANCIS ATWOLI

DATE	CITY/COUNTRY	ACTIVITY	PARTICIPATING PERSONS
3 RD -5 TH NOVEMBER	MEXICO	INTERNATIONAL LAWYERS ASSIST- ING WORKERS NETWORK PRO- GRAM	MR. ISAAC MBINGI OKELLO, CHARLES OMANGA
20 TH -21 ST NOVEMBER	ABUJA, NIGERIA	4 TH ORDINARY NLC CONGRESS	DR. FRANCIS ATWOLI, ADAMS BARASA
17 TH -18 TH NOVEMBER	DAKAR, SENEGAL	11 TH CONGRESS OF CNTS	DR. FRANCIS ATWOLI
3 RD – 6 TH , DECEMBER	ABIDJAN, COTE D'IVOIRE	14 TH AFRICAN REGIONAL MEETING	DR. FRANCIS ATWOLI, ADAMS BARASA
12 TH -19 TH DECEMBER	UNITED KINGDOM LONDON	ITUC MEETING	DR. FRANCIS ATWOLI

Below is a plan of action for COTU (K) officials/board members and officers travelling out of the country as well as workshops/conferences for the year 2019:

DATE	CITY/COUNTRY	ACTIVITY	PARTICIPATING PERSONS
11 TH -17 TH JANUARY	CAIRO, EGYPT	KENYA MARITIME	DR. FRANCIS ATWOLI, , JOEL CHEBII, NAIMA JUMA BOY



8. COTU (K) COVID-19 RESPONSE

The first case of Corona Virus, Covid-19, to be reported in Kenya was on 13th March 2020. Ever since everything has changed from how humans relate to even how they work and the security of their jobs. With these changes and some extreme measures like lockdowns in place, many Kenyans lost their employment and, also, many jobs and businesses have been rendered obsolete.

Around this time, trade unions had to step in to shield workers who were vulnerable or in precarious work. The economic shock caused by this pandemic necessitated COTU (K) to provide food and Personal Protective Equipment (PPEs) to workers who had being laid off and those who were still working but needed these commodities. This provision was majorly done through programs such as the COTU CARES program.

That notwithstanding, the impacts of covid-19 have been both positive and negative. This is because Covid-19 just like any crisis came with opportunities and challenges. The most obvious positive effect of Covid-19 on the Labour movement was that this pandemic brought to the fore the importance of Labour unions. First, many employees, and even some employers, came to the full realization that it is important to organize themselves. As COTU (K) we can authoritatively say that lack of organization among workers has caused massive job losses and some extinction of many jobs and companies.

Secondly, it is within this period that the world of work took time to critically think about the **Gig Economy** (digital economy). In the United Kingdom (UK), for instance, the Supreme Court reclassified about 70,000 UK Uber Drivers as workers thus making them entitled to a minimum wage of about Sh.1,300 per every hour of trips made.

This was important and of great consequence to COTU (K) because the next phase of our economic development is to formalize the informal sector which is estimated to have about 80% of Kenya's total workforce. COTU (K) soon after the decision by the UK Supreme Court, and after consultation with its lawyers and other stakeholders, released a press statement informing the public of the need to have an urgent stakeholder's engagement to redefinition who an employee is using new lenses because the current definition, as in the Employment and Act (2007), is obsolete.

In the same presser, COTU (K) called for the reclassifying of more than 160,000 M-Pesa agents and about 26,000 Airtel Money agents as employees of Safaricom and Airtel, respectively, and also calling upon the Parliament of Kenya to move with speed to legislate relevant laws affecting Kenyans in the gig economy.

Thirdly, the COVID-19 crisis has emphasized the importance of protecting workers' health at the workplace. The pandemic has highlighted the interdependence between occupational health, safety at workplaces, public health and social protection. The safety and protection of workers are fundamental to short and long-term recovery from the pandemic.

To cope with the impacts of Covid-19 pandemic, COTU (K) facilitated Affiliate Unions to have a social dialogue with employers and develop interventions to protect workers. For example, Kenya Plantation and Agricultural Workers Union, KPAWU, entered into an MoU with the Agricultural Employers Association (AEA) on how to mitigate the situation amid the COVID-19 Pandemic.

Over and above that, on 30th April 2020, COTU (K) together with the Ministry of Labour and the Federation of Kenyan Employers (FKE) entered into an MoU aimed at protecting the workers from the economic shock occasioned by Covid-19 and also helping the government control the spread of Covid-19. As a result, many employers who were not able to meet their salary obligation and had employees who were unionized were advised to send their workers on unpaid leave, as we hoped for the situation to stabilize, instead of terminating their contracts.

COTU (K), together with the other social partners, also negotiated with the government to cushion workers from the economic shock around mid-2020. This saw the government resolve to, among other things, reduce the Value Added Tax (V.A.T) from 16% to 14%, reduced the corporate income tax from 30% to 25%, fully exempt (100%) Pay As You Earn (P.A.Y.E) tax for those earning below Kshs. 24,000 and reduce P.A.Y.E to 25%.

9. COTU (K) AND BUILDING BRIDGES INITIATIVE

The Building Bridges Initiative (BBI) is an initiative that was established by the President of the Republic of Kenya H.E Uhuru Kenyatta and the former Prime Minister H.E Raila Odinga in an attempt to stabilize the politics and economy of Kenya.

COTU (K) prides itself in being the proponent of the BBI considering the Secretary General of COTU (K), Dr. Francis Atwoli, during the 2017 International Labour Day Celebrations asked Kenyans to rethink amending the constitution so as to achieve political stability. The SG was, without doubt, the first leader that came out publicly and called for constitutional change. In that speech, that was delivered at Uhuru park, the SG was fierce and categorical that Kenyans needed to amend the 2010 constitution to give way to peace, unity and development.

In fact, this was not the first time that trade unionists were voicing themselves on serious political issues as the history of this country, is, without doubt, the history of trade unionists. It is unthinkable and incomplete to discuss the history of this country, especially the struggle for independence, without discussing the role played by trade unionists such as Tom Mboya, Clement Lubembe, Fred Kubai, Makhan Singh, Ochola Mak'Anyengo, Dennis Akumu, Aggrey Minya among others.

One of the reasons unionists are so passionate about politics is because it is politics that determines everything. It is politics that determines who gets what, when, and how. Therefore, the role of politics in the development of the country and especially of the workers cannot be downplayed. It is politics that determines the development of workers.

It's politics that determines if a country has political stability and therefore economic growth, meaning more jobs and better salaries. Everything boils down to politics. In fact, in some countries, trade unions form, or legally belong to and support, a given political party. A good example of this is the long standing Labour Party in the United Kingdom.

With all this in mind, COTU (K) realizes and acknowledges the fact that the only way workers would be heard in the coming dispensation is by being rightfully represented now. That's why the leadership of COTU (K) has not allowed the naysayers to overpower their determination for representing the Kenyan worker in talks of a better Kenya.

For this reason, COTU (K) has been supporting calls for the amendment of the constitution by expanding the executive and relooking at our governance structure with a view of accommodating everyone so that the violence experienced after every general election can finally be a thing of the past, because the majority of those negatively affected by the violence are workers, women and children.

Below is a summary of our submission to the BBI taskforce where COTU (K) proposed that:

The governance structure be amended to include a Prime Minister and Two Deputy Prime Ministers.

Cabinet Secretaries be appointed from the National Assembly with a few from outside parliament.

Our Labour Laws be amended only when such a process is initiated by the relevant bodies like the National Labour Board but not individuals who are out to settle political differences.

Registration of Trade Unions and Employers Organization's restricts uncontrolled registration in areas where there already exists such a union and/or organization.

Employment and Labour Relations Court should solely be reserved to arbitrate in disputes arising from trade unions and the Federation of Employers so that any other individual and/or party outside this jurisdiction should seek redress at the High Court.

Land should be owned by the National Government and not the County Government.

Health services should be the mandate of the National Government and not a devolved function.

A health commission should be established.

The salary and remuneration commission (SRC) should be disbanded.

Bond or bail should not be given to persons facing murder charges and instead they should remain in custody until such charges are either confirmed or discharged.