



**2<sup>nd</sup> workshop: HR Management and Labour standards in the CSR perspective**

<b>TIME</b>	<b>SESSION</b>
08.00	Welcome from <b>FKE Executive Director</b>
8.10	<b>Welcome, Introductions and Introduction to the workshop</b> By Ms Eva Atieno, FKE
08.20	<b>Introduction to HR management and Labour standards in a CSR perspective</b> <i>By CSR Advisor Ms. Mette Maria H. Kristensen</i> <ul style="list-style-type: none"> <li>- Placing HR management and Labour standards within CSR and sustainable development</li> <li>- How can HR management and Labour standards benefit your business performance</li> <li>- How to work strategically with HR management and Labour standards (SA8000)</li> <li>- Group exercise: How does your company work with HR management and Labour standards and to what purpose?</li> </ul>
09.15	<b>Kenyan Labour laws and compliance</b> <i>By FKE Legal Advisor Mr. Abisai Ambenge</i> <ul style="list-style-type: none"> <li>- Development within the Kenyan Labour laws</li> <li>- How Kenyan companies comply to the Labour laws</li> <li>- How the Kenyan Labour laws differ from the international Labour laws and Human Rights</li> <li>- Group discussion on labour laws in practice.</li> </ul>



11.15	<b>Break</b>
11.30	<p><b>How International Labour laws effect global trading - Introduction to movie</b>  <i>By CSR Advisor Ms. Mette Maria H. Kristensen</i></p> <p><b>Movie on Labour standards violations</b></p> <p><i>We watch a documentary on Labour standards violations</i></p> <ul style="list-style-type: none"> <li>- Discussion of core themes and issues in the movie.</li> </ul>
13.00	<b>Lunch</b>
14.00	<p><b>Different approaches to Labour standards and HR management</b>  <i>By Managing director of KCR Mrs. Caroline Juma.</i></p> <ul style="list-style-type: none"> <li>- The business case for Labour standards and HR management compliance with labour laws, cost reduction, optimal work-environment, workforce staying with the company for a long time, employee relations improvement, reliability and productivity improvement, relating HR activities to improving business results.</li> <li>- Consequences of non-compliance to Labour laws or poor HR management standards.</li> </ul> <p><b>HR management tools</b></p> <ul style="list-style-type: none"> <li>- Performance management and evaluation</li> <li>- Team management</li> <li>- HR policy/manual</li> <li>- Personality analysis, coaching and employee retention</li> </ul> <p>Discussion:</p>



	<ul style="list-style-type: none"> <li>- Are these tools applicable to your company?</li> <li>- Can the tools help you make sure that your HR activities are updated and benefit your company?</li> </ul>
15.00	<p><b>HR challenges in Kenya</b>  <i>By CSR Advisor Ms. Joan Kithika.</i></p> <ul style="list-style-type: none"> <li>- Unhealthy and unsafe work conditions and housing</li> <li>- Long working hours and no overtime payment</li> <li>- No benefits (casuals)</li> <li>- No employment contracts</li> <li>- Illegal remuneration</li> <li>- No collective bargaining</li> <li>- Child labour</li> <li>- Corruption (labour officers)</li> </ul>
15.30	<p>Sum up of the day; expectations</p> <p>Program evaluation; Way forward; Closing</p>
	<p><b>Break and departure</b></p>