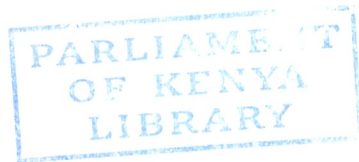




KENYA NATIONAL ASSEMBLY

TENTH PARLIAMENT



REPORT
OF
THE DEPARTMENTAL COMMITTEE ON
LABOUR AND SOCIAL WELFARE
VISIT TO THE
DIRECTORATE OF INDUSTRIAL TRAINING CENTRE
BUNYALA ROAD
NAIROBI

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PREFACE

Mr. Speaker Sir,

On behalf of the Departmental Committee on Labour and Social Welfare, I feel honoured to present to the House the Committee's Report on a fact finding tour to The Nairobi Industrial Training Centre Department of the Directorate of Industrial Training, Ministry of Labour on April 21, 2011.

Mandate of the Committee

The Departmental Committee on Labour and Social Welfare is a departmental committee established under Standing Order No. 198. It's mandated to:-

- a) To investigate, inquire into, and report on all matters relating to the mandate, management, activities, administration, operations and estimates of the assigned Ministries and departments;
- b) To study the programme and policy objectives of ministries and departments and the effectiveness of the implementation;
- c) To study and review all legislation referred to it;
- d) To study, assess and analyse the relative success of the ministries and departments as measured by the results obtained as compared with their stated objectives;
- e) To investigate, inquire into all matters relating to the assigned ministries and departments as may be deemed necessary, and as may be referred to them by the House or a Minister; and
- f) To make reports and recommendations to the House as often as possible, including recommendation of proposed legislation.

Mr. Speaker Sir,

In executing its mandate, the Committee oversees the following Government Ministries:

- i. Ministry of Labour and Human Resource
- ii. Ministry Youth Affairs and Sports
- iii. Ministry Gender, Children and Social Development
- iv. Ministry of State for National Heritage and Culture
- v. Ministry of State for Special Programmes

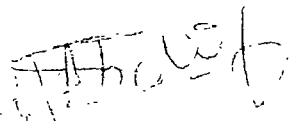
The Committee is mandated to consider the following issues; Labour, Trade Union Relations National manpower policy and development, Promotion of self employment in micro and small enterprise, National Social Security Fund (NSSF), National Productivity Centre. Gender, Children and Social Development Policies Mainstreaming, Women Enterprise Development Fund, Coordination of volunteer services, Social welfare for Vulnerable Groups, Community Development Programmes, Institutions for

Children's Care and Development, Culture and National Heritage, Disaster Management Policies and Programmes, Coordination of resettlement and mitigation program for Internally Displaced Persons (IDPs), Youth Affairs and Sports among others

The following are the Members of the Committee:

1. The Hon. Sophia Abdi Noor, M.P - Chairperson
2. The Hon. Lenny Kivuti, M.P. - Vice Chairperson
3. The Hon. Elijah Lagat, M.P.
4. The Hon. Joseph Magwanga, M.P.
5. The Hon. Alfred Odhiambo, M.P.
6. The Hon. Clement Waibara, M.P.
7. The Hon. Adan Keynan, M.P.
8. The Hon. Gideon Konchella, M.P.
9. The Hon. Charles Keter, M.P.
10. The Hon. Pollyns Ochieng, M.P.
11. The Hon. Kiptanui K. Jackson, M.P.

In view of the foregoing, the Committee undertook a Visit to the Directorate of Industrial Training Centre Bunyala Road, Industrial area Nairobi to see and understand the status of the institution, its functions and hold discourses in relation to executing its mandate in parting skills.



Hon Sophia Abdi Noor M.P.

Chairperson.

Departmental Committee on Labour and Social Welfare

1.0 INTRODUCTION

The Ministry of Labour mission is to develop and implement policies and programmes for a highly productive workforce through creation of a safe working environment; promotion of industrial peace, effective human resource planning and development; social security; productivity promotion and sustainable job creation.

The Ministry achieves its vision and Mission through the following Departments:- Labour, Industrial Training; Micro and Small Enterprise; National Human Resource and Development; Productivity Centre of Kenya, Occupational Safety and Health; Administration and supports services; National Employment Bureau; Industrial Court; Registrar of Trade Unions. The need of life-long learning is critical in supporting individuals.

2.0. THE DIRECTORATE OF INDUSTRIAL TRAINING

The Directorate of Industrial Training is situated on Bunyala Road Industrial Area. It empowers individuals to develop their own learning pathways, recognition of various types of learning at various stages and validation. The guidance throughout life is vital in the development of a strong human resource base in a Country. Kenya must develop and adopt the Technical Vocational, Education and Training curriculum to provide various competencies needed for tasks in specific trade areas. The pace and impact of technological change is vital. The speed and magnitude of technological changes makes the ability to innovate. The use of new technologies is critical to the industrial success.

The Challenges in thematic areas are,-

- Inability of the economy to create adequate employment opportunities.
- Under-utilization of human resources, mostly the youth
- Low productivity
- Gender inequalities
- Inadequate provision for vulnerable groups.
- Weak institutional framework
- Inadequate infrastructure
- HIV/AIDS scourge
- Drug and substance abuse and
- Child labour.

The Directorate of Industrial Training contributes effectively to Human Resource Development for employment and wealth creation. It is important that adequate and appropriate infrastructure and training equipment be in place. The sector will bring about economic growth and decent employment.

The infrastructure includes refurbishing the existing buildings as well as upgrading technology in order to meet the requirements of modern training

Transformation

The Directorate of Industrial Training is in the process of being transformed into a Semi Autonomous Government Agency (SAGA). The aim is to enhance the institution's flexibility and effectiveness in discharging its mandate in respect of Industrial training.

This will ensure that the personnel in the industry are well trained for improved productivity and adequate supply of the same.

3.0 CHALLENGES:

Some of the major challenges facing the Ministry are low budgetary allocations and inadequate staffing levels to support its programs.

Budgetary Allocations.

The following are the financing levels since 2006/07 as under:-

| No. | Financial Year | Allocation (Kshs) |
|-----|----------------|-------------------|
| 1. | 2006/2007 | 1.19b |
| 2 | 2007/2008 | 1.31b |
| 3 | 2008/2009 | 1.37b |
| 4 | 2009/2010 | 2.12b |
| 5 | 2010/2011 | 1.6b |
| 6 | 2011/2012 | Projected 2.02b |

Human Resource

The Ministry is operating at 36.2 % personnel establishment against 997 Authorized Establishment of 2,753. The Directorate of Industrial Training proportionately has low staffing levels and receives low funding in respect of the voted funds despite the broad spectrum of activities that require huge funding.

The Ministry needs an additional funding of Kshs 680 m as requested in the proposed 2011/2012 Financial Year budget to;- recruit more staff; pay rent arrears; pay pending Bills; office furniture and equipment; to upgrade and refurbish the DIT centres; workmen compensation; digitalization and automation of the Ministry's activities.

The Directorate of Industrial Training has five Industrial Training Centers i.e -

- The Technology Development Centre at Athi River has thirty (30) acres and an additional twelve (12) at EPZ is being sought.
- Mombasa has twenty six (26) acres but thirteen (13) has been grabbed by a private developer and the case is under KACC.
- Kisumu Industrial Training Centre has fifteen (15) acres
- Nairobi Industrial and Vocational Training Centre (NIVTC) has five (5) acres(Kenya Textile Training Institute (KTTI)).
- The Directorate has regional levy offices housed in Nyeri, Nakuru, Kisumu and Mombasa.
- The Directorate major achievements include the Local and Overseas trainings, Trade testing, Industrial training, attachment and levy collection

4.0 FUNCTIONS OF DIT UNDER INDUSTRIAL ACT CAP 237

The following are the main functions of the Directorate of Industrial Training under Cap 237 and it's the overall body among others,-

- Administration and Management of all the Industrial Training Institutes in Kenya.
- Secretariat to the National Industrial Training Council under Clause 4;
- Administrator of the Industrial Training Levy under Clause 4B;
- Administrator of the Trade test and Certification under Clause 29(f)
- Responsible for the Development of the Industrial Training Curriculum and Industrial attachment training scheme under Clause 21 and

5.0 ACHIEVEMENTS

- The Directorate of Industrial Training (DIT) has reviewed Trade Testing Assessment guidelines, developed in 1970 for thirty four (34) trade testable skills, four are being implemented.
- Three skills upgrading need based course has been developed for floriculture sector,
- Banking and Private security industries.
- The Printing and Publishing course is being developed.
- Has facilitated the admission of one hundred and twenty (120) female Engineering students from needy families for Diploma and Certificate programmes.
- New TT guidelines on Hairdressing, Beauty Therapy, Electronic mechanics and Refrigeration and Air conditioning have been developed.

6.0 TRAINING FACILITIES

The four of the centers that were established in 1970s and early 1980s through donor funding, their infrastructures are not properly maintained due to funding.

The Training equipments have not been upgraded to match the changing technology in the industry.

7.0 OBSERVATIONS

The committee toured the Directorate of Industrial Training center Industrial Area, Bunyala road and observed that;

- The textile garment testing facility equipment was too old and absolute.
- The Automotive section had practically old absolute testing equipment which didn't match the current technology currently in the market.
- The woodwork sections had some very few machines working while most had broken down and were very old in technology
- Most of the lathe machines were very old. There was no numerical machine.
- The Electrical and Gas welding section was moderate but missing the modern equipments and machines.
- The Auditorium had leaking roof with dilapidated seats.
- The Hostel rooms had been vandalized with windows and necessary facilities missing.
- The Kitchen lacked gas for cooking and meals were being prepared using firewood. soot had engulfed the whole area. The kitchen glass windows were missing while the cold room was not working.
- The Electrical section was warning while the classrooms lacked furniture
- The surrounding area drainage was poor and a breeding ground for mosquitoes.
- The whole DIT needs refurbishment and new equipments to achieve the vision 2030.

8.0 RECOMMENDATIONS

The committee recommends that,-

The Directorate of Industrial Training needs refurbishment and new equipments to achieve the vision 2030

- The Directorate of Industrial Training be allocated monies through the Stimulus Funds or by any other funds for renovations of the infrastructure at the Centre, which is in a dilapidated state.

- The Directorate of Industrial Training be allocated monies through the Stimulus Funds for re-equipping the Centre with modern equipment that match the changing technology to allow the Centre give proper training and administer the trade tests and certification under clause 29 (f) effectively and efficiently
- The Ministry ensures proper maintenance of the centre.
- The poor drainage system be cleared.
- The Directorate of Industrial Training should be enhanced to cater for those who would like to take evening technical oriented studies like other educational institutions.
- The IT Department should formulate a National Examination setup for all basic computer related Examinations to standardize Computer Examinations.
- That an additional Ksh 120m for refurbishment of the 5 centres and Ksh 1 billion for equipments is needed for the Institution to be at par with other Technical Training Institutions.

MINUTES OF THE EIGHTY FIFTH SITTING OF THE DEPARTMENTAL
COMMITTEE ON LABOUR AND SOCIAL WELFARE HELD ON TUESDAY APRIL
19, 2011 IN THE SMALL DINING ROOM PARLIAMENT BUILDINGS AT 10.40 AM.

MEMBERS PRESENT

Hon. Alfred Odhiambo, M.P. Acting Chairperson
Hon. Sophia Abdi Noor, M.P - Chairperson
Hon. Jackson Kiptanui, M.P.
Hon. Charles Keter, MP.
Hon. Gideon Konchella, M.P
Hon. Joseph Magwanga, M.P

ABSENT WITH APOLOGY

Hon. Lenny Kivuti, M.P. - Vice Chairperson
Hon. Pollyns Ochieng, M.P.
Hon. Elijah Lagat, M.P.

ABSENT

Hon. Clement Waibara, M.P.
Hon. Aden Keynan, M.P.

IN – ATTENDANCE – NATIONAL ASSEMBLY

John Wanyoike – Clerk Assistant.
Caroline Kinyua –Third Clerk Assistant.

PRAYERS

MIN 113/2011

CONFIRMATION OF THE PREVIOUS MINUTES

The Committee resolved to confirm all the pending Minutes during the next meeting.

MIN114/2011

REPORT ON THE VISIT TO THAILAND AND SOUTH KOREA

The committee perused at the report and was of the view that, since the visits were made at different times and by different delegations of the committee, the reports should be two, each for every country.

The committee thus directed the secretariat to separate the two reports and Table them for discussion during the next sitting.

MIN115/2011

AOB

Question 626

The Committee resolved to go ahead and come up with a report on Question No 626 notwithstanding the fact that the audit report on Thika Municipal Council is not ready.

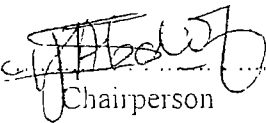
Visit to Industrial Training Center, Nairobi.

Members confirmed that they would avail themselves for the visit, scheduled for Thursday April 21, 2011 at 10.00 am

MIN 116 /2011

ADJOURNMENT

And there being no other business, the Chairperson thanked all the Members and adjourned the meeting at eleven o'clock.

Signature  Date.....
Chairperson

MINUTES OF THE EIGHTY SIXTH SITTING OF THE DEPARTMENTAL COMMITTEE ON LABOUR AND SOCIAL WELFARE HELD ON THURSDAY APRIL 22, 2011 IN THE CONFERENCE ROOM NAIROBI INDUSTRIAL TRAINING CENTRE AT 10.30 AM.

MEMBERS PRESENT

Hon. Sophia Abdi Noor, M.P. - Chairperson
Hon. Jackson Kiptanui, M.P.
Hon. Charles Keter, MP.
Hon. Gideon Konchella, M.P.
Hon. Alfred Odhiambo, M.P.

ABSENT WITH APOLOGY

Hon. Lenny Kivuti, M.P. - Vice Chairperson
Hon. Pollyns Ochieng, M.P.
Hon. Joseph Magwanga, M.P.
Hon. Elijah Lagat, M.P.

ABSENT

Hon. Clement Waibara, M.P.
Hon. Aden Keynan, M.P.

IN – ATTENDANCE – NATIONAL ASSEMBLY

John Wanyoike – Clerk Assistant

PRAYERS

MIN117/2011 VISIT TO THE NAIROBI INDUSTRIAL AND VOCATIONAL TRAINING CENTRE

The Hon J. Munyes MP, Minister for Labour accompanied by messers;-
Alfred Mogere - Senior Deputy Secretary,
Ms Philemona Koech - Director Administration,
Ms Elizabeth Kimenyi – Director Directorate of Industrial Training,
Pius Makhonge - Director DDSHS,
Francis M. Gitaka – Deputy Director,
George Muchai – Vice Chair Nairobi Industrial Training Centre,
Joshua Abdi – Chief Industrial Training Officer,
Benson Njagi – Chief Industrial Training Officer,
P. Owiti – Assistant Director Technical,
Veronica Kebuka – Senior Lecture
Henry Munyasse – Senior Industrial Trainer,
W. Kariaguthu – Chief Economist,
John Onyuna – Lecture,

A. Mwaura – Assistant Curriculum,
Eric Irungu – Assistant Secretary Labour Ministry,
Angela Kuma – Federation of Kenya Employees,
Ernest Madome COTU (K),
Rev S.K. Chebii OGW – COTU (K),
Rajabu W Mwondi MBS - COTU (K),
Walter M Malenya – Council Member,
Isaijah Kubai – Member COTU,
Dr Alex Kariavu – Council Member,
Jane Ngige – Council Member.
Isaac Syengech – SLA,
J. Nyamoto – CM-TDC,
Daniel N. Soi – RMO,
Justus Mwiliza – DDIT,
J. Juma - Internet DIAC,
C.O.Olando – Finance Officer,
David Ngugi – Supply Chain Management,
K. Bactour – COTU,
Peter Jalango – Internal Audit DIT,
Paul M.Mwai – SITO, DIT,
Gerald M. Mungato – Accountant,
Tom Oyaro – SITO,
P.U. Ikubor – Accountant and
John Mwangi – PRO Labour Ministry.

Informed the committee that;-

The Three Pillars of the Vision 2030 are: Social, Political and Economic. The Key Thematic areas in the Sector include Human Resource Planning, skills development and utilization. Micro and Small Enterprise Development, Industrial Training, Social Security and Productivity Management,

The Challenges in thematic areas is the inability of the economy to create adequate employment opportunities. The policies in the Sector will bring about economic growth and decent employment.

The Ministry achieves its **vision** and **Mission** through the Departments of:- Labour; Industrial Training; Micro and Small Enterprise; National Human Resource and Development; Productivity Centre of Kenya; Occupational Safety and Health;

Administration and supports services; National Employment Bureau; Industrial Court, Registrar of Trade Unions.

The financing levels of the Ministry has been as follows:-

| No. | Financial Year | Allocation (Kshs) |
|-----|----------------|--|
| 1. | 2006/2007 | 1 19b |
| 2 | 2007/2008 | 1.31b |
| 3 | 2008/2009 | 1.37b |
| 4 | 2009/2010 | 2.12b |
| 5 | 2010/2011 | 1.6b |
| 6 | 2011/2012 | Projected 2 02b (excludes Kshs. 671.9m for the Korean Project at TDC) |

Human Resource

The Directorate of Industrial Training proportionately has low staffing levels and receives low funding in respect of the voted funds despite the broad spectrum of activities that require huge funding.

The Minister appealed for an additional funding of Kshs 680 m for the Ministry as requested in the proposed 2011/2012 FY budget to finance recruitment of more staff; pay rent arrears; pending bills; office furniture and equipment, upgrading and refurbishment of DIT centres ; workmen compensation; digitalization and automation of the Ministry's activities.

The DIT to contribute effectively to Human Resource Development for employment and wealth creation, it is important that adequate and appropriate infrastructure and training equipment are in place. The infrastructure includes refurbishing the existing buildings as well as upgrading technology in order to meet the requirements of modern training.

DIT is in the process of being transformed into a Semi Autonomous Government Agency (SAGA). The aim is to enhance the institution's flexibility and effectiveness in discharging its mandate in respect of Industrial training.

This will ensure that the personnel in the industry are well trained for improved productivity and adequate supply of the same.

The Minister requested the Committee members to support the motion on the transformation of DIT into a (Semi Autonomous Government Agency) SAGA when the Industrial Training (Amendment) Bill 2009, is tabled in Parliament.

The major challenges facing the DIT are low budgetary allocations and inadequate staffing levels to support its programmes.

MIN 118/2011 ACHIEVEMENTS

The Major achievements include; Local and Overseas trainings, Trade testing, Industrial training, attachment and levy collection.

The Directorate has five Industrial Training Centres ; Athi River with thirty (30) and an additional twelve (12) acres from EPZ is being sought.

Mombasa has twenty six (26) acres and thirteen (13) grabbed, the case is under KACC
Kisumu has fifteen (15) acres

Nairobi Kenya Textile Training Institute (KTTI) and National Industrial and Vocational Training Centre (NIVTC) five (5) acres

The Directorate has regional levy offices housed in Nyeri, Nakuru, The levy offices are housed in Kisumu and Mombasa ITSs offices.

MIN 119 2011 FUNCTIONS OF DIT UNDER INDUSTRIAL ACT CAP 237

Under the industrial ACT cap 237 the DIT are well spelt out as under;-

Section 4; secretariat to the National Industrial Training Council

Section 4B Administration of the Industrial Training Levy,

Section 29(f) Trade test and Certification

Section 21; Development of Industrial Training Curriculum

Administration and Management of DITs

Section 21; Industrial attachment training scheme

MIN 120/2011 ACHIEVEMENTS

The DIT despite the the problems, has been able to achieve the following;-

- Reviewed Trade Testing Assessment guidelines developed in 1970 for 34 trade testable skills. 4 are being implemented.

- Three (3) skills upgrading need based course have been developed for floriculture sector.
- Banking and Private security industries.
- Printing and Publishing course is being developed
- The DIT has facilitated the admission of 120 female Engineering students from needy families for Diploma and Certificate programmes
- New Technical Training guidelines on Hairdressing, Beauty Therapy, Electronic mechanics and Refrigeration and Airconditioning have been developed.

DIT Training facilities

Four of the centres were established in 1970s and early 1980s through donor funding the infrastructures was not properly maintained.

The Training equipment has not been upgraded to match the changing technology in the industry.

MIN 121/2011 OBSERVATIONS

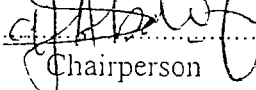
The committee during the guided tour was concerned and appalled that:-

- The textile garment testing facility equipment was too old and almost absolute.
- The Automotive section had practically old absolute testing equipment which didn't match the current technology currently in the market.
- The woodwork section was a bit better with some machines working and hence testing could be done. While most of the lathe machines were old without any numerical machine.
- The Electrical and Gas welding was a bit fair but missing the modern machines.
- The Auditorium had leaking roof with dilapidated seats.
- The Hostel rooms had been vandalized with windows and necessary facilities missing
- The Kitchen lacked gas for cooking and meals were being prepared at the back using firewood and soot had engulfed the whole area and glass windows missing while the cold room was not working.
- The Electrical section was wanting while the classrooms lacked furniture.
- The surrounding area drainage was poor and a breeding ground for mosquitoes.
- The whole DIT needs refurbishment and new equipments to achieve the vision 2030.

MIN 122 /2011

ADJOURNMENT

And there being no other business, the Chairperson adjourned the meeting at thirty minutes past one o'clock.

Signature.......... Date.....
Chairperson