

Labour & Employment

Labour and Employment in Kenya is governed by the labour laws which are set to protect both the employer and employee and include things such as the minimum wage and working conditions. The labour laws in Kenya of 2007 are broken down into five Acts as enacted by the Parliament and are – the Employment Act, Labour Institutions Act, Labour Relations Act, Occupational Safety and Health Act (OSHA) and Work Injury Benefits Act (WIBA).

Individual labour contracts These legal sources are interpreted by the industrial court and in some instances by the normal courts.

We offer labour and employment legal expertise in the following segments:

- Employment contracts
- Redundancy programs
- Contracts in Restraint of trade
- Employee employment manuals
- Staff dismissals
- Retirement benefits
- Employment discrimination
- Sexual harassment at the work place
- Labour unions
- Negotiation and enforcement of collective bargaining agreements
- Employment of Kenyan staff by foreign employers including embassies
- Director's compensation
- Employee compensation schemes including employee share option agreements