**Group B1 PRESENTATION**

**Members:**

**1.** **Omae Lynn Nyanduko SCT211-0092/2022**

**2. Christine Awuor SCT211-0093/2022**

**3.James Moseti Moturi SCT211-0095/2022**

**4.Adrian Baraka SCT211-0022/2022**

**5.Fidel Castro Otieno SCT211-0100/2022**

**6.Sandra Wendy Katheu SCT211-0047/2022**

**Question:**

**Discuss the emergence and development of Trade Unions in Kenya(include the definition of terms ,clearly explain the Organization and the Structure of the Trade union , Indicate the types of unions and (Affiliations) And the functions of trade unions in Industrial Relations**

**DEFINITION OF TERMS**.

* **Federation**: A federation is an association of autonomous trade unions or labor organizations that join together for common purposes, such as collective bargaining, advocacy, or mutual support.
* **Collective Bargaining**: The process by which representatives of labor unions negotiate with employers on behalf of workers to determine wages, benefits, working conditions, and other terms of employment.
* **Strike**: A collective action taken by workers to withhold their labor as a form of protest or negotiation during a labor dispute. Strikes can be initiated by trade unions to pressure employers to meet their demands.
* **Lockout**: A tactic used by employers to prevent employees from working during a labor dispute by shutting down operations and denying access to the workplace. Lockouts are often used as a countermeasure to strikes.
* **Arbitration**: A method of resolving labor disputes where a neutral third party, called an arbitrator, hears arguments from both labor and management and issues a binding decision to settle the dispute.
* **Work Stoppage**: A temporary cessation of work by employees, which may include strikes, lockouts, or slowdowns, as a means of protest or negotiation.

**EMERGENCE OF TRADE UNIONS IN KENYA**

The early trade Unions in Kenya were formed along racial lines though all of them aimed at

addressing labor problems that faced workers.

The first trade union in Kenya was the Indian Trade Union formed in 1914 in Mombasa. Up to 1914, there existed no African trade union in Kenya since the majority of the Kenyans were illiterate and lacked the knowledge to run workers ‘unions and the colonial government fought attempts by Africans to form workers’ organizations. For this reason, in the 1920s, African political organizations doubled up as also defenders of workers welfare.

In 1922, Asian workers in the railway department formed the Railway Artisans Union but its

officials were sacked by the government causing it to wind up in 1923.

In the 1930s, a Trade Union Committee was formed in Mombasa by Masons and laborers with R.M. Shah as its president.

In 1934, the Indian Trade Union became the Kenya Indian Labour Trade Union (KLTU) whose

membership was from other towns in Kenya.

By 1935, the union began admitting members from other races necessitating it to change its

name to Labour Trade Union of Kenya (LTUK). When it expanded its membership to the rest of

East Africa in 1939, it became known as the Labour Trade Union of East Africa (LTUEA)

On 14th January 1947, over 15,000 striking African workers of Mombasa formed the African

Workers Union (AWU). Muhamed Kibwana was elected president, Mwangi Macharia-secretary,

Mbaruk Kenze-treasurer and Chege Kibachia –executive officer.

The Union’s demands included;

a) A salary increase due to the high cost of living.

b) Implementation of the policy of equal pay for equal work regardless of race.

C) Respect for African workers wherever they were employed.

d) Payment of sufficient allowances to cater for African wives and children.

e) Elimination of the deliberate strategies applied by employers to keep Africans in their

places of work all the time.

The Union changed its name to African Workers’ Federation on 24th January 1947 at the advice

of Eliud Mathu who also convinced them to end the strike. Meanwhile a trade dispute tribunal

led by Mr. Justice Thacker was set up to look into the workers’ grievances.

The AWF became very popular to all workers in Kenya due to the success of the strike. However

its leaders were either repatriated from Mombasa to their reserve areas or as was the case of

Kibachia, arrested and detained in Baringo district.

Following the enactment of the Trade Unions Ordinance in 1952, various small African trade

unions (Kenya Local Government Workers’’ Union, Domestic and Hotel Workers’ Union and

East AFRICAN Federation of Building and Construction) united to form the Kenya Federation of

Registered Trade Unions (KFRTU). Its officials included Mwichigi Karanja (president), Aggrey

Mwinya (secretary general), S. Ondiege, Elikana Okusimba, Silas Okeya, David Jomo, S. Osore,

James Wainaina and Dishon Sambili.

Among the demands of KFRTU were the following;

~ Increase in African wages.

~ Improvement of the living conditions and poor housing for its workers

~ Protest against the arrest and detention of union officials.

~ Protest against forceful evacuation of the Aembu, Ameru and Agikuyu from Nairobi In

1953.

~ Protest against increase in the price of tea and bread in 1955

~ Protest against the continuity of the state of emergency.

In 1953, Tom Mboya’s Kenya Local Government workers’ Union (KLGWU) joined KFRTU. The

following were elected officials in the 1953 elections. David Njomo-president, Stephen Obwaka-

vice president, Tom Mboya- general secretary, G.W. Owuor-Assistant Secretary General, Daniel Ng’ethe-treasurer.

In 1955, it changed its name to the Kenya Federation of Labour (KFL) representing 35,000

members.

KFL was replaced by the Central Organization of Trade Unions –Kenya (COTU (K)) in 1965 through a presidential committee that recommended for the formation of a central body for all the trade unions in Kenya. Since then, protection of workers’ rights has been spearheaded by COTU (K) in conjunction with its affiliate trade unions. Since 2001 to-date Francis Atwoli, has been the Secretary General of COTU (K).

**Development of Trade Unions in Kenya**

The development of trade unions in Kenya can be traced back to the early 20th century during the colonial period. Here is a brief overview of the key stages in the development of trade unions in Kenya:

1. **Colonial Era (Early 20th Century):**
   * Trade unions in Kenya have their roots in the early 1900s when British colonial rule was established. The primary industries at that time were agriculture, railway construction, and other infrastructure projects.
   * Workers, largely composed of African laborers, faced harsh working conditions, low wages, and poor treatment by colonial employers. This led to a growing dissatisfaction among the workforce.
2. **1920s-1940s: Early Trade Union Formation:**
   * In the 1920s, the first trade unions began to emerge, driven by the need to address the grievances of workers. Some of the early unions included the East African Trade Union Congress (EATUC) and the Labor Trade Union of Kenya (LTUK).
   * However, the colonial government was suspicious of organized labor movements and often suppressed union activities.
3. **1950s-1960s: Mau Mau Uprising and Political Change:**
   * The Mau Mau uprising in the 1950s, which was primarily a political movement against colonial rule, also had an impact on the labor movement. The struggle for independence and increased political awareness contributed to the growth of trade unions.
   * As Kenya moved towards independence, there was a gradual recognition of the importance of trade unions in the political landscape.
4. **Post-Independence (1963 onwards):**
   * Kenya gained independence in 1963, and the post-colonial government, led by Jomo Kenyatta, initially maintained a cautious approach towards trade unions. The government sought to balance economic development with the interests of the labor force.
   * In 1965, the Trade Unions Act was enacted, providing a legal framework for the registration and operation of trade unions in Kenya.
   * The Central Organization of Trade Unions (COTU) was established in 1965 as the umbrella body for trade unions in Kenya. It played a crucial role in coordinating labor activities and advocating for workers' rights.
5. **1970s-1980s: Growth and Challenges:**
   * During this period, trade unions in Kenya experienced significant growth in membership and influence. They actively engaged in collective bargaining, advocating for better working conditions, and participating in policy discussions.
   * However, there were instances of government intervention and restrictions on union activities, especially during periods of political unrest.
6. **1990s-Present: Liberalization and Challenges:**
   * The 1990s saw economic liberalization and structural adjustments, impacting the job market and workers' conditions. Trade unions played a role in advocating for workers' rights amid economic changes.
   * Challenges such as corruption, political interference, and internal conflicts within some unions have persisted, affecting the effectiveness of the labor movement.

Despite challenges, trade unions in Kenya continue to be active in addressing workers' concerns, negotiating better terms of employment, and advocating for social and economic justice. They remain an integral part of Kenya's labor landscape, contributing to the ongoing development of workers' rights and welfare.

**Structure of a Trade Union**

The structure of a trade union in Kenya is organized to ensure effective representation, collective bargaining, and advocacy for workers. A typical trade union in Kenya comprises several key components that work together to address the diverse needs and concerns of its members. At the core of the trade union structure is the General Assembly, which serves as the highest decision-making body.

The General Assembly consists of union members who gather periodically to discuss and vote on important matters such as policy changes, collective bargaining strategies, and major decisions affecting the union. This democratic process ensures that the union operates in accordance with the will of its members, promoting transparency and accountability. The leadership of a trade union is typically headed by an elected official known as the Secretary-General or General Secretary. This individual oversees the day-to-day operations of the union, representing its interests in negotiations with employers and other stakeholders. The Secretary-General is usually supported by a team of officials, including a treasurer responsible for financial matters, and various department heads focusing on specific areas such as organizing, education, and legal affairs.

To enhance efficiency and effectiveness, trade unions in Kenya often establish specialized committees or departments. These may include the organizing committee, responsible for recruiting new members and expanding the union's reach, and the education committee, which focuses on empowering members through training programs and workshops. Additionally, legal affairs committees address legal issues affecting workers, providing legal support and representation when necessary. Collective bargaining is a key function of trade unions, and they often establish a dedicated negotiating team to engage with employers on behalf of the members. This team is well-versed in labor laws, industry standards, and the specific needs of the workforce. They work to secure favorable employment conditions, wages, and benefits through negotiations with employers. The success of these negotiations depends on the unity and strength of the union, as well as the ability of the negotiating team to articulate and defend the interests of the workers. Trade unions in Kenya also establish branch structures that represent workers in specific industries, regions, or companies. These branches ensure that the union's activities are tailored to the unique challenges and opportunities faced by workers in different sectors. Branch leaders and representatives serve as intermediaries between the General Assembly and the local membership, fostering a more responsive and localized approach to addressing workplace issues. In conclusion, the structure of a trade union in Kenya is designed to facilitate effective representation and advocacy for workers. The General Assembly, elected leadership, specialized committees, and branch structures work together to ensure that the union operates democratically, transparently, and efficiently.

**TYPES OF UNIONS**.

* **Craft Unions**: These unions represent

workers from a specific trade or craft, such as carpenters, electricians, or plumbers. They focus on protecting the interests and rights of workers within their specialized field.

* **Industrial Unions**: Unlike craft unions, industrial unions represent all workers within a particular industry, regardless of their specific trade or occupation. For example, the United Auto Workers (UAW) represents workers across various roles within the automotive industry.
* **General Unions**: These unions are not restricted to a specific trade or industry. They often represent workers from diverse sectors, such as retail, services, or transportation.
* **National Unions**: These unions operate at

wide range of industries and trades.

* **International Unions**: These unions have a global presence and represent workers across multiple countries. They collaborate with national unions and advocate for workers' rights on an international scale.
* **Independent Unions**: These unions operate autonomously and are not affiliated with any political party, federation, or external organization. They maintain their independence to pursue their members' interests without external influence.

**TYPES OF AFFILIATIONS**.

Types of affiliations for trade unions can include:

* **Affiliation with Political Parties**: Some trade unions align themselves with specific political parties to advocate for workers' rights and influence legislative policies that impact labor conditions.
* **Membership in Federations**: Trade unions often join federations or labor councils at regional, national, or international levels to coordinate efforts, share resources, and amplify their collective voice in negotiations and advocacy.
* **Partnerships with NGOs**: Trade unions may form partnerships with non-governmental organizations (NGOs) working on issues related to labor rights, social justice, or economic equality to collaborate on campaigns, projects, or initiatives.
* **Collaboration with Social Movements**: Trade unions may collaborate with broader social movements, such as environmental groups, civil rights organizations, or feminist movements, to address intersecting issues and advocate for systemic change.
* **Alliances with Other Unions**: Trade unions can form alliances or coalitions with other unions, either within the same industry or across different sectors, to strengthen bargaining power, share strategies, and support each other during labor disputes.
* **International Solidarity**: Trade unions

may engage in international solidarity efforts by forming alliances with unions in other countries, participating in global labor networks, and supporting workers' struggles worldwide.

* **Community Partnerships**: Trade unions may establish partnerships with community organizations, local businesses, or religious institutions to address broader social and economic issues affecting their members and the community at large.

**Function of Trade unions in industrial Relations**

1.**Collective Bargaining**: One of the primary functions of trade unions is to negotiate with employers on behalf of workers regarding wages, working conditions, benefits, and other aspects of employment. Through collective bargaining, unions aim to secure better terms and conditions for their members.

2.**Representation**: Trade unions represent the interests of workers in dealings with employers, government agencies, and other relevant organizations. They provide a platform for workers to voice their concerns and grievances collectively.

3.**Advocacy and Lobbying**: Unions engage in advocacy and lobbying efforts to influence government policies related to labor rights, workplace safety, employment regulations, and other relevant issues. They often work to enact or amend laws that protect workers' rights and promote fair labor practices.

4.**Protection of Workers' Rights**: Trade unions work to protect workers' rights by ensuring compliance with labor laws and contractual agreements. They provide support and legal assistance to members facing workplace disputes, discrimination, unfair treatment, or wrongful termination.

5.**Training and Education**: Many trade unions offer training programs, workshops, and educational resources to help workers develop skills, enhance job performance, and advance their careers. These initiatives contribute to the professional development and empowerment of union members.

6.**Health and Safety Advocacy**: Trade unions advocate for safe and healthy working conditions by promoting workplace safety standards, conducting inspections, and raising awareness about occupational hazards. They play a crucial role in ensuring that employers prioritize the well-being of workers.

7.**Solidarity and Unity**: Trade unions foster solidarity and unity among workers by bringing them together to pursue common goals and address shared concerns. They encourage collaboration and mutual support among members to strengthen their collective bargaining power.

8**Social and Economic Justice:** Trade unions often advocate for broader social and economic justice issues, such as income inequality, wealth distribution, and workers' rights on a global scale. They participate in social movements and campaigns aimed at promoting fairness, equality, and dignity for all workers.