

**SPECIAL ISSUE**

*Kenya Gazette Supplement No. 85 (Senate Bills No. 22)*

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REPUBLIC OF KENYA

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***KENYA GAZETTE SUPPLEMENT***

**SENATE BILLS, 2024**

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**NAIROBI, 3rd April, 2024**

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**THE LABOUR RELATIONS (AMENDMENT) BILL,  
2024**

**A Bill for**

**AN ACT of Parliament to amend the Labour Relations Act to provide for the term of office for trade union officials and for connected purposes.**

**ENACTED** by the Parliament of Kenya as follows —

1. This Act may be cited as the Labour Relations (Amendment) Act, 2024.

Short title.

2. The Labour Relations Act is amended by inserting the following new section 34A immediately after section 34—

Insertion of new section 34A.

Term of office of officials.

34A. (1) An official of a trade union, employers' organisation or federation shall hold office for a term beginning on the date on which the official was elected, and ending when a person is next elected as an official in accordance with section 34.

(2) A person shall not hold office as an official of a trade union, employers' organisation or federation for more than two terms.

3. Existing officials of a trade union, employers organisation or federation shall be deemed to be duly elected under this Act for the remainder of their term.

Transitional provisions.

**MEMORANDUM OF OBJECTS AND REASONS****Statement of the Objects and Reasons for the Bill**

The principal object of the Bill is to provide for the term of office of officials of a trade union, employers' organisation or federation and requirements for registering a trade union.

**Statement on the delegation of legislative powers and limitation of fundamental rights and freedoms**

The Bill does not delegate legislative powers nor does it limit the fundamental rights and freedoms.

**Statement on how the Bill concerns county governments**

Under the Fourth Schedule to the Constitution, counties are mandated to implement national labour standards and employment policy in the counties. Since majority of employees are from the counties, the Bill will have a huge impact on management and membership of trade unions, employers' organisation or federation.

This is therefore a Bill that concerns counties in terms of Article 110(1) (a) of the Constitution.

**Statement that the Bill is not a money Bill, within the meaning of Article 114 of the Constitution**

This Bill is not a money Bill within the meaning of Article 114 of the Constitution.

Dated the 6th December, 2023.

OKETCH EDDY GICHERU,  
*Senator.*