



**THE REPUBLIC OF KENYA**

LAWS OF KENYA

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**LABOUR INSTITUTIONS ACT**

NO. 12 OF 2007

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**NO. 12 OF 2007**

**LABOUR INSTITUTIONS ACT**  
**ARRANGEMENT OF SECTIONS**

**PART I – PRELIMINARY**

*Section*

1. Short title.
2. Commencement.
3. Interpretation.
4. Application.

**PART II – THE NATIONAL LABOUR BOARD**

5. Establishment of the Board.
6. Composition of the Board.
7. Functions of the Board.
8. Committees of the Board.
9. Remuneration of members.
10. Secretary and officers of Board.

**PART III – THE INDUSTRIAL COURT**

11. *Repealed.*
12. *Repealed.*
13. *Repealed.*
14. *Repealed.*
15. *Repealed.*
16. *Repealed.*
17. *Repealed.*
18. *Repealed.*
19. *Repealed.*
20. *Repealed.*
21. *Repealed.*
22. *Repealed.*
23. *Repealed.*
24. *Repealed.*
25. *Repealed.*
26. *Repealed.*
27. *Repealed.*

**PART IV – COMMITTEE OF INQUIRY**

28. Appointment of Committee of Inquiry.
29. Report of Committee of Inquiry.

**PART V – LABOUR ADMINISTRATION AND INSPECTION**

30. Appointment of Commissioner for Labour, Director of Employment and other officers.
31. Appointment of Registrar, Deputy Registrar and assistant registrars of trade unions.
32. Delegation.
33. Certificate of authority for authorised officer.

**Section**

- 34. Powers of entry to premises by authorised officer.
- 35. Powers of labour officer.
- 36. Powers of employment officer.
- 37. Powers of medical officer.
- 38. Obstructing an authorised officer.
- 39. Offences by companies, etc.
- 40. Evidence.
- 41. Confidentiality.
- 42. Annual report.

**PART VI – WAGES COUNCILS**

- 43. Establishment of wages councils.
- 44. Functions of wages councils.
- 45. Publication of draft wages order.
- 46. Publication of wages order.
- 47. Contents of wages order.
- 48. Wages order to constitute minimum terms of conditions of employment.
- 49. Power of officers to institute proceedings.
- 50. Meaning of remuneration.
- 51. Employee waiting for work on employer's premises.
- 52. Employer not to receive premium.
- 53. Records and notices.
- 54. Criminal liability of agent, employer.
- 54A. Establishment of an Inter-Ministerial Committee.
- 54B. Functions of the Inter-Ministerial Committee.
- 54C. Requirement for approval by the Inter-Ministerial Committee.

**PART VII – EMPLOYMENT AGENCIES**

- 55. Registration of employment agencies.
- 56. Application for registration.
- 57. Duties of persons operating employment agencies.
- 58. Powers of employment officers.
- 59. Offences.
- 60. Regulations.

**PART VIII – MISCELLANEOUS PROVISIONS**

- 61. General penalty.
- 62. Rules.
- 63. Repeal of Cap. 229, transitional and savings provision.
- 64. Existing laws.

SCHEDULE –

PROVISIONS RELATING TO THE CONDUCT  
OF BUSINESS AND AFFAIRS OF THE BOARD

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**NO. 12 OF 2007**

**LABOUR INSTITUTIONS ACT**

*[Date of assent: 22nd October, 2007.]*

*[Date of commencement: 2nd June, 2008.]*

**An Act of Parliament to establish labour institutions, to provide for their functions, powers and duties and to provide for other matters connected thereto**

[Act No. 12 of 2007, L.N. 62/2008, Act No. 20 of 2011, Act No. 12 of 2012, Act No. 19 of 2014, Act No. 18 of 2018.]

**PART I – PRELIMINARY**

**1. Short title**

This Act may be cited as the Labour Institutions Act.

**2. Commencement**

This Act shall come into force on 2nd June, 2008.

**3. Interpretation**

In this Act, unless the context otherwise requires—

“**authorised officer**” means a labour officer, employment officer or medical officer appointed under this Act;

“**Board**” means the National Labour Board established under section 5;

“**collective agreement**” means a registered agreement concerning any terms and conditions of employment made in writing between a trade union and an employer, group of employers or employer’s organisation;

“**Commissioner for Labour**” means the Commissioner for Labour appointed under section 30;

“**Committee of Inquiry**” means a Committee of Inquiry appointed under section 28;

“**contract of service**” means an agreement, whether oral or in writing, and whether express or implied, to employ or to serve as an employee for a period of time, and includes a contract of apprenticeship and indentured learnership but does not include a foreign contract of service made within Kenya and to be performed in full or in part outside Kenya, and any contract for service with a foreign State, except a contract for service entered into with, by or on behalf of the Government;

“**Director**” means the Director of Employment appointed under section 30;

“**employee**” means a person who has been employed for wages or a salary and includes an apprentice or indentured learner;

“**employer**” means any person, including the Government, who employs or has employed an employee and where appropriate includes—

- (a) an heir, successor, assignee or transferor of an employer; or