

► Intermediary Visioning Event

Community of Practice on Digital Skills and Jobs in Kenya

SUMMARY REPORT

Date: 26 February 2024

Thematic areas: Mapping legal and policy gaps in Kenya's digital economy, CoP Strategic direction

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Objective

The Community of Practice (CoP) on Digital Skills and Jobs in Kenya organized a visioning event to assess its strategic direction and to plan how to transition from advocacy into action for promoting an inclusive digital transformation.

Key points discussed

- **A mapping of critical legal and policy gaps in Kenya's digital economy** across various dimensions was consolidated. Key areas included investment in connectivity infrastructure, skills development, digital governance, data security, cyber safety, industrial relations standards, and digital services supporting e-commerce, innovation and entrepreneurship.
- **Reflections extended to the potential institutionalization of the CoP**, including its evolution into an institutional government or industry-led mechanism, or its continuation as a flexible network. Proactive measures were proposed, involving the organization of a workshop to explore different approaches, the presentation of a transition plan, and the possibility of consensus among CoP members on its way forward.

Summary

CoP's mandate and scope of action

- **Addressing policy gaps in the digital work sector and strategizing to foster inclusive digital transformation** was emphasized as part of CoPs mandate. Coordinated efforts were deemed essential to bridge the digital divide and promote economic growth through job creation.
- **Promoting job creation within Kenya's digital economy is essential, transcending reliance solely on international work opportunities** reliance on international work opportunities. Recognizing industry-specific economic challenges that digital solutions can address is essential for fostering job creation. While emphasizing the importance of developing international digital skills, it is equally crucial to avoid overlooking non-digital skill development.
- **Prioritizing inclusivity and equal opportunity in the digital economy.** Working with policymakers is a necessary step to prompt policy change in favor of inclusive growth and employment policies. Targeted support is essential for vulnerable demographics, including young people, women in rural areas, and those affected by forced displacement. Addressing the digital divide, particularly for these groups, is also an area that needs investment.

- ▶ **Addressing regulatory gaps and promote decent work:** Several issues related to digital jobs and skills for decent work have emerged, including i) Identified regulatory gaps include defining “digital worker” and modernizing labour laws, ii) streamlining formal dispute resolutions for online workers, iii) ensuring the correct classification of online workers on digital labour platforms, iv) addressing the skills-job mismatch in the digital economy, and v) reducing informality of online work. Support to small businesses is also required to overcome challenges in digital adoption due to high technology costs and limited broadband access.
- ▶ **CoP Alignment with the Kenyan government,** specifically with the agenda of the Ministry of Labour and Social Protection and the Ministry of Information, Communications and the Digital Economy of Kenya. Synergies can be established to promote improved coordination, utilization of resources and innovation for the digital transformation of the public and private sector and for boosting job creation.

CoP’s transition phase

- ▶ **Determining CoP’s Future Structure:** Transitioning into a second cycle of work was agreed. Consideration was given to possible future structure, including: government-led, industry-led, or continue operating as a flexible multi-stakeholder network.
- ▶ **Consensus was built around the institutionalization of the CoP:** A consensus building conversation will be held with the Ministry of Labour and Social Protection and the Ministry of Information, Communications and the Digital Economy of Kenya. Transitioning the COP into a government-led structure with multi-stakeholder representation offers potential to translate the community’s advocacy capacities into action.

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