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Advocacy Report Half Year 2025

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1. KAHC & KUDHEIHA CBA NEGOTIATIONS

The Association and the Union finalised the CBA in February 2025. The parties released a Joint communique that was shared with the members, advising them on what to expect in the new CBA. The CBA is currently being registered at the Employment and Labour Relations Court and once the process is complete the document will be shared with the members.



2. NATIONAL TOURISM STRATEGY MEETING

The Association participated in the formulation of the National Tourism Strategy, which was organized by the Ministry of Tourism.

The forum was officiated by the PS Tourism, Mr. John Ololtuaa. The meeting was held in January at Lake Naivasha Resort.



3. KWS TRIPARTITE STAKEHOLDERS FORUM

We participated in an industry stakeholder forum by KWS at the KWS Club House. During the forum the stakeholders were taken through the new regulations for access and conservation of National Parks, Reserves and Sanctuaries. At the same time the forum gathered inputs and feedback on the making of new regulations for access and conservation of the parks, reserves and sanctuaries. There was also conversation on the review of the current conservation fees.



4. TOURISM FUND – GRADUATION OF HOSPITALITY AND TOURISM TRAINEES

The Tourism Fund led a training for hospitality workers in partnership with Kenya Coast National polytechnic on different programs; animation, barista, events operations, food and beverage production, food and beverage services, front office operations, housekeeping and laundry operations, spa and wellness, mixology and pastry and baking course.

A total number of 432 trainees in coast region were trained.



A notable number of Associations and Hotel Managers were present; Mr. Victor Shitakha, KCTA Chairman, Mr. Samson Some, TF Chairman, Mr. Jeff Mukolwe, GM Baobab Beach resort and Spa and Dr. Sam Ikwaye, EO-Coast.



5. SEVERIN CRAFTSMAN GRADUATION CEREMONY

The Severin craftsman graduation of class of 2024 was held at Severin Sea Lodge on 24th January 2025. Dr. Sam Ikwaye, EO -Coast represented the Association at the event.

The Severin craft man center offers vocational training for electricians, plumbers carpenters, masons and welders with a strong emphasis on practical, hand on training following the German dual system, an apprenticeship program where theory and practice go hand in hand.

In partnership with the Tui Kenya Foundation, the center has built a second workshop and secured financing for the third year under Tui Academy Kenya. The Chief Guest was Ambassador Sebastian Groth, Ambassador of the Federal Republic of Germany.



6. TRAINING ON PRINCIPLES OF SITE SECURITY SURVEY COURSE

The British High Commission (BHC) in partnership with Kenya Tourism Federation (KTF) held a 5- day training, from 27th January 2025 to 31st January 2025 for various KTF member association representatives.

We were represented by Eddah Soi, our Coast Membership Officer, at the forum.

The training was insightful and had an in-depth look at the tasks and areas that are overlooked in security checks and how a thorough step by step process can be used to ensure site security.



PRINCIPLES OF SITE SECURITY SURVEYS COURSE
BAHARI BEACH HOTEL I MOMBASA 1 27TH - 31ST JANUARY 2025
Kenya Tourism Federation

7. STAKEHOLDER CONSULTATION ON KWALE COUNTY BEACH MANAGEMENT BILL, 2020

KAHC together with other Associations met in Diani, Kwale County, to advance the proposed draft Kwale County Beach Management Bill, 2020.

The Bill was finalized in 2020 and went through local tourism stakeholders' validation.

The purpose of the meeting held in January 2025 was to facilitate stakeholder review of the Kwale County Beach Management Bill, 2020 in order to update the Bill, taking into consideration emerging issues related to beach management.

The meeting observed that there have been leadership changes, especially among the beach operators' local organizations.

This implied that most of the leaders who participated during the period when the Bill was being developed were not in leadership now. It was therefore important to update all participants on the on-goings related to the Bill so that their participation and input may be optimal.

Participants were taken through the background of the meeting and the development of the Kwale County Beach Management Bill, 2020.

To advance the Bill further, the following actions were adopted:

- Engage with county executive through the Governor's office on viability of sponsoring the Bill by the county executive. This would be done through:
 - ⇒ Holding in-person briefing meeting with the Governor
 - ⇒ Organizing a workshop with county officials
- Engage with county assembly through office of the Speaker and key Members of County Assembly who would be champions of beach management that would support the Bill.

This would be done through:

- ⇒ Holding in-person briefing meeting with the Speaker and Chairpersons of the relevant committees
- ⇒ Organizing a workshop with county assembly relevant committees and officials

- Engage on further advocacy on beach management by targeting diverse stakeholders
- Engage with national government's Ministry of Tourism on development of a national law on beach management
- Update the Bill, where necessary

For full details see coverage links below:

⇒ On Facebook

⇒ Shafaqna: Kenya

⇒ KenyaNews.go.ke

⇒ YouTube: Citizen TV

⇒ Citizen TV: on X

⇒ Nation Africa

⇒ YouTube: KBC News

8. RECRUITMENT AND VISIT TO MEMBERS

We held a discussion with Strathmore University aimed at exploring potential partnership opportunities with the institution. The parties intend to come up with a memorandum outlining key areas of interest and collaboration. We had a courtesy call visit to Somerset Hotel, where we met with the HR Manager, Mr. Doglous Wakhanu and the



9. PRESENTATION OF SUBMISSIONS ON THE NATIONAL TOURISM POLICY AND TOURISM BILL

We made submissions in relation to the proposed National Tourism Policy (2025) and Tourism (Amendment) Bill 2024. We presented our memorandum at the forum that was held at KICC in March.

10. REGIONAL CONSULTATIVE MEETING TO DEVELOP A REGIONAL SERVICES POLICY ADVOCACY AGENDA AND MECHANISMS FOR INSTITUTIONALIZED DIALOGUE AND ADVOCACY

KAHC represented KTF at a regional consultative meeting on the development of a regional service policy advocacy agenda and mechanisms to institutionalize dialogue and advocacy. The event brought together regional players from the private sector under the banner of East African Business Council (EABC). The meeting was held at Kabira Country Club, Kampala.



11. CONSULTATIVE MEETING WITH TREASURY CABINET SECRETARY AND THE BOARD OF FKE

The FKE Management Board, led by National President Dr. Gilda Odera and Executive Director and CEO Ms. Jacqueline Mugo, EBS, held a consultative meeting with the Cabinet Secretary for National Treasury and Economic Planning, Hon. FCPA John Mbadi Ng'ongo, EGH.

The two parties discussed the current state of the business environment and the necessary tax reforms to enhance enterprise performance and reduce the cost of living for Kenyan citizens. The Key issues discussed included:

- 1. The 2025/2026 Budget
- 2. Lowering of high taxes
- 3. Addressing the National Debt Challenge
- 4. Enhancement of Air Transport
- Supporting Agriculture production and export
- Leveraging on Business Processes Outsourcing
- 7. Supporting the tea, flower, security and manufacturing sector
- 8. Enhanced Air Access for Kenya's Tourism.



12. MEETING WITH PRINCIPAL SECRETARY TOURISM IN MOMBASA

The EO Coast accompanied the Chief Officer Tourism, Mombasa County for a meeting with the PS, Tourism, John Ololtuaa to discuss tourism development programs by the Ministry and areas of cooperation.





13. BLUE POST HOTEL CBA NEGOTIATIONS

The Association participated in the CBA negotiations between Blue Post Hotel and KHAWU, where a two-year CBA was agreed among the parties.

14. TOURISM REGULATORY AUTHORITY (TRA) ACCREDITATION AWARD CEREMONY

We participated in the accreditation ceremony for hotels in Nairobi, Kiambu and Kajiado counties. The event took place at The Edge Convention Center in South C, Nairobi, and was attended by tourism industry stakeholders. Congratulations to all the members who were awarded at the event.

More Information

15. FKE PRESS CONFERENCE ON COST OF LIVING

The Association addressed a press conference under the banner of FKE and expressed the members concerns regarding the high cost of living, nevertheless we also acknowledged the gains made in our sector over the past year. We requested Government to fast track the payment of pending bills among other issues.





16. KENYA TOURISM FEDERATION (KTF) MEETING WITH CS TOURISM

We had a meeting with CS Tourism, Rebecca Miano, under the umbrella of KTF. The KAHC delegation was led by the National Chairman, Chris Musau, also in attendance was Board Member, Mugo Maringa and Roberto Marini, a member from Ocean Beach Resort, Malindi. We discussed areas of cooperation in marketing and identified key actions. The CS reiterated her commitment and that of government to support the growth of our sector.











17. NATIONAL MICE STRATEGY VALIDATION CONSUTATIVE FORUM

We attended the above forum, where our CEO Mike Macharia made submissions on the strategy on behalf of the members. MICE is set to be a key driver of tourism and the Association is ready to work with KICC to see the attainment of this strategy.



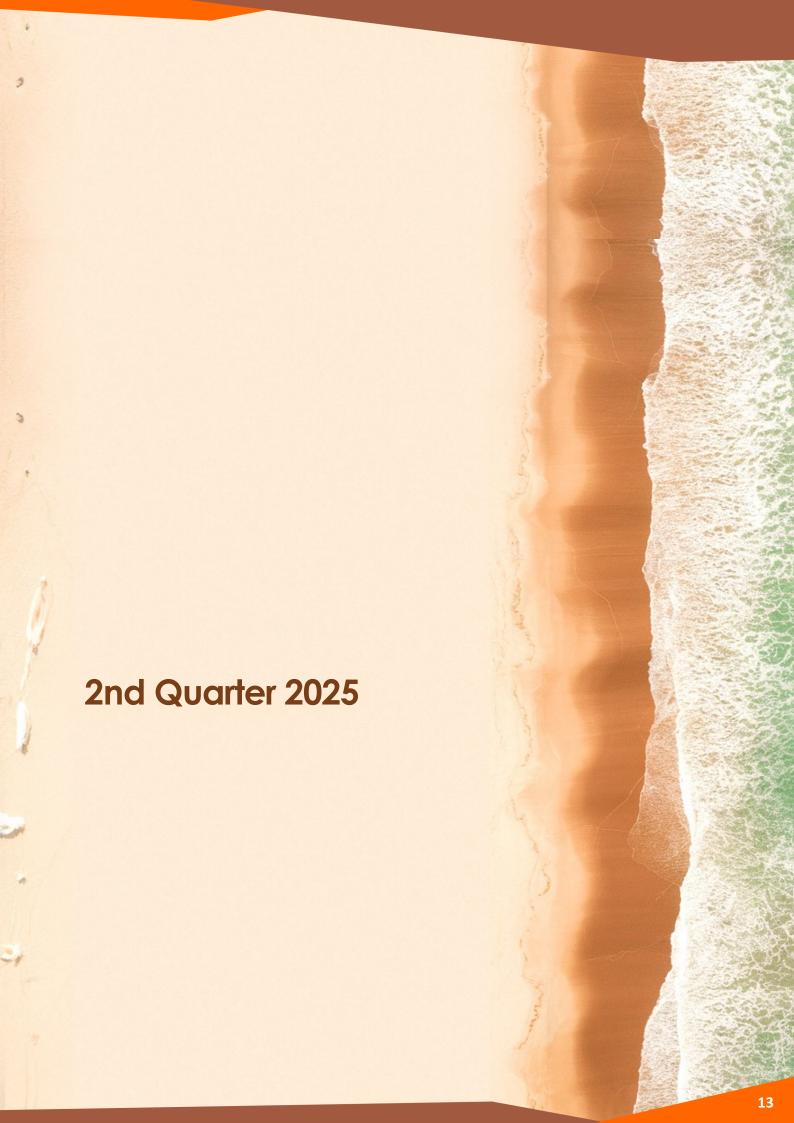
18. KAHC FINANCE CONFERENCE

The Association held its 5th Annual Finance conference in March at Sandies Tropical Village Resort in Malindi. In attendance at the forum were KAHC Board members led by the Chairman, Mr. Chris Musau, who hosted a welcome cocktail at Kilili Baharani, in honor of the Finance Managers and Malindi Watamu Region members.

Kindly follow the below link to access the presentations, photos and videos for the forum

Photos and Presentations (Google Drive)





19. FUTURE LEADERS FORUM

The inaugural East Africa edition of the Future Leaders Challenge (FLC) convened on 28-29 April at Strathmore University, marking a milestone moment for the region's hospitality and tourism sector. Designed as a strategic platform to bridge education, industry, and government, the FLC convenes students, educators, policymakers, and business leaders to address the evolving needs of the tourism and hospitality workforce.

Initiated by Game Changers Learning and Development and for the East Africa edition in Partnership with Strathmore University and Boma International Hospitality College the event is centered on the question of how digital transformation is reshaping workforce needs in East Africa, the challenge invited top final-year students from universities across the region to respond with bold, actionable ideas — positioning talent development at the heart of innovation and resilience.

Our CEO made a presentation at the official Welcome Dinner at the Movenpick Hotel & Residences Nairobi, and also at the forum at Strathmore University.







At the same forum, the CEO met with the PS Tourism, Uganda, who was accompanied by the Principal Uganda International Hospitality School, the Dean School of Engineering at Strathmore and the CEO of Uganda Hotel Owners Association.



20. BOMA INTERNATIONAL HOSPITALITY COLLEGE (BIHC)

The College signed a Memorandum of Understanding with Uganda International Hospitality School. The PS Tourism from Uganda represented the Government while our CEO, who is also the College's Board Chair, represented the College.



The College also celebrated its 10th Anniversary since its inception in 2015. Over the 10-year period the college has trained over 6,000 graduates and upskilled more than 2,400 industry professionals. The college has also seen a growth in its revenue from 17.8 million when it started to surpass the 3 billion mark in 2024. The College is also recognized as a Centre of Excellence in hospitality and culinary arts by Technical and Vocational Education and Training Authority (TVETA)

Coverage links:

- Coverage on X
- Coverage on Standard Media





21. TECHNICAL AND VOCATIONAL EDUCATION AND TRAINING CURRICULUM DEVELOPMENT, ASSESSMENT AND CERTIFICATION COUNCIL (TVET CDACC) ASSESSMENTS

The Association is a member of the Tourism and Hospitality Sector Skills Committee under the Ministry of Labour. In this regard, we were selected to participate in verification of practical assessments to ascertain candidates meet TVET CDACC Tourism and Hospitality skills requirements. We sampled five TVET institutions in Nairobi and submitted a report on areas of improvement in order to enable the institutions produce students suitable for the Tourism and Hospitality employment market.

22. LABOUR DAY CELEBRATIONS

Under the auspice of FKE, we attended this year's Labour Day celebrations held at Uhuru Gardens. The FKE team was led by the Chairperson, Dr. Gilda Odera, the Vice President, Mike Macharia and the Executive Director, Jacqueline Mugo. The Guest of Honour at the celebrations was the President H.E. William Ruto.



23. COURTESY CALL TO AEROCLUB

We had a courtesy visit to Aero Club where we met with the General Manager, Angelique Libese and her team. We had discussions on areas of collaboration between the two parties.



24. WORKSHOP ON AFCTA REGULATORY FRAMEWORK FOR TRADE AND TRANSPORT

The State Department for Trade in conjunction with GIZ hosted a workshop in Machakos. The purpose of the workshop was to review the draft regulatory frameworks on trade and tourism under the AFCTA.

The key objective of the workshop was to strengthen the technical capacity of stakeholders, collect informed recommendations, identify sectoral challenges, and propose regulatory improvements aimed at fostering regional integration.

The main goal of the regulatory frameworks is to harmonize regulations, promote efficient and sustainable intra-Africa trade, encourage investment, and support infrastructure development.



25. NAS CBA NEGOTIATIONS

We successfully completed the negotiations of a two-year CBA with KUDHEIHA for NAS in May. The CBA is a supplementary of the main CBA and is negotiated separately due to the unique nature of NAS operations, which is an airline caterer and differs in processes from the hotel business.

26. INTERNATIONAL CHAMBER OF COMMERCE (ICC)

The CEO was appointed to join the International Chamber of Commerce Board for a period of three years. This is a body whose main purpose is to advocate for business at an international level which is in line with the strategic objectives that the Association adopted last year. This will be very beneficial to the sector.









27. TRA SELF SERVICE ACCOMODATION STANDARDS

We participated in a technical committee workshop on the development of a standard for self-service accommodation facilities, in Naivasha. The document is aimed at regulating "AirBnB" facilities in the country. We will share the final copy of the document as soon as it is finalized.

28. MAGICAL KENYA TRAVEL EXPO (MKTE)

We attended the official launch of the Magical Kenya Travel Expo (MKTE) 2025 at the Radisson Blu Hotel in Nairobi as part of preparations for the upcoming Magical Kenya Travel Expo (MKTE) 2025 organized by Kenya Tourism Board (KTB).

The event was graced by Hon. John Ololtuaa, the Principal Secretary in the State Department for Tourism and brought together tourism stakeholders from County Governments, the private sector, development partners, senior officials from the Ministry of Tourism and Wildlife, and other key players in the industry.

In attendance was our Board member Dr. Florence Njau, and Dr, Leah Ng'ang'a from the Secretariat.

The 2025 edition, themed "Magical Kenya: Unlocking Africa's Potential through Sustainable Tourism Growth, is scheduled for October 1st to 3rd at Uhuru Gardens, Nairobi. MKTE is set to bring together thousands of tourism professionals, exhibitors, and international buyers from across the globe.

The event also saw the unveiling of the Destination Travel Magazine "Magical Kenya: The Ultimate Adventure" showcasing Kenya's rich culture, diverse wildlife, warm people, and breathtaking landscapes.

View video (Citizen TV on Youtube)



29. IMEX FRANKFURT 2025

We participated in IMEX Frankfurt, which is a meetings, events and incentive travel industry event that is held annually. It is a forum where planners connect with suppliers from across the world, building powerful working relationships to create better events, meetings and experiences. This is the first time the Association was participating in the event and we managed to send a team of 10 companies to the event and trust that the numbers will grow as we go along.

We held meetings with buyers who are interested in the Kenyan meetings product. The Chair of Parliament's Committee on Tourism & Wildlife Hon. Kareke Mbiuki also came to meet with the exhibitors. We were also honoured by a visit by the Deputy Head of Mission, Kenya to Germany Ambassador Kipkosgei Toroitich.

























30. TRA AWARDING CEREMONY HELD AT PRIDEINN PARADISE

The Tourism Regulatory Authority(TRA) invited various tourism industry players to the National Tourism Excellence Awarding ceremony. The accreditation exercise is to guide conformity to National minimum standards required for accommodation and catering services provision. Various members were awarded plaques for the different star rating, Gold, Silver & Bronze, as displayed in the photo below. The guest of honor was Hon. John Ololtuaa, PS Ministry of Tourism and Wildlife.



31. GENDER DIALOGUE ON POLICY AND PRACTICE IN TVETS

KAHC was represented in The Gender Dialogue on Policy and Practice in TVETs meeting together with diverse group of stakeholders from the TVET sector.

The main objective was:

- To raise awareness and deepen understanding of gender and inclusion in TVETs.;
- To disseminate findings from the KBEST Gender Analysis Report. (Status of Gender and Disability Mainstreaming in Kenyan TVET institutions);
- To engage stakeholders in identifying practical ways to strengthen gender responsiveness in TVETs.

The Challenges Identified were;

- Gender stereotypes discouraging women from enrolling in male-dominated TVET programs like marine engineering, welding;
- Limited capacity and understanding among TVET staff on how to implement gender-responsive policies; Infrastructure limitations, such as a lack of gender-sensitive facilities like child care facilities in this institutions.

The recommendation and the way forward was to Build the capacity of TVET staff and administrators on gender mainstreaming and inclusive practices.; Improve facilities and resources to support a safe and inclusive learning environment for all students; Establish mentorship and role-model programs to support girls and women in non-traditional trades.

Stakeholders committed to using the findings from the KBEST (Kenya Blue Economy Skills Training) Gender Analysis Report as a roadmap for future action, and to promoting gender equality as a cornerstone for sustainable development in the TVET sector.

32. KAHC REGIONAL MEETINGS; SOUTH COAST REGION HELD AT LEOPARD BEACH RESORT AND NORTH COAST REGION HELD AT PLAZA BEACH HOTEL

The south coast region members met, Powertrip air conditioners made a presentation on energy saving solutions and beneficial costs to hotels. Samba sports team led by Ali made a presentation and requested for support from the members on the upcoming Diani beach zero campaign to be held on 8th June, interested members were to contact the team directly.





Prof. Marina, a tourism researcher based in the UK made a presentation to both the South coast region and North coast region members on recycling waste into profit. She mentioned of case studies of communities turning 'trash into cash' that is, recycling tins and making beaded key holders for sale.





On the agenda also was south coast regional elections, which had the following outcome;

- i) Sven Kampa, Director Diani sea resort and sea lodge was nominated as the incoming Coast Region Chairman and south coast region chairman
- ii) Pauline Nduva, GM Diani sea resort and sea lodge was nominated as the CDC Chairman for coast region.
- iii) Alphaxad Chege, GM Serena beach resort and spa was nominated as the North Coast regional chairman.

33. LIQUOR STAKEHOLDERS BREAKFAST MEETING HELD AT SAPPHIRE HOTEL

The Mombasa county government, department of tourism and liquor board members held a stakeholder engagement on business mode, challenges faced and opportune measures for the business growth., Mombasa county to will conduct in-house training for customer friendly officers. A working business tri-relationship was encouraged involving the county, stakeholder and distributor for a seamless business. Some of the KAHC members were issued their licenses including other stakeholders present.

34. ECOTOURISM KENYA (EK) STRATEGIC PLAN LAUNCH

We participated in the above event held at Sarova Panafric in May. EK launched a five-year strategic plan 2024-2029, that is aimed at promoting sustainable tourism and climate resilient practices in Kenya and beyond.



35. MEETING WITH INTERNATIONAL FINANCE CORPORATION (IFC)

We held a meeting with IFC following an invitation by Sopa Lodges, with whom they are partnering on some of their projects. During our meeting, we discussed areas of collaboration with the organization and areas of value to our members.

36. CHINA KENYA ACROBATIC EXCHANGE

The Association attended and witnessed the celebration of 40 Years of China-Kenya Acrobatic Exchange at Braeburn Theatre, Nairobi.

The Braeburn Theatre in Nairobi was alive with energy, artistry, and cultural brilliance as it hosted the China-Kenya Tourism Season and Special Performance marking the 40th Anniversary of China-Kenya Acrobatic Exchanges. This grand occasion was a testament to the enduring partnership between Kenya and China, and was jointly hosted by the Ministry of Gender, Culture, Arts and Heritage, the Ministry of Tourism and Wildlife, the Chinese Ministry of Culture and Tourism, and the Chinese Embassy in Kenya.

The event brought together talented acrobats from both nations, showcasing mesmerizing performances that reflected decades of collaboration, cultural fusion, and artistic mastery. Beyond entertainment, this celebration reinforced the deep cultural ties between Kenya and China, highlighting their commitment to fostering cultural exchange and tourism.

37. SENIOR LEADERSHIP DEVELOPMENT SEMINAR

The secretariat participated in the senior leadership seminar organized by the Institute of Certified Public Accountants of Kenya (ICPAK) at the Conrad Centennial Marina Bay in Singapore. As part of the ongoing collaboration between ICPAK and KAHC, the association was represented by the Finance Manager during the conference.



(L-R) KAHC Finance Manager Lawrence Maoto, Incoming ICPAK Chairman Prof. Elizabeth Kalunda, outgoing ICPAK Chairman CPA Philip Kakai, and CPA GraceAnne from AAR on the sidelines of the Senior Leadership Development Seminar at Conrad Centennial Marina Bay Sands Resort, Singapore

38. MEETING WITH SINGAPORE HIGH COMMISSIONER TO KENYA

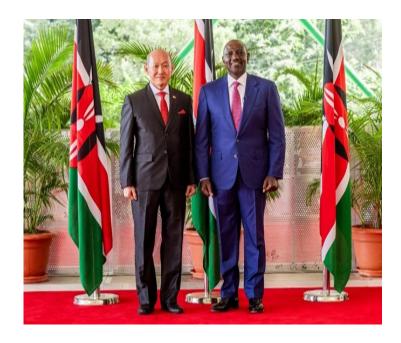
The senior leadership seminar was graced by the incoming Singapore high commissioner to Kenya. The two countries have not had formal diplomatic relations, and this is the first attempt by Singapore to establish this as part of the country's strategic relations with Africa.

The High Commissioner reminisced on the historical economic relationship between Kenya and Singapore and promised to look at the existing gaps in foreign relations between the two states, including exploring the possibility of having direct flights between Nairobi and Singapore.

The Commissioner presented his papers to President William Ruto on 4th June 2025 at Statehouse Nairobi, signaling the intentionality between the two countries.



Top: ICPAK Chairman CPA Philip Kakai, Council members and delegates with the incoming high commissioner of Singapore to Kenya, Dr. Kan Yaw Kiong and the Institute of Singapore Chartered Accountants (ISCA) CEO Ms. Fann Kor.



Left: Dr. Kan Yaw Kiong with His Excellency President William Ruto at Statehouse Nairobi after presenting his papers.

39. 113TH INTERNATIONAL LABOUR CONFERENCE 2025

KAHC attended the 113th International Labour Conference in Geneva, Switzerland, from June 2nd to 13th, 2025. Our CEO, Mike Macharia, and Admin Manager, Dr. Leah Ng'ang'a, represented members in important discussions at the conference.

We represented the members in the formulation of a new convention and recommendation on biological hazards in the working environment, and discussions on promoting transition towards formality. These efforts are key to ensuring safer and more formal working environments in Kenya's hospitality industry

We also participated in the International Organization of Employers AGM, chaired by Jacqueline Mugo, Executive Director of the Federation of Kenya Employers (FKE).

At the same forum we attended the AGM of Business Africa, which is an organization that advocates for a conducive business environment for African businesses. Business Africa secretariat is based and run in Kenya at FKE. The Executive Director, FKE, Jacqueline Mugo, was re-elected to serve as the Secretary General. We engaged with leaders from different global and African organizations as well as leadership from Kenya Labour sector led by PS, Labour, Shadrack Mwadime.



























40. INTERNATIONAL SOCIAL SECURITY ASSOCIATION (ISSA) TECHNICAL SEMINAR

The CEO attended the above event, which was officially opened by, CS Labour, Dr. Alfred Mutua. The forum draws delegates from across Africa, including Uganda, Tanzania, Eswatini, Burundi, and Namibia. NSSF Kenya is the proud host of this vital dialogue on shaping the future of social protection in Africa.





41. KENYA PRIVATE SECTOR ALLIANCE (KEPSA) 21ST ANNUAL GENERAL MEETING

This year's AGM marked the retirement of our CEO from the KEPSA board, following six years of service. We are grateful to him for his service and for representing the industry on the board. KTF Chair Fred Odek was appointed to the board at the same meeting, and we would like to congratulate him as he takes up the position.



42. PROMOTING GOLF TOURISM IN KENYA

We attended a golf stakeholders forum by KTB at Villa Rosa Kempinski. The purpose of the meeting was to discuss ways of increasing tourism numbers and figures through golf.

Coverage Links

- Boosting Golf Tourism in Kenya (Citizen TV Youtube)
- Washikadau wa gofu wahimizwa kukumbatia mbinu za Utalii (KBC Sports-Youtube)

43. BOMA INTERNATIONAL HOSPITALITY COLLEGE (BIHC) GRADUATION

KAHC CEO, who is also the Chairman of the Board, presided over the 9th commencement ceremony of the college held on 20th June 2025 at the college. The event was also a celebration of the College's 10th anniversary, highlighting a decade of excellence in hospitality education.

Coverage Links

- BIHC Revenue Grows by sh 3bn to sh 15b in 10yrs (Capital FM Business)
- Stakeholders call for marketing of traditional and popular Kenyan foods (KBC Business—Youtube)





