

**Decent Work? Exposure and Dialogue Programme on Social Standards
in Kenyan and Ugandan Enterprises**
02nd to 08th of March 2025

Stakeholders' opinions differ a lot on sustainable corporate due diligence in supply chains and respective European [directive](#) or respective German law. Depending on one's political position, the focus is on violations of human rights (e.g. child labour, land grabbing, health hazards) - or the additional bureaucratic work or potential competitive disadvantages that German and European companies fear. A more differentiated view is rarely taken of what suppliers already have to do to comply with their own national laws. Ensuring occupational health and safety as well as paying wages reliably is already a challenge for many small and medium-sized companies in many partner countries. Having personal experience and concrete insights into the realities of workers' lives help understand the context and, thus, shape cooperation with company managers at the beginning of international supply chains. This is what realising human rights due diligence obligations is about. Exposure and Dialogue Programmes do contribute to it.

From 02nd to 08th of March 2025, this Exposure and Dialogue Programme (EDP) will enable those responsible from politics, private businesses, trade unions, institutions of international development cooperation and civil society organisations to get to know work processes in Kenya or Uganda. The visiting participants will experience good practices of the implementation of social standards to understand better their obligations in Sustainable Corporate Due Diligence processes. In the Exposure and Dialogue Programmes, managers and those responsible gain concrete insights and gather personal, hands-on experience.

By participating in EDP, they strengthen their skills in business development or their respective responsibilities in policy dialogue. In cooperation with business partners, they contribute to improved sustainability in supply and value chains. As a participant, you will get to know Kenyan or Ugandan small and/or medium-sized enterprises, their workers and their managers, for example in food production and processing. You will gain insights into everyday work processes and learn about the challenges and opportunities involved in realising workers' rights and other social standards. You will learn first-hand how the management handles human rights related risks and about what role working hours and wages, occupational health and safety as well as rooting the company in the socio-cultural context do actually play.

Exposure and Dialogue®

As a participant, you will live for three days with a host selected by our partners. S/he will be prepared thoroughly to accompany you during your visit as he or she does work with a company or produces for international supply chains as an independent producer. You will immerse yourself in the everyday living and working environment of your host and experience first-hand how entrepreneurial risks are being managed in the company to realise social standards and how conflicts of interest are dealt with. You will share your insights with experts and get their feedback in a concluding dialogue workshop.

How to prepare: Enrolled participants shall receive information on logistics & organisation according to individual arrangements. On **14 Feb 2024** (12:30 – 17:00 hrs), there will be an **in-persons-meeting in Cologne/Germany** for personal preparation. ***Kindly note** annexed logistics advice: The programme will commence on **02nd of March 2025**, *either* in Kampala, *or* in Nairobi. Our medium is English. During the three days of immersion (*03 to 06 March*) you will have a short-term internship in the enterprise facilitating your immersion and stay with well-prepared host families linked to that company. All participants meet for *reflection in Nairobi* on **06th of March 2025**. You shall book your flight to *Nairobi* resp. to *Entebbe* yourself, and bear the cost of intercontinental travel and other cost for, e.g. visa and medical prophylaxis. Cost of regional (e.g. *Entebbe-Nairobi*) or domestic flights, overland transport as well as board & lodging shall be borne by AGIAMONDO. Your cost sharing contribution is at **EUR 4.900.- p.p.**

**“Decent Work?” Challenges and Opportunities to level-up Social Standards
in the Kenyan – or in the Ugandan – Business Environment**

*Tentative Programme Schedule: 02nd to 08th of March 2025

Saturday 01 March 2025	*Air travel to <i>either</i> Nairobi Airport <i>or</i> Entebbe Airport - according to individual schedules; pick-up & transit to respective hotel, booked by AGIAMONDO
Sunday 02 March	PRELUDE (Nairobi // Kampala)
09:00 hrs	Breakfast
10:00 hrs	<i>City Sight Seeing and tour guide perspective’s on current issues & head lines</i>
13:00 hrs	Lunch
15:00 hrs	<i>“Decent Work” – what are we talking about in this country’s specific context? Social and economic challenges & potential (Kenya / Uganda)</i>
	Welcome & Introduction by EDP host organisations and host SMEs / Updates on programme’s logistics; forming exposure groups
19:00 hrs	Dinner & overnight stay at the central venue
Monday 03 March	EXPOSURE (Kenya / Uganda)
06:00 hrs	Departure / travel to respective Exposure companies & host’ communities
Midday	Welcome by respective hosts; 1 st overnight stay at host family
Tuesday 04 March	Immerse in the company your host works with; get to know the environs and relevant stakeholders
Wednesday 05 March	Take part in production and the daily work routine of your host; Meet and share with business community stakeholders
Thursday 06 March	Fare-well to host family; collect business data and wind-up immersion at the host company fare-well to host company (management & workers)
06:00 hrs 13:00 hrs	Uganda immersion group leaves for Entebbe / air travel to Nairobi Kenya immersion participants leave for central venue at Nairobi
	REFLECTION (Nairobi)
18:30 hrs	Check-in at central venue
19:00 hrs	Dinner
20:30 hrs	Flash-light feedback; sharing on immersion symbols collected; overnight stay
Friday 07 March	
08:00 hrs	Breakfast
09:00 hrs	One-on-one reflection (2 persons) (<i>‘Story Telling’</i>)
10:30 hrs	Plenary Session: Sharing stories and elaborating lessons learnt
12:00 hrs	<i>Identify the groups’ lessons learnt - prepare presentations</i>
13:30 hrs	Lunch

Friday 07 March 2025	EDP PARTNERS' DIALOGUE WORKSHOP (Nairobi)
15:00 hrs	Welcome & Introductions
15:30 hrs	Presentation of EDP Visitors' Experiences & Lessons Learnt
16:00 hrs	Comments and feed-back by EDP Partners & invited guests
17:00 hrs	Two Focus Group discussions ("Enabling environment?" / "Decent Work?")
18:00 hrs	Wrap-up: <i>What is our take-home?</i>
18:30 hrs	Closing and Vote of Thanks
19:00 hrs	Dinner – overnight stay at central venue
Saturday 08 March	Wrap-up and Evaluation <i>(visiting EDP participants, only)</i>
08:00 hrs	Breakfast
10:00 hrs	Feedbacks & evaluation
11:00 hrs	Planning next steps and follow-up
12:30 hrs	Wrap-up of the programme
13:00 hrs	Lunch (and check-out)
14:00 hrs	<i>Optional: visit to Nairobi National Park</i>
	Transfer to JKIA Nairobi – departure according to individual schedules

***Nota Bene – Organisation & Logistics Advice**

We shall communicate about your preferences and the options for immersion we can offer taking place from 03rd to 06th of March 2025, either in a Kenyan or in an Ugandan company. Based on that we shall agree upon in due time whether we request you to book your outbound flight to Entebbe (Uganda) but having a return ticket from Nairobi (Kenya; i.e. triangle flight). We will take care of booking respective air tickets for the short regional flight from Entebbe to Nairobi. We shall request the Kenya immersion visitors to book their flights to/from Nairobi.

Status: 13th of November 2024

Please mail to joerg.hilgers@agiamondo.org