



Education International
Internationale de l'Éducation
Internacional de la Educación
Bildungsinternationale

Head Office

5, Bd du Roi Albert II
1210 Brussels, Belgium
Tel +32 2 224 06 11
Fax +32 2 224 06 06
headoffice@ei-ie.org
<http://www.ei-ie.org>

President

Susan Hopgood

General Secretary

Fred van Leeuwen

Mr. Francis T. Kimemia

Secretary to the Cabinet and Head of
Public Service
Office of the President, Harambee House
Harambee Avenue
Nairobi
KENYA

Email: Hops@kenya.go.ke

Brussels, 17 September 2012

Re: Meet the legitimate demands of teachers for decent wages

Dear Mr. Kimemia,

Education International (EI), the Global Union Federation representing 30 million teachers and education workers worldwide, of which the Kenya National Union of Teachers (KNUT), the Kenya National Union of Private Schools (KNUPST), the Kenya Union of Domestic, Hotels, Educational Institutions, Hospitals and Allied Workers (KUDHEIHA), the Kenya Union of Post Primary Education Teachers (KUPPET) and the Universities' Academic Staff Union (UASU) are members, wishes to invite your Government to enter into meaningful negotiations on teacher wages and allowances.

Teachers are demanding for the harmonization of their salaries to those of other civil servants; for 300% salary increments to all teachers; and for the full implementation of the Legal Notice No. 534 in regard to teachers allowances, to which your Government committed in 1997.

The absence of a positive move from your Government on this matter prompted KNUT and KUPPET's members to engage in collective job action, starting from 3 September 2012. To date, the strike action is still going on as your Government failed to bring forward any tangible proposals in the negotiations with the teacher union.

Unfortunately, instead of engaging in meaningful dialogue with the unions and addressing the legitimate demands of teachers, your Government attempted to force striking teachers to resume work by threatening them with dismissals, disciplinary measures, suspensions of their salaries and allowances, and cancellation of the deduction of union dues.

EI urges your Government to:

- Engage in meaningful dialogue with the KNUT and KUPPET and meet the legitimate demands of teachers for decent wages and better living conditions;
- Respect the fundamental rights and freedoms of teachers in accordance with international standards related to collective bargaining;
- Refrain from threatening teachers with dismissals, disciplinary measures and suspension of salaries because of their appeal for a fair salary increase and payment of allowances.



I trust that your Government will act swiftly to address the demands of teachers in Kenya, so that they can resume their duties without any victimization. This will enable the pupils and students to continue with their education without further interruption.

Yours sincerely,

Fred van Leeuwen
General Secretary

Copies:

- Mr. Gabriel K. Lengoiboni – Secretary of the Teachers Service Commission – Email: info@tsc.go.ke
- Mr. John K. Munyes – Minister for Labour – Email: info@labour.go.ke
- Hon. Mutula Kilonzo – Minister for Education – Fax: +254 20 2210163; Email: minister@education.go.ke