Model letter

To:
Mrs. Amina Mohamed
Cabinet Secretary of Education
Kenya
Email: cabinetsecretarymoe@gmail.com

Cc: Dr Richard Belio Kipsang
Principal Secretary
State Department of University Education and Research
Email: pshighereducation2016@gmail.com

Cc: Charles Mukhwaya
General Secretary
KUSU
Email: charlesmukhwaya@gmail.com

Your Excellency,

My union, [name of union] is a member of Public Services International (PSI) and we have been informed by that organisation that the Government of Kenya is not fulfilling its commitments regarding trade union rights in your country.

On Friday 2nd March 2018, the Kenya Universities Staff Union (KUSU), called its members to withdraw labour in a national strike against the government and 31 public university managements for failing to negotiate collective bargaining covering the 2017-2021 cycle. This is the result of months of fruitless meetings without any concrete outcome.

In order to reach an agreement with the KUSU, we urge you to commit to the operationalisation of Article 41 of the Constitution of Kenya: Labour Relations, specifically Article 41 (5) "Every trade union, employers' organisation and employer has the right to engage in collective bargaining".

In addition, workers and employers of public higher education are not represented on the newly created inter-ministerial committee that has been tasked with education reform in Kenya. Moreover, the chair of this committee is from a private education institution, whereas it is this committee that is supposed to produce a counter-proposal for the collective agreement. We therefore urge you to address this issue and secure a balanced representation in the composition of the inter-ministerial committee. There can be no social dialogue without negotiation, nor representation by the social partners.

We look forward to receiving positive information in favour of collective bargaining and fair representation on the inter-ministerial committee.

Yours sincerely,

[Name of signatory, name of union, country