



2013- Minimum wage Kenya

Why this form:

Meetings between employer and employee organizations throughout Kenya have shown that not all workers are paid according to the legal Minimum Wages. It helps to fill up this form. The more forms, the more Mywage.org/Kenya and trade unions and employers organisations know and work for redressal of your grievances with your employer.

All forms will be registered and checked. The final result will be sent to employers, and trade union organizations.

Mywage.org/Kenya will also take up the matter with Labour Department and individual employers for resolution and compliance.

If you don't want to give the name of the Employer, it is not needed to complete this form.

ABOUT YOUR JOB

1 What is your (net) wage?

Wage in KES

2 Are you paid per hour, per week, per two weeks or per month?

- 1 Per hour
- 2 Per week
- 3 Per two weeks
- 4 Per month
- 5 Other

3 In your job, are you entitled to paid leave, pension, severance pay and social security?

- 1 Yes
- 2 No
- 3 I don't know

4 How many hours do you work per day and per week?

Hours per day

Hours per week

5 How many days per week do you work?

Days per week (1 - 7)

6 Did you receive your last wage on time?

- 1 Yes
- 2 No
- 3 I don't know

7 Did you receive any of the following benefits in kind?

- | | yes | no |
|-----------------------------------|-----------------------|-----------------------|
| a food or food vouchers | <input type="radio"/> | <input type="radio"/> |
| b transport or transport vouchers | <input type="radio"/> | <input type="radio"/> |
| c free housing | <input type="radio"/> | <input type="radio"/> |
| d other | <input type="radio"/> | <input type="radio"/> |

8 How are co-workers in the same job in your workplace with same experience paid compared to you?

- 1 They are paid lower than me
- 2 They are paid equal to me
- 3 They are paid higher than me
- 4 Some are paid higher, others lower than me
- 5 I don't know

9 What is your employment status?

- 1 Employee with a fixed contract
- 2 Employee with a temporary contract
- 3 Apprentice / trainee
- 4 Other
- 5 I don't know

10 What is your occupation?

11 What is your occupation level?

- | | |
|--|---|
| 1 <input type="radio"/> Assistant | 6 <input type="radio"/> Team leader |
| 2 <input type="radio"/> Junior | 7 <input type="radio"/> Supervisor |
| 3 <input type="radio"/> Trainer, training responsibilities | 8 <input type="radio"/> Head |
| 4 <input type="radio"/> Foreman, forewoman | 9 <input type="radio"/> Master |
| 5 <input type="radio"/> Senior | 10 <input type="radio"/> Other supervisory position |

ABOUT YOUR EMPLOYER

12 What is your industry of work?

- 1 Agriculture, forestry, fishing
- 2 Construction, technical consultancy
- 3 Education, research
- 4 Entertainment, culture, sports
- 5 Extraction, mining, quarrying
- 6 Financial services, banking, insurance
- 7 Healthcare, caring services, social work
- 8 Hospitality, catering, tourism
- 9 ICT services
- 10 Legal and market consultancy, business activities
- 11 Manufacturing
- 12 Public administration, police, interest groups
- 13 Publishing, printing, media
- 14 Real estate, renting, call centres
- 15 Retail trade
- 16 Security, cleaning, homework
- 17 Trade, fuelling and repair of motor vehicles
- 18 Transport, logistics, communication
- 19 Waste treatment, sanitation, supply of electricity, gas and water
- 20 Wholesale

13 How many people are employed at your place of work?

- 1 0 - 4
- 2 5 - 9
- 3 10 - 20
- 4 20 - 50
- 5 50 - 100
- 6 100 - 150
- 7 151 - 200
- 8 200 - 500
- 9 500 - 1,000
- 10 1,000 - 2,000
- 11 2,000 - 5,000
- 12 more than 5.000

14 Where is your workplace located?

- 1 Nairobi

Central:

- 2 Maragua
- 3 Murang'a
- 4 Nyeri
- 5 Ruiru
- 6 Thika
- 7 Another small city (10,000 - 100,000)
- 8 A village (less than 10,000)
- 9 Rural area

Coast:

- 10 Kilifi
- 11 Lamu
- 12 Malindi
- 13 Mombasa
- 14 Voi
- 15 Another small city (10,000 - 100,000)
- 16 A village (less than 10,000)
- 17 Rural area

Eastern

- 18 Embu
- 19 Isiolo
- 20 Machakos
- 21 Mavoko (Athi River)
- 22 Meru
- 23 Another small city (10,000 - 100,000)
- 24 A village (less than 10,000)
- 25 Rural area

North Eastern

- 26 Mandera
- 27 Wajir
- 28 Another small city (10,000 - 100,000)

North Eastern

- 29 A village (less than 10,000)
- 30 Rural area

Nyanza

- 31 Homa Bay
- 32 Kisii
- 33 Kisumu
- 34 Migori
- 35 Another small city (10,000 - 100,000)
- 36 A village (less than 10,000)
- 37 Rural area

Rift Valley:

- 38 Eldoret
- 39 Kericho
- 40 Kitale
- 41 Naivasha
- 42 Nakuru
- 43 Nanyuki
- 44 Another small city (10,000 - 100,000)
- 45 A village (less than 10,000)
- 46 Rural area

Western:

- 47 Bungoma
- 48 Busia
- 49 Kakamega
- 50 Mumias
- 51 Webuye
- 52 Another small city (10,000 - 100,000)
- 53 A village (less than 10,000)
- 54 Rural area

15 Please give us your employer's information:

Name:

Adress:

City and / or region:

Phone / email:

ABOUT YOURSELF

16 Are you a woman or a man?

- 1 Woman
- 2 Man

17 In which year were you born?

Year: Format: YYYY, for example 1978 or 2002

18 How many people live in your household?

People live in my household

19 How many of the people in your household have an income from work or other sources?

People with an income from work or other sources

20 What is your education level?

- 1 No formal education
- 2 First stage of primary education (Standards 1 to 6)
- 3 Second stage of primary education (Standards 7 to 8)
- 4 Secondary education (Upper secondary)
- 5 Youth polytechnics programme - Technical vocational certificate
- 6 Youth polytechnics programme - Craft trade certificate
- 7 Technical and industrial vocational education training (TIVET)
- 8 National polytechnics programmes
- 9 Bachelor degree
- 10 Master degree
- 11 Doctorate

REPORTING YOUR COMPLAINT

Minimum wage for Kenya is shown in the appendix at the back of this form. If you want to verify your minimum wage compliance, please look up your industry of work in the tables in the appendix to find out what your minimum wage should be.

21 Please give us your contact information:

Name:

Address:

City and / or region:

Phone / email:

22 In the box below you can describe further comments or complaints about your employer.

Thank you for completing this form!

Please send it to: RETURN ADDRESS
RETURN ADDRESS
RETURN ADDRESS

APPENDIX MINIMUM WAGE KENYA

Minimum statutory wages for Kenya were revised on Labour Day - May 1, 2013 by 14%.

Occupation	Monthly	Daily
Unskilled employee	4,258	178.8
- <i>Stockman, herdsman, watchman</i>	4,918	208.3
Skilled and Semi-skilled Employees:		
- <i>House servant or cook</i>	4,861	185.1
- <i>Farm foreman</i>	7,682	324.6
- <i>Farm clerk</i>	7,682	324.6
- <i>Senior foreman</i>	4,973	211.5
- <i>Farm artisan</i>	5,09	216.4
- <i>Tractor driver</i>	5,397	229.25
- <i>Combined harvester driver</i>	5,946	252.3
- <i>Lorry driver or car driver</i>	6,24	264.5

Minimum Wage Rate for Cities of Nairobi, Mombasa and Kisumu

Occupation	Mode of Payment	Minimum Wage Rate in KSH
General labourer including cleaner, sweeper, gardener, children's ayah, house servant, day watchman, messenger	Hourly	76.7
	Daily	421.8
	Monthly	8,58
Miner, stone cutter, turn boy, waiter, cook, logger line cutter	Hourly	83.5
	Daily	445.4
	Monthly	9,266
Night Watchman	Hourly	86.3
	Daily	459.3
	Monthly	9,572
Machine attendant, sawmill sawyer, machine assistant, mass production machinist, shoe cutter, bakery worker, bakery assistant, tailor's assistant	Hourly	89.6
	Daily	467.2
	Monthly	9,724
Machinist (made-to-measure), shoe upper preparer, chaplis maker, vehicle service worker (petrol and service stations), bakery plant hand, laundry operator, junior clerk, wheeled tractor driver (light)	Hourly	99.6
	Daily	534.9
	Monthly	11,101
Printing machine operator, bakery machine operator, plywood machine operator, sawmill dresser, shop assistant, machine tool operator, dough maker, table hand baker or confectioner, copy-typist, driver (cars and light vans)	Hourly	104.2
	Daily	556.9
	Monthly	11,58
Pattern designer (draughts-man), garment and dress cutter, single hand oven man, charge-hand baker, general clerk, telephone operator, receptionist, storekeeper	Hourly	119.1
	Daily	635.3
	Monthly	13,215
Tailor, driver (medium-sized vehicle)	Hourly	129.6
	Daily	700.9
	Monthly	14,564
Dyer, crawler tractor driver, salesman	Hourly	144.5
	Daily	771.1
	Monthly	16,078
Saw doctor, caretaker (buildings)	Hourly	160.15
	Daily	856.8
	Monthly	17,793
Cashier, driver (heavy commercial vehicle), salesman- driver	Hourly	174.4

	Daily 932.1 Monthly 19,361
Ungraded artisan	Hourly 104.2 Daily 556.9 Monthly 11,58
Artisan Grade III	Hourly 129.6 Daily 700.9 Monthly 14,564
Artisan Grade II	Hourly 144.5 Daily 771.1 Monthly 15,73
Artisan Grade I	Hourly 174.4 Daily 932.1 Monthly 19,361

Minimum Wage Rate for Eldoret, Kitale, Nakuru, Thika Municipalities, and Urban councils of Kericho, Masku, Nanyuki, Nyeri, Thomson's falls, Mavoko, Ruiru and Limuru, and the former township of Naivasha

Occupation	Mode of Minimum Wage Payment Rate in KSH
General labourer including cleaner, sweeper, gardener, children'sayah, house servant, day watchman, messenger	Hourly 70.1 Daily 379.3 Monthly 7,916
Miner, stone cutter, turn boy, waiter, cook, logger line cutter	Hourly 71 Daily 393.8 Monthly 8,221
Night Watchman	Hourly 78.55 Daily 428 Monthly 8,874
Machine attendant, sawmill sawyer, machine assistant, mass production machinist, shoe cutter, bakery worker, bakery assistant, tailor's assistant	Hourly 79.3 Daily 437.6 Monthly 9,049
Machinist (made-to-measure), shoe upper preparer, chaplis maker, vehicle service worker (petrol and service stations), bakery plant hand, laundry operator, junior clerk, wheeled tractor driver (light)	Hourly 83.5 Daily 499.9 Monthly 10,385
Printing machine operator, bakery machine operator, plywood machine operator, sawmill dresser, shop assistant, machine tool operator, dough maker, table hand baker or confectioner, copy-typist, driver (cars and light vans)	Hourly 95.1 Daily 513.6 Monthly 10,688
Pattern designer (draughts-man), garment and dress cutter, single hand oven man, charge-hand baker, general clerk, telephone operator, receptionist, storekeeper	Hourly 95.7 Daily 581.1 Monthly 12,081
Tailor, driver (medium-sized vehicle)	Hourly 119.2 Daily 643.7 Monthly 13,385
Dyer, crawler tractor driver, salesman	Hourly 134.4 Daily 721.9 Monthly 15,002
Saw doctor, caretaker (buildings)	Hourly 149.1 Daily 800

	Monthly 16,614
Cashier, driver (heavy commercial vehicle), salesman- driver	Hourly 164.7 Daily 877 Monthly 18,219
Ungraded artisan	Hourly 95.1 Daily 513.6 Monthly 10,688
Artisan Grade III	Hourly 119.2 Daily 644.7 Monthly 13,385
Artisan Grade II	Hourly 134.4 Daily 721.9 Monthly 15,002
Artisan Grade I	Hourly 164.7 Daily 877 Monthly 18,219

Minimum Wage Rate for All other areas

Occupation	Mode of Minimum Wage Payment Rate in KSH
General labourer including cleaner, sweeper, gardener, children'sayah, house servant, day watchman, messenger	Hourly 42.85 Daily 232 Monthly 4,577
Miner, stone cutter, turn boy, waiter, cook, logger line cutter	Hourly 47.8 Daily 261.4 Monthly 5,289
Night Watchman	Hourly 50.4 Daily 263.4 Monthly 5,459
Machine attendant, sawmill sawyer, machine assistant, mass production machinist, shoe cutter, bakery worker, bakery assistant, tailor's assistant	Hourly 65.9 Daily 354.2 Monthly 7,335
Machinist (made-to-measure), shoe upper preparer, chaplis maker, vehicle service worker (petrol and service stations), bakery plant hand, laundry operator, junior clerk, wheeled tractor driver (light)	Hourly 76.7 Daily 410.6 Monthly 8,49
Printing machine operator, bakery machine operator, plywood machine operator, sawmill dresser, shop assistant, machine tool operator, dough maker, table hand baker or confectioner, copy-typist, driver (cars and light vans)	Hourly 78.55 Daily 424.5 Monthly 8,834
Pattern designer (draughts-man), garment and dress cutter, single hand oven man, charge-hand baker, general clerk, telephone operator, receptionist, storekeeper	Hourly 92.5 Daily 493.8 Monthly 10,301
Tailor, driver (medium-sized vehicle)	Hourly 107 Daily 582.8 Monthly 11,935
Dyer, crawler tractor driver, salesman	Hourly 119.5 Daily 649.9 Monthly 13,539
Saw doctor, caretaker (buildings)	Hourly 138.4 Daily 744 Monthly 15,478

Cashier, driver (heavy commercial vehicle), salesman- driver	Hourly 153.65 Daily 821.1 Monthly 17,083
Ungraded artisan	Hourly 78.55 Daily 424.5 Monthly 8,834
Artisan Grade III	Hourly 107.05 Daily 582.8 Monthly 11,913
Artisan Grade II	Hourly 119.5 Daily 649.9 Monthly 13,539
Artisan Grade I	Hourly 153.65 Daily 821.1 Monthly 17,083