



2014 - KENYA - Minimum Wages - Check and Complaint Form

Check whether you get paid according to the Minimum Wage Law.

If you are underpaid or work too many hours, you can send this Complaint Form to the Data Base of Mywage.org/Kenya - part of WageIndicator Foundation.

COTU, FKE, Wage Boards throughout Kenya encourage you to send the Complaint. The Industrial Court also supports this system. Your and many other workers' Complaints will be used to make sure that payment in a whole Sector improves.

Please note that your Complaint will never be sent to your Employer.

Legal specialist from COTU and FKE will meet regularly with Sectoral Wage Boards and the Labour Inspectors about findings. If needed cases will go to Court.

Note that all currencies in this form are in KES (KE Shilling)

YOUR WAGE, PAYPERIOD, WORKING HOURS

1 Which minimum wage applies to you? (Please select from the list below, where you have sectors, jobs, regions, etc))

- | | | | |
|---|--|----|---|
| 1 | <input type="radio"/> Non-agricultural industry - Cleaners, Gardeners, General Workers, House servants, Children's ayah, Sweepers, Day watchmen, Messengers - Cities | 29 | <input type="radio"/> Non-agricultural industry - Saw doctors, Caretakers (buildings) - Municipalities, Mavoko Town Council, Riuru Town Council, Limuru Town Council |
| 2 | <input type="radio"/> Non-agricultural industry - Cleaners, Gardeners, General Workers, House servants, Children's ayah, Sweepers, Day watchmen, Messengers - Municipalities, Mavoko Town Council, Riuru Town Council, Limuru Town Council | 30 | <input type="radio"/> Non-agricultural industry - Saw doctors, Caretakers (buildings) - All other areas (neither cities nor municipalities nor town councils) |
| 3 | <input type="radio"/> Non-agricultural industry - Cleaners, Gardeners, General Workers, House servants, Children's ayah, Sweepers, Day watchmen, Messengers - All other areas (neither cities nor municipalities nor town councils) | 31 | <input type="radio"/> Non-agricultural industry - Cashiers, Heavy commercial vehicle drivers, Salesmen-drivers - Cities |
| 4 | <input type="radio"/> Non-agricultural industry - Cooks, Waiters, Miners, Stone cutters, Turn boys, Logger line cutters - Cities | 32 | <input type="radio"/> Non-agricultural industry - Cashiers, Heavy commercial vehicle drivers, Salesmen-drivers - Municipalities, Mavoko Town Council, Riuru Town Council, Limuru Town Council |
| 5 | <input type="radio"/> Non-agricultural industry - Cooks, Waiters, Miners, Stone cutters, Turn boys, Logger line cutters - Municipalities, Mavoko Town Council, Riuru Town Council, Limuru Town Council | 33 | <input type="radio"/> Non-agricultural industry - Cashiers, Heavy commercial vehicle drivers, Salesmen-drivers - All other areas (neither cities nor municipalities nor town councils) |
| 6 | <input type="radio"/> Non-agricultural industry - Cooks, Waiters, Miners, Stone cutters, Turn boys, Logger line cutters - All other areas (neither cities nor municipalities nor town councils) | 34 | <input type="radio"/> Non-agricultural industry - Artisans - Ungraded - Cities |
| 7 | <input type="radio"/> Non-agricultural industry - Night watchmen - Cities | 35 | <input type="radio"/> Non-agricultural industry - Artisans - Ungraded - Municipalities, Mavoko Town Council, Riuru Town Council, Limuru Town Council |
| 8 | <input type="radio"/> Non-agricultural industry - Night watchmen - Municipalities, Mavoko Town Council, Riuru Town Council, Limuru Town Council | 36 | <input type="radio"/> Non-agricultural industry - Artisans - Ungraded - All other areas (neither cities nor municipalities nor town councils) |
| 9 | <input type="radio"/> Non-agricultural industry - Night watchmen - All other areas (neither cities nor municipalities nor town councils) | 37 | <input type="radio"/> Non-agricultural industry - Artisans - Grade III - Cities |

<p>10 Non-agricultural industry - Machine attendants, Sawmill sawyers, Machine assistants, Mass production machinists, Shoe cutters, Bakery workers, Bakery assistants, Tailor's assistants - Cities</p>	<p>38</p>	<p>○ Non-agricultural industry - Artisans - Grade III - Municipalities, Mavoko Town Council, Riuru Town Council, Limuru Town Council</p>
<p>11 Non-agricultural industry - Machine attendants, Sawmill sawyers, Machine assistants, Mass production machinists, Shoe cutters, Bakery workers, Bakery assistants, Tailor's assistants - Municipalities, Mavoko Town Council, Riuru Town Council, Limuru Town Council</p>	<p>39</p>	<p>○ Non-agricultural industry - Artisans - Grade III - All other areas (neither cities nor municipalities nor town councils)</p>
<p>12 Non-agricultural industry - Machine attendants, Sawmill sawyers, Machine assistants, Mass production machinists, Shoe cutters, Bakery workers, Bakery assistants, Tailor's assistants - All other areas (neither cities nor municipalities nor town councils)</p>	<p>40</p>	<p>○ Non-agricultural industry - Artisans - Grade II - Cities</p>
<p>13 Non-agricultural industry - Machinists (made-to-measure), Shoe upper preparers, Chaplis makers, Vehicle service workers (petrol and service stations), Bakery plant hands, Laundry operators, Junior clerks, Wheeled tractor drivers (light) - Cities</p>	<p>41</p>	<p>○ Non-agricultural industry - Artisans - Grade II - Municipalities, Mavoko Town Council, Riuru Town Council, Limuru Town Council</p>
<p>14 Non-agricultural industry - Machinists (made-to-measure), Shoe upper preparers, Chaplis makers, Vehicle service workers (petrol and service stations), Bakery plant hands, Laundry operators, Junior clerks, Wheeled tractor drivers (light) - Municipalities, Mavoko Town Council, Riuru Town Council, Limuru Town Council</p>	<p>42</p>	<p>○ Non-agricultural industry - Artisans - Grade II - All other areas (neither cities nor municipalities nor town councils)</p>
<p>15 Non-agricultural industry - Machinists (made-to-measure), Shoe upper preparers, Chaplis makers, Vehicle service workers (petrol and service stations), Bakery plant hands, Laundry operators, Junior clerks, Wheeled tractor drivers (light) - All other areas (neither cities nor municipalities nor town councils)</p>	<p>43</p>	<p>○ Non-agricultural industry - Artisans - Grade I - Cities</p>
<p>16 Non-agricultural industry - Car driver, Printing machine operators, Bakery machine operators, Plywood machine operators, Sawmill dressers, Shop assistants, Machine tool operators, Dough makers, Table hand bakers, Table hand confectioners, Copy-typists, Light vans drivers - Cities</p>	<p>44</p>	<p>○ Non-agricultural industry - Artisans - Grade I - Municipalities, Mavoko Town Council, Riuru Town Council, Limuru Town Council</p>
<p>17 Non-agricultural industry - Car driver, Printing machine operators, Bakery machine operators, Plywood machine operators, Sawmill dressers, Shop assistants, Machine tool operators, Dough makers, Table hand bakers, Table hand confectioners, Copy-typists, Light vans drivers - Municipalities, Mavoko Town Council, Riuru Town Council, Limuru Town Council</p>	<p>45</p>	<p>○ Non-agricultural industry - Artisans - Grade I - All other areas (neither cities nor municipalities nor town councils)</p>

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|----|---|----|---|
| 18 | Non-agricultural industry - Car driver, Printing machine operators, Bakery machine operators, Plywood machine operators, Sawmill dressers, Shop assistants, Machine tool operators, Dough makers, Table hand bakers, Table hand confectioners, Copy-typists, Light vans drivers - All other areas (neither cities nor municipalities nor town councils) | 46 | <input type="radio"/> Agricultural Industry - Unskilled worker |
| 19 | Non-agricultural industry - Clerks, Pattern designers (draughts-men), Garment and dress cutters, Single hand oven men, Charge-hand bakers, Telephone operators, Receptionists, Storekeepers - Cities | 47 | <input type="radio"/> Agricultural Industry - Stockman, Herdsman, Watchman |
| 20 | Non-agricultural industry - Clerks, Pattern designers (draughts-men), Garment and dress cutters, Single hand oven men, Charge-hand bakers, Telephone operators, Receptionists, Storekeepers - Municipalities, Mavoko Town Council, Riuru Town Council, Limuru Town Council | 48 | <input type="radio"/> Agricultural Industry - Cooks, House servants - Semi-skilled worker, Skilled worker |
| 21 | Non-agricultural industry - Clerks, Pattern designers (draughts-men), Garment and dress cutters, Single hand oven men, Charge-hand bakers, Telephone operators, Receptionists, Storekeepers - All other areas (neither cities nor municipalities nor town councils) | 49 | <input type="radio"/> Non-agricultural industry - Artisans - Grade I - Cities |
| 22 | <input type="radio"/> Non-agricultural industry - Tailors, Medium-sized vehicle drivers - Cities | 50 | <input type="radio"/> Agricultural Industry - Farm foreman - Semi-skilled worker, Skilled worker |
| 23 | <input type="radio"/> Non-agricultural industry - Tailors, Medium-sized vehicle drivers - Municipalities, Mavoko Town Council, Riuru Town Council, Limuru Town Council | 51 | <input type="radio"/> Agricultural Industry - Farm clerk - Semi-skilled worker, Skilled worker |
| 24 | <input type="radio"/> Non-agricultural industry - Tailors, Medium-sized vehicle drivers - All other areas (neither cities nor municipalities nor town councils) | 52 | <input type="radio"/> Agricultural Industry - Senior foreman - Semi-skilled worker, Skilled worker |
| 25 | <input type="radio"/> Non-agricultural industry - Dyers, Crawler tractor drivers, Salesmen - Cities | 53 | <input type="radio"/> Agricultural Industry - Farm foreman - Semi-skilled worker, Skilled worker |
| 26 | <input type="radio"/> Non-agricultural industry - Dyers, Crawler tractor drivers, Salesmen - Municipalities, Mavoko Town Council, Riuru Town Council, Limuru Town Council | 54 | <input type="radio"/> Agricultural Industry - Tractor driver - Semi-skilled worker, Skilled worker |
| 27 | <input type="radio"/> Non-agricultural industry - Dyers, Crawler tractor drivers, Salesmen - All other areas (neither cities nor municipalities nor town councils) | 55 | <input type="radio"/> Agricultural Industry - Combined harvester driver - Semi-skilled worker, Skilled worker |
| 28 | <input type="radio"/> Non-agricultural industry - Saw doctors, Caretakers (buildings) - Cities | 56 | <input type="radio"/> Agricultural Industry - Lorry driver, Car driver - Semi-skilled worker, Skilled worker |

2 Are you paid per day or per month?

- 1 Per day
2 Per month

3 If you are paid per day, what was your daily last wage? (Please EXCLUDE Benefits and Bonuses like extra payment for Overtime Work and Allowances for house / shift / cold room / leave traveling / etc.)

Wage in KES

4 If you are paid per month, what was your monthly last wage? (Please EXCLUDE Benefits and Bonuses like extra payment for Overtime Work and Allowances for house / shift / cold room / leave traveling / etc.)

Wage in KES

5 How many Hours did you work in the last Fortnight?

Hours per fortnight

6 Did these working hours in the last Fortnight include Overtime Hours? (Please select from the list below)

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

7 If YES, how many Overtime Hours did you work in the last Fortnight?

Overtime Hours

DETAILS ABOUT YOU

8 What is your name?

9 What is your address? (street/number)

10 What is your city?

11 What is your ID number?

12 What is your 1st telephone number?

13 What is your 2nd telephone number?

14 What is your 3rd telephone number?

15 What is your e-mail address?

16 Are you a member of a Trade Union? (Please select from the list below)

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

17 If YES, what is the name of your Trade Union?

DETAILS ABOUT YOUR COMPANY

18 What is the name of your company?

19 What is/are the address(es) of your company? (street/number)

Address 1 (street/number)

Address 1 (city)

Address 2 (street/number)

Address 2 (city)

20 What is the 1st telephone number of your company?

21 What is the 2nd telephone number of your company?

22 What is the 3rd telephone number of your company?

23 What is the e-mail address of your company?

I declare that the information I gave is correct according to my full knowledge (please tick to confirm)

24 In the box below you can describe further comments or complaints.

Thank you for completing this form!

Please send it to: