

Geneva, 21 January 2020

Mr. Imran Jiwan
Director
Petro Oil Kenya
PO Box 90462-80100
Mombasa, Kenya
Email: ijjwan@petrogrp.com; info@petrogrp.com

IndustriALL Global Union calls upon Petro Oil Kenya Limited to respect workers' rights

Dear Mr. Imran Jiwan,

I write on behalf of [IndustriALL Global Union](http://www.industriall-union.org)'s 50 million workers from 140 countries, including Kenya, representing workers in mining, energy and manufacturing sectors, to call on Petro Oil Kenya Limited to respect fundamental workers' rights at your petrol and diesel stations, and to reinstate immediately the 30 workers, who were unfairly dismissed.

We have learnt with dismay from our affiliate, the Kenya Petroleum Oil Workers Union, that you have dismissed 30 workers for joining the union. Unjust dismissals of this nature must end, and we are appalled that Petro Oil Kenya continues to deny workers' rights to freedom of association, organizing, collective bargaining and fair labour practices which are protected by Kenya's Constitution (2010), the Kenyan Employment Act (2007), and Convention 87 on Freedom of Association and Protection of the Right to Organise, and Convention 98 on the Right to Organise and Collective Bargaining of the International Labour Organization (ILO).

Furthermore, it is shocking to learn that Petro Oil Kenya is ignoring a court judgment passed by the Employment and Labour Relations Court in Mombasa from 13 December 2019, and it has surreptitiously amended the recognition agreement it signed with the union.

Therefore, we urge Petro Oil Kenya Limited to abide by the court decision, reinstate the 30 workers without any delay, and comply fully with national labour legislation and international labour standards. In addition, it is imperative that Petro Oil Kenya Limited respect the signed collective agreement, and engage in good-faith social dialogue with the Kenya Petroleum Oil Workers Union.

I expect your prompt action and reply.

Sincerely,



Valter Sanches, General Secretary