

TOZEN UNION STATEMENT OF SOLIDARITY WITH WORKERS AT KAPLAN

Tozen Union wishes to extend words of support and solidarity to the workers at Kaplan language school who are pursuing a tribunal claim which would see their employer held to account for using fixed-term contracts to deny them their statutory employment rights.

For too long, workers in the English language teaching industry have faced precarious employment at the hands of employers who put profit above worker welfare and educational outcomes.

Zero-hours contracts, fixed-term employment, and precarious work in general have a negative effect on the mental and physical health of workers. Research shows that women, BAME people, and young people are most negatively impacted when an employer chooses to implement a policy of precarity amongst their workforce.

Sadly, the private English language teaching industry is often the testing ground for what employers can get away with in the wider field of education. The precarity, casualisation, and marketisation of for-profit language schools filters up into further education, higher education, and state schools. By challenging precarious contracts at Kaplan, it sends a message that reverberates across education.

As a union that has many members in the ELT industry, our members also face issues relating to precarious contracts. Many of our members are on bogus out-sourcing contracts, fixed-term contracts, zero-hour contracts, and dispatch contracts to name a few.

With this in mind, we offer this statement to let the Kaplan workers know that the wider labour movement stands behind you. To Kaplan, we have a similar message: your shameful exploitation of your staff needs to end. Everyone deserves stable employment. Your time using and abusing fixed-term contracts is up.



Hifumi Okunuki

Tozen Union Executive President

