

**CONSERVATION, HOTEL, DOMESTIC AND
ALLIED WORKERS UNION
(CHODAWU “Z”)**

**REPORT FOR CHODAWU’Z
NATIONAL LAUNCHING CAMPAIGN
TO RATIFY C189
OF DOMESTIC WORKERS 2015**

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CHODAWU 'Z' Conservation, Hotel, Domestic and Allied Workers Union is the only Trade Union cater in Zanzibar deal with Domestic Workers which was register under the trade union Act, act No 4 of 2001. CHODAWU'Z' has got 366 domestic workers that was register in the union and the approximately the total domestic workers in Zanzibar is 3660 at all region Unguja and Pemba.

CHODAWU'Z' intentionally need to campaign the Zanzibar Revolution Government to in act and to ratify the conversion C189 and the legislation for Domestic workers rights, in order the domestic workers to be recognized as part of workers who deserves some right and interest as obtained by all workers. They need to enjoy their salaries, leaves and holidays, working hours, maternity leaves, working contract and the rest.

CHODAWU'Z' VISSION

The vision of CHODAWU'Z' is to enlighten and build awareness of domestic workers in understanding their rights.

POSITION OF DOMESTICS WORKERS IN ZANZIBAR.

For the case of Zanzibar reference is made to the HB survey held on 2004/2005 it visualize that 28.3% of girls and 19.4% of the boy are domestic workers. Many of them originated from north of Unguja and Pemba. Either most of the employed Domestic workers are youngsters under eighteen years. They are school aged that means they leave school and joined work forces.

CHALLENGES

- Domestic workers hide themselves
- Many of domestic workers are illiterates or semi literates
- There is no job security
- They have no contract of employment either
- They are sexual harassed
- Domestic workers are underpaid and over worked.

The objectives of these activities

1. Lobbying Government to ratify the convention 189 and domesticate
2. To promote decent work for the domestic workers through the media
3. To raise awareness and organized domestics workers to join membership in trade union CHODAWU'Z'
4. Domestic work to be recognized as decent job.

The regional report Two Unguja and Two in Pemba

UNGUJA: The National launching campaign to ratify C189 and to promote decent work for domestic workers was held in two region urban West and South region in Unguja was in Bwawani Hotel 28/5/2015 and 1/6/2015 was in Mkokotoni hall South region the campaign was opened by Ministry of labor Hon. Haroun Ali Suleiman with full participant of union stakeholders such as ZANEMA,ILO,POLICE,LOCAL GOVRNEMENT (SHEHA'S'),DISTRIC COMMISION, ZANZIBAR LEGAL CENTER ZLC, IDWF,DOMESTIC WORKERS,ZATUC,EMLOYMENT AGENCIES, LABOR INPECTORS, SOCIAL SECURITY (ZSSF), MEDIA.

And also there was a drama that sensitized the activities during the launch day they touched very important issues like the ratification of C189, the domestic labor agents, sexual harassment and the violence's of human rights etc .The activities were successfully by 90% because the number of domestic workers that join in trade union CHODAWU'Z' was increased since that day during the launch 28/5/2015. And the North region was successfully to 91% because the leader of the region promised to work with CHODAWU on the issue of domestic worker especially in his region concerning violence to domestic workers. He promised to take action once the employers mistreat the domestic workers in a bad way.

CHALLENGES DURING THE LAUNCHING ACTIVITY

- Not 100% of domestic workers participation and join membership in trade union
- Domestic workers need the work contract
- Most of domestic workers paid less salary compare with the maximum salary
- Domestic labor agent need awareness on domestic workers decent work
- Time for Government to ratify the C189.

SOLUTION

- Recruit domestic workers to join trade union
- Trained, labor laws through seminar and understand their rights
- Conduct the domestic workers contract of employment

- Establish sector within labor commission office to officially domestic workers.
- Sexual harassment to be reported instantly and serious step to be applied according to the employment Act No.11 2005 section 11.
- Domestic workers to be recognized as workers who deserve decent work.

PEMBA: National launching campaign to ratify C189 and to promote decent worker was held in two region North and South region in Pemba was in Makonyo hall 15/6/2015 and 16/6/2015 was in Wini hall Wete South region. The campaign was opened by District Commission with participation of domestic workers, media and the union stakeholders.

Domestic's workers in Pemba are the most exploitative workers in both regions. This is contributed by the number of reasons such as poverty which goes down to the family level, poor policies including labor laws the growing up of the informal sector and declining of the formal sector, growth of un employment for youth and lack of social protection and security.

16/6/2015 was lucky day for CHOADAWU because it was a day of domestic workers and we were able talk with the domestic workers and shared their working experience in Pemba. They told us the major problems occurred at their workplace and most of them they don't have a salary the only thing they get it's only food and place to sleep because most of the domestic workers were relatives they as a socialized work.

CHALLENGES DURING THE LAUNCHING ACTIVITY IN PEMBA

- Domestic workers hide them self
- They are scared to join the trade union
- Lack of awareness about the current ILO Convention of domestics workers rights
- They don't even know there position if they them self are workers
- They don't have a salary

TARGET WAYS OF THE LAUNCHING CAMPAIGN

- CHODAWU'Z' looking for support to organize symposium on the rights of domestic workers union.
- Theme of the symposium is to unite domestic workers in Zanzibar
- To enlighten domestic to join membership union
- To protect the domestic workers from abusive practice by private employers
- To ratify the convention of C189 to government
- To build strong awareness about the C189 and rights of domestic workers through the media
- To promote decent work among the domestics workers