

**ANNEX 1: KEY FINDINGS AND ANALYSIS OF THE TRAINING WORKSHOP ON DOMESTIC WORKERS HELD AT GONGOLA MBOTO, DAR ES SALAAM, TANZANIA**

**KEY FINDINGS:**

DOMESTIC WORKERS WORKING HOURS (N=20)

Total number of domestic workers	Total working time per day
2	12
2	13
5	14
5	15
5	16
1	18
Total 20	

With regards to the above findings it shows that:

- (a) Domestic workers do work more than 13 hrs per day. Most of them are within 14 and 16 hours.
- (b) It also shows that domestic workers are working out of their labour law which is 9 hours per day and 45 hours a week
- (c) If we calculate the number of working hours, a domestic worker in Tanzania is working a minimum of 84 hours a week and a maximum of 126 without overtime.
- (d) All participants were not paid overtime.
- (e) The findings also revealed that, domestic workers work during night from 2-6 hours per day. It was also revealed that all of them were not paid for night hours.
- (f) Domestic workers usually sleep for 5-7 hours. A larger number of live in domestic workers do sleep for six hours.
- (g) Most domestic workers do not have time to rest or to go out of their employer's premises. They may have breaks only during meal time (that means when they are eating). Some have few hours resting not above 2 hours.

(h) Domestic workers are paid Tshs 20,000 to 30,000 (USD 13-19) per month. The time for payment are not fixed like other workers, it depends on employers decision.

(i) On the other hand, the minimum wage according to labour laws for the live-in and live-out domestic workers is not considered.

(j) Interruption when sleeping, when doing other activity is a common phenomenon.

## **ANALYSIS OF THE REPORT**

1. Awareness of Tanzanian Labour Law (TLL): Most domestic workers and even employers of domestic workers are not aware of TLL. Not only that, the TLL is made in English, the language which is not spoken by domestic workers and even majority of employers. This implies that, the TLL is in paper and not in practice. Moreover, it is unpopular and inaccessible to most key actors. These are greatest challenges because with such deficiency, domestic workers are not protected or heard within and outside their working environment.
2. Calculation of working time: Calculation of time is one of the tradition and behavior which is not done by both domestic workers and their employers. Most of domestic workers are primary school leavers and therefore, documentation of any records is not part of their tradition and practice. Not only that, but also, knowledge base on how to do that, why should they do that, with whom they should do that, how they should quantify their time sheet and relate them with monetary value are all challenges. Also, domestic workers (particularly live-in) are confined in-house, within their boss's compound and with tight schedules and minimum interactions. Such relationships are widening the gap between the employers and domestic workers and in so doing; it creates fear and minimal freedom of expression by the latter. Freedom to discuss on how to keep records, why should the records be kept and how to calculate and put them in monetary value. The fact behind the curtain is, employers are interested to exploit their domestic workers, to under value their rights and benefits and above all to externalize household costs and risks into domestic workers.
3. Quantifying remuneration and share system: domestic workers are price takers (wage recipient) and have no power to negotiate their rights and

benefits. Although their rights are in paper, their salaries/wages are mentioned but practically is undoable. These challenges are associated with many issues: inability to negotiate, powerlessness, poverty back in their families and general economic hardship.

Was this training workshop sufficient? What need to be done?

The one day training workshop was not enough to equip them to mentor them adequately and appropriately. We believe that it was part of the process to initiate implementation of specific goals and objectives. Through this process, the tools developed, the skills gained will be spread from one household to another and from one domestic worker to another. We believe that, in the near future, the tools will be improved, the initiative will be strengthened and Tanzania will join hands with other countries to learn more on how to improve the process.

## **RECOMMENDATIONS**

1. This pilot study was very important. It is an indicator of the situation on the ground. Scaling-up to a much broader area and dynamic environment (urban, semi-urban, centralized, isolated) need to be done. This will help to show the reality of issues for the entire country. This is so because, culture and traditions, ethnicity, location, availability of other job opportunities, closeness and awareness to labour issues are all important.
2. Tools and training modules need to be improved. Learning from other countries, partners and individuals is important.
3. Empowering domestic workers, sensitizing and educating employers and involving them in the entire process is very important.