

**THE REPORT OF THE NATIONAL WORKSHOP
FOR DOMESTIC WORKERS'
17-18 AUGUST 2012,
RIKI HILL HOTEL – DAR ES SALAAM**



AUGUST, 2012

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ABBREVIATIONS

CHODAWU	Conservation, Hotel, Domestic and Allied Workers Union
FES	Fredrick Ebert Stiftung
IDWN	International Domestic Workers Network
ILO	International Labor Organization
IUF	International Union of Food, Agricultural, Hotel, Restaurant, Catering, Tobacco and Allied Workers Union
KUDHEIHA	Kenya Union of Domestic, Hotels, Educational Institutions, Hospitals And Allied Workers.
MKUKUTA	Mkakati wa Kitaifa wa Kukuza Uchumi na Kupunguza Umaskini

List of Annexes

- I. List of workshop participants
- II. Workshop Program
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1.0. INTRODUCTION

The 2-day National Workshop on Domestic Workers in Tanzania was held from 17-18 August 2012 at Riki Hill Hotel, Dar es Salaam. The Conservation, Hotels, Tourism and Allied Workers Union (CHODAWU) in collaboration with International Domestic Workers Network (IDWN), FES organized the Workshop. The Workshop, which was tripartite in nature included representatives of ATE, officials of CHODAWU and KUDHEIHA, FES, IUF/IDWN and Domestic Workers.

The main objectives of the workshop were two-fold: First to raise awareness of stakeholders on the ILO Convention No. 189 for Domestic Workers and secondly to plan for ratification of the Convention by the Government of the United Republic of Tanzania.

Ms. Hawa Wenga on behalf of the Labor Commissioner, Ministry of Labor and Employment officiated the opening session. Whereas Mr. Khalid Mlanga, representing FES, officiated the closing session.

The major expected outputs, which were all realized, were as follows:

- Awareness creation on Domestic Workers rights was realized,
- Domestic Workers recruited into CHODAWU,
- Plan of action towards ratification of Domestic Workers Convention No. 189.

General workshop observations

- The recruitment strategies applied by KUDHEIHA was very successful and could be replicated in Tanzania,
- Most domestic workers are not aware of their rights as workers and therefore lack self confidence,
- Participants learned from the experiences of KUDHEIHA in Kenya on organizing strategies,
- All stakeholders are committed to participate in the process of ratification of the ILO Convention No. 189.
- The government through the President is in support of the ratification of the Domestic Workers Convention No.189.
- Creation of structures is very important for effective general awareness of Domestic Workers rights.

The way forward

Participants prepared an action plan for twelve months from December 2012 – 2013 on the following;

- Recruitment of a minimum of 2000 domestic workers to become members of CHODAWU (2000)
- Awareness creation through various means to the general public on the rights of the domestic workers, e.g. use of the media, awareness messages, workshops
- Campaigning for ratification of the Domestic Workers Convention No. 189



Workshop participants singing a song of SOLIDARITY

2.0. WORKSHOP PARTICIPANTS AND METHODOLOGY

The workshop brought together a total of 50 participants- 32 domestic workers from five regions of Ilala and Kinondoni, Iringa, Mbeya and Pwani, **CHODAWU officials** and the media. Two (2) participants were from KUDHEIHA in Kenya. *(See list of participants - Annex 1)*

The workshop, which was highly participatory, was facilitated by CHODAWU Gender Coordinator Ms. Deogracia Vuluwa and IUF/IDWN Africa Coordinator Ms. Vicky Kanyoka with support of other resource persons who were invited for specific presentations. These were Dr. Annamarie K. Kiaga, MR. Emmanuel Magoti, Mr. Phanael Maridadi, Dr. Tulia Ackson, Mkama Nyamwesa, Mr. Salum Kuumba and Vicky Kanyoka. Also KUDHEIHA shared their experiences on organizing strategies.

On the second day participants worked in five (5) groups to develop a one year work plan, which was followed by a plenary session.

The major outputs of the workshop were;

- 10 Domestic Workers recruited into CHODAWU
- Action Plan for one year (2012-2013)

3.0 WORKSHOP PROCEEDINGS

3.1 Introduction to the workshop

The session provided an opportunity for participants to know each other, Ms. Deogracia Vuluwa -CHODAWU Coordinator presented the workshop objectives and program respectively and all were adopted by participants. The Workshop Program is attached as **Annex II** of this report.

3.2 Official opening and closing remarks

Opening session

The workshop was officially opened by the Labor Commissioner, who was represented by the Assistant Labor Commissioner Ms. Hawa Wenga. Before Ms. Wenga's key note address, a number of key officials gave remarks.

Welcome remarks were made by Mr. Said S. Wamba General Secretary of CHODAWU. He briefed participants on the ILO Convention No. 189 and talked on the efforts made at national level towards passing the Convention and actions taken in the process to ratify the Convention. The actions include; a review of the Employment and Labor Relations Act of 2004 to identify gaps in relation to the ILO Convention No 189.

The challenges include; low level of education among domestic workers, lack of self awareness among domestic workers to recognize themselves as workers, lack of data and information on domestic workers, and fear of bureaucracy by the responsible ministry during the process towards ratification. Talked on CHODAWU's responsibilities, which include; organizing and recruitment of members, awareness creation, lobbying and advocacy on domestic workers issues. Asked participants to use the opportunity of the workshop to participate fully and provide required information and invited Dr. Annamaria on behalf of the ILO Director for the United Republic of Tanzania, Kenya, Rwanda and Uganda to give a welcoming statement.

Dr. Annemarie expressed gratitude for being invited to the workshop. Talked on the roles of the ILO on decent work for domestic workers. Presented data on number of domestic workers worldwide and noted the invisibility of domestic workers and said that they fall outside the radar of labor force surveys. Mentioned some countries which have ratified Convention 189 that is Phillipine and Uruguay. Furthermore, stressed the importance of interventions for awareness creation on domestic workers rights.

Said the Government of Tanzania has made a commitment through the President Jakaya Kikwete to ratify the ILO Convention No. 189. Insisted the need for protection of the domestic workers and called upon workshop participants to develop strategies to address domestic workers issues. The Director's Welcome Statement is attached as ***Annex III***

Guest of Honor's Opening Address



Guest of Honor Ms. Hawa Wenga reading a speech during official opening of the workshop.

Guest of Honor Ms. Hawa Wenga on behalf of the Labor Commissioner presented a speech. She expressed appreciation to the workshop organizers for the honor extended to the Ministry to officiate the workshop. Explained the importance of tripartite body in addressing workers issues and called all stakeholders for more cooperation in the process towards

ratification of the ILO Convention No. 189. Explained the efforts made by the government through the Ministry of Labor in the elimination of child domestic workers. Said that the existing labor legislation recognize domestic workers. Talked on some challenges facing the Ministry of Labor; which include; inadequate information on the working environment and monitoring. Insisted that all stakeholders should cooperate during the ratification processes of the Domestic Worker's Convention, No.189.

A vote of thanks to the Guest of Honor was given by Mr. Seif, on behalf of the participants. Mr. Seif requested for more awareness training to help domestic workers know their rights as workers. Assured the Guest of Honor that participants will consider the challenges that have been thrown to them. Guest of Honor's speech – *see Annex IV*.

Closing remarks

Mr. Khalid Mlanga, representative of FES gave a closing remarks, challenged all participants to make use of all that they have gained from the workshop. He advised domestic workers to play their role in order to get their rights. Also advised domestic workers to fight practically to realize their rights, work hard and faithfully.

Ms.Eva Magire of KUDHEIHA thanked the organizer for the invitation and asked for further cooperation among domestic workers union in order to build more solidarity. She stressed the importance of increasing membership in order to build a strong union.

Ms Vicky Kanyoka –IDWN Coordinator appreciated the efforts of CHODAWU for reaching recruiting in five regions of Ilala, Kinondoni, Pwani, Iringa and Mbeya. She congratulated domestic workers who were members of the union for recruiting 10 new members during the workshop.

Finally, Ms. Deogracia Vuluwa thanked all participants for their valuable inputs, also appreciated the support from IDWN/FES which has made the workshop possible.

3.3 PAPER PRESENTATIONS

3.3.1 DECENT WORK FOR DOMESTIC WORKERS: BY DR. ANNAMARIE KIAGA

- Discussed the ILO Convention No 189 and defined a domestic worker. Explained important things to consider in the process of ratification of the Domestic Workers Convention.
- Explained the meaning of decent work to mean; decency, standard, security of employment, social security, freedom of association, regulations and rights.

- Mentioned important items the ILO Convention No. 189; Promotion and protection of human rights including freedom of association and collective bargaining, Minimum age for domestic workers, protection against harassment and violence, fair terms and conditions of employment and decent working and living conditions and written contract of employment.
- Also, freedom to reside with employer in the household or not, working hours, minimum wage, safe working environment, social protection, right to be represented in the labor court and labor inspection
- Explained what is to be done in the process towards ratification of the ILO Convention No. 189. (*See Annex V*)

3.3.2 SOCIAL SECURITY AND PROTECTION: EMMANUEL MAGOTI

- Discussed the meaning of social security and its importance for domestic workers. Cited an example of a person who suffered economically due to lack of social security.
- Called upon domestic workers to have social security coverage and especially health insurance and therefore domestic workers should be members of the social security fund.
- Explained that every worker has to make a contribution to the fund to qualify for social security benefits such as; medical, disability and pension. Said the government of Tanzania through MKUKUTA is working on expansion of social security scheme.
- There is a need for awareness training on social security

3.3.3 RESEARCH FINDINGS ON DOMESTIC WORKERS CONVENTION AND NATIONAL LABOR LEGISLATION: BY DR. TULIA ACKSON.

- Dr. Ackson presented some findings and discussed the gaps in the national labor legislation
- Mentioned that the legislation cover those not supposed to be covered
- Discussed the relationship between employer and employee, freedom of association and the right to collective bargaining
- Elimination of all forms of compulsory labor
- Discussed the practice on the applicability of the convention. It was noted that all domestic workers do not have a written contract of employment,

- Explained the differences in wages for domestic workers, said the wages are not uniforms, e.g. diplomats, government officials and other employers are paid differently.
- Said the wage of the domestic workers should not be deducted to compensate food and accommodation costs.
- Noted that domestic workers are not covered with social security
- Said that there is no inspection at the workplaces.
- Noted that there are some companies recruiting labor and said are not allowed to charge a worker for the services
- Discussed the role of the Commission for Mediation and Arbitration

(See Annex VI)

3.3.4 GOVERNMENT ACTION ON THE DOMESTIC WORKERS' CONVENTION NO.189: BY MKAMA NYAMWESA.

- Discussed the government efforts towards ratification of the Convention and the challenges facing the Ministry. Said the number of domestic workers is very big compare to the number of inspectors at the Ministry.
- There are limited resources in terms of manpower and resources within the Ministry.
- It is difficult to reach them in the households because of strict conditions.
- Domestic workers are not aware of their rights and their trade unions.
- Discussed the efforts made by the government in the process for the adoption of the Convention No. 189.
- Discussed the plan of action to raise awareness on domestic workers rights and review of the Employment and Labor Relations Act of 2004 in order to identify the gaps.
- Capacity building for government officials in order to play their roles more effectively.

(See Annex VII)

3.3.5 ORGANIZING STRATEGIES: BY Mr. KUUMBA

- Mr. Kuumba discussed some strategies for organizing and recruitment of domestic workers into CHODAWU
- Explained the rights to freedom of association of the domestic workers
- Explained the need for every human being to associate with other people in order to be aware of many things, tackle the problem together and build solidarity.
- Discussed organizing strategies to include;
 - Meeting people in the streets, Lobbying, awareness training on Labor Legislation, awareness creation to employers
 - Leaflets with awareness information, symposium and seminars for stakeholders



Workshop participants during the workshop.

3.3.6 ORGANIZING STRATEGIES: BY EVA

- She discussed the organizing strategies applied by KUDHEIHA
- Gave a history of KUDHEIHA and strategies used to organize, started with 9 members in 2008 to 16,000 in 2012. The organizing strategies include the following;

- Formation of the Domestic Workers Committees at regional level
 - Identified from different places of the target area
 - Ready to learn and train others
 - Easily available
 - Include women and men in the committees
- Trained trainers to train more workers (committee members)
- Training of domestic workers and employers on workers' rights
- Symposium during Workers Day
- Research in target areas
- Mobilization (door to door)
- Choose a convenient day for the meeting (e.g. Sunday)
- Include all women and men
- Meeting with workers and get contact phone number
- Educate employers on employment contracts for domestic workers
- Create awareness on social security
- Use religious institutions to for community awareness on domestic workers rights
- Awareness creation to the general public on the rights of the domestic workers Convention

Other important requirements include;

- Capacity building for union leaders and members on various issues including organizing, trade unionism, workers rights, labor legislation
- Information materials and place in public places
- Involve other activist doing similar work, organized groups (e.g. Vikoba), NGOs fighting for women workers rights, youth, victims, religious institutions
- Police section- gender desk
- Other sister trade unions, e.g. teachers, watchmen etc.)

- Media people (TV, Radio, Newspaper)
- Lawyers, Parliamentarians and building good relationship with people

3.3.7 INTERNATIONAL DOMESTIC WORKERS NETWORK (IDWN): BY VICKY KANYOKA

- Ms. Kanyoka presented the history of IDWN, how it evolved and its membership and its objectives and activities. She said, the first meeting was held in Amsterdam-Holland in 2006 which included participants from trade unions, NGOs, CBOs, researchers and the media.
- It was realized that domestic workers are not recognized, not seen, and not heard and hence were exploited. They do not have a formal title like other workers and were called many names.
- They were not recognized by the labor legislation and therefore it was decided to have a specific convention for the domestic workers.
- IDWN was established in year 2009 in Geneva, and is led by the Steering Committee comprising of domestic workers representatives from Africa, Asia, Latin America, Europe, United States of America, and the Caribbean. The chairperson for the IDWN is from the Domestic workers union SADSAWU which is in South Africa
- In 2009 IUF convened a meeting of domestic workers representatives from all regions to deliberate on the strategies and identify activities to campaign for the Convention for Domestic Workers. The participants included representatives from Africa, Asia, Latin America, United States, and Europe and the Caribbean and the IUF and WIEGO were as technical group to the committee.
- IUF prepared a project proposal which was supported by FNV and WIEGO.
- In 2010 June the ILO conference was held in Geneva to discuss about the domestic workers proposed Convention whereby there was much support from many Governments. Few domestic workers attended the conference which was historic.
- In 2011 the second discussion on decent work for domestic workers was held at ILO Conference in Geneva and this too was attended by few representatives of the domestic workers. On 16th June the voting was done and the ILO Convention 189 on decent work for Domestic workers was adopted.
- Tanzania is among the countries whereby the Government, Employers and Workers voted for the Convention. Hence there is no need to delay the ratification and thereafter domesticating it for the benefit of domestic workers.

IDWN is an international Network for Domestic Workers. Calls for all domestic workers to come forward and join CHODAWU and hence the network. The domestic workers should be confident and value themselves as other workers with the same rights.

Membership of IDWN:

- Members of the network are domestic workers organizations at national level, Individual domestic workers trade unions and can join the network. In Africa there are 8 domestic workers trade unions who are members of the IDWN They have paid entrance fee which is 20 \$. CHODAWU and KUDHIHA are among them.
- The number of domestic workers is increasing, from 9 in 2008 to 18 in 2012



Ms. Vicky Kanyoka - IUF/IDWN Coordinator making a presentation during the workshop

3.4 FORMATION OF COMMITTEES AT REGIONAL LEVEL

After the presentation participants were guided on the formation of the Regional (province) Domestic Workers Committees and proposed as follows:

- Iringa: Vumilia Myovela and Festo Kalinga
- Kibaha: Hamisi Mshati and Christina Chrisant
- Mbeya: Alice Michael and Veronica Erasto
- Morogoro: Catherine

The domestic workers will work with the Regional Secretary of CHODAWU as a coordinator.

3.5 GROUP ACTIVITY

Participants formed 5 groups to propose organizing activities to be conducted in their respective places. Each group proposed some activities to be conducted during the period of twelve month. After group work reported back in plenary as follows:

Group 1

- Awareness creation through seminars.
- Leaflets and banners.
- Communication through mobile phones.
- Meet people at supermarket, bus stand and outside the workplaces, church, mosque places.

Group 2

- CHODAWU to organize awareness training for domestic workers.
- Communication with domestic workers to be members.
- Public meeting to introduce the union and recruit members.

Group 3

- Awareness creation on the union.
- Use Church places, market and Mosque to recruit members.
- Communication face by face or mobile phone to recruit members.

Group 4

- Use May Day celebrations to raise awareness on the trade union.
- Use the market day or auction to raise awareness and recruit members.
- Use Meeting places to recruit and create awareness to domestic workers.
- Awareness creation to the employers.
- Use of the media and organize a special day to clean the streets

Group 5

- Produce leaflets with awareness messages.

- Organizing house to house.
- Involve other activists.
- Pamphlets for union members.

3.6 RECRUITMENT OF NEW MEMBERS OF CHODAWU AND EVALUATION

3.6.1 Recruitment of new members

Ten participants who were not members of CHODAWU were recruited and given a membership cards. The new members were welcomed to CHODAWU and were happy to join. Aveline Mulo who is a domestic worker from Nairobi -Kenya and an organizer of domestic workers in KUDHEIHA handed the union cards to the new members of CHODAWU.

3.6.2 Evaluation

At the end participants were asked to give an assessment on the workshop and all of them indicated that the workshop was useful to them and asked for more capacity building activities.

They also requested IUF/IDWN to bring again domestic workers from KUDHEIHA to participate in the door to door campaign which was to be organized soon by CHODAWU.

Annex 1**CHODAWU IUF/IDWN/FNV –NATIONAL WORKSHOP FOR DOMESTIC WORKERS****RIKI HILL HOTEL DAR ES SALAAM****LIST OF PARTICIPANTS - 17-18 AUGUST 2012**

NO.	FULL NAME	FEMALE	MALE	TELEPHONE NUMBER	POSITION
1.	MUNAA ABDALLA	•		0713456164	DOMESTIC WORKER
2.	ROSE JULIUS	•		0656882275	DOMESTIC WORKER
3.	HERI ELIYA		•	0652772124	DOMESTIC WORKER
4.	FESTO KALINGA		•	0753678728	DOMESTIC WORKER
5.	HAMISI MSHATI		•	0688158312	DOMESTIC WORKER
6.	VUMILIA MYOVELA	•		0753927342	DOMESTIC WORKER
7.	CHRISTINA CHRISANT	•		0713385877	DOMESTIC WORKER
8.	VERONICA ERASTO	•		0759217070	DOMESTIC WORKER
9.	ALICE MICHAEL	•			DOMESTIC WORKER
10.	CATHERINE KWAGILWA	•		0714314955	DOMESTIC WORKER
11.	MARIAN HAMDAN	•		0719607597	DOMESTIC WORKER
12.	EDA MITAU	•		0685114242	DOMESTIC WORKER
13.	AMINA ZUBERY	•		0652310840	DOMESTIC WORKER
14.	SAUDA ISSA	•		0654748494	DOMESTIC WORKER
15.	RICHARD NICHOLAUS		•	0763048974	DOMESTIC WORKER
16.	HUSNA SALUM	•		0752562448	DOMESTIC WORKER
17.	MARIAM RASHID	•		0718193855	DOMESTIC WORKER
18.	THOMAS FRANCIS		•	0767561382	DOMESTIC WORKER
19.	ZANINI ATHUMANI	•		0713696755	DOMESTIC WORKER
20.	ASHURA RASHID	•		0715676466	DOMESTIC WORKER
21.	SEIF SAID MWERA		•	0717063344	DOMESTIC WORKER
22.	ASHA RASHIDI	•		0717651902	DOMESTIC WORKER
23.	BAHATI SALEHE	•		0657452721	DOMESTIC WORKER

24.	MARGARETH MLIGO	•		0659125715	DOMESTIC WORKER
25.	AMINA SALEHA	•			DOMESTIC WORKER
26.	SAUDA A. JUMA	•		0717403863	DOMESTIC WORKER
27.	ANNA LAWRENCE	•			DOMESTIC WORKER
28.	LUSTA MFYALE		•	DW0715656517	MEDIA
29.	UFOO SALO	•		0754261069	MEDIA
30.	ROGGER SAIMON		•		MEDIA
31.	EVA MBURU	•		0721964905	KUDHEIHA
32.	EVALINE MULO	•		0721939410	KUDHEIHA
33.	GEORGE KASEMBE		•	0759404040	MEDIA
34.	DONALD KUBOJA		•	0768444547	MEDIA
35.	ZONGWE EMMANUEL CLAUDS		•	0654063023	DOMESTIC WORKER
36.	SABINA MHENGA	•	•	0719114601	DOMESTIC WORKER
37.	ANNA KAVERA	•			DOMESTIC WORKER
38.	MOSHI MKHANDI	•		0713225363	CHODAWU
39.	MOSES KYOGO		•	0782661368	CHODAWU
40.	MARY WILLIAM	•		0715512345	DOMESTIC WORKER
41.	ROIDA NZOGELA	•		0652303520	DOMESTIC WORKER
42.	DEOGRASIA VULUWA	•		0754-268645	CHODAWU
43.	PATRICIA KIMEREMETA	•			MEDIA
44.	SALUM O. KUUMBA		•		CHODAWU EDUCATPR
45.	IDDI TOILE	•			MEDIA
46.	JOHN KAPELA		•		MEDIA
47.	JAMALY HASHIM		•		MEDIA
48.	LUDOVICK MSINDE		•		MEDIA
49.	WAGALA SHUNGU	•		0713 340699	CHODAWU
50.	ABDULWAKIL SAIBOKO		•		MEDIA
51.	PHILLIPINA MOSHA	•		0787429342	RAPPOTEUR

52	VICKY M. KANYOKA	•			IUF/IDWN
53.	KHALID MLANGA		•		FES
54.	STEVEN SIASI		•		SUPPORT STAFF
54.	TAFAWA BALIWANE		•		SUPPORT STAFF

ANNEX 2

DRAFT PROGRAMME FOR CHODAWU**DAY ONE (1): 17/08/2012**

TIME	ACTIVITY	RESPONSIBLE
8:30-9.00	Registration	CHODAWU
09:00-10:00	Welcome and introductions Official opening Press Conference	CHODAWU Labor Commissioner MOL. TUCTA, CHODAWU.ILO, DWS, ATE
10:00-10:30	TEA BREAK	ALL
10:30- 11.30	Making Decent Work a Reality for Domestic Workers ILO <ul style="list-style-type: none"> • Content and Key Articles of Convention 189 • Findings of Comparative study on C189 and national Laws and Practices • Discussions 	ILO - Dr Annamarie Kiaga Dr. Tulia Ackson - Consultant
12:00-13.00	Strategies to Ratify C 189 <ul style="list-style-type: none"> • Tripartite Plus Action Plan on Promotion of C189 	Ministry of Labor
13:00-14:00	LUNCH	ALL
14:00-15:30		
14:00-16:00	Organizing Domestic Workers <ul style="list-style-type: none"> • Organizing and its importance • Sharing experience • Challenges in organizing- • Discussions <ul style="list-style-type: none"> • Organizing skills (Group Work) • Feedback from the group 	CHODAWU KUDHEIHA