

**IDWN: Africa  
Regional Workshop.  
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# Using Role Play as an Educational Tool



**Worker Education Activities  
Organizing Domestic Workers**

- **Convincing Domestic Workers to Join the Union**
- **Being a Good and Effective Leader**
- **Helping to Solve a Problem**

## Activity Sheet 1: Convincing domestic workers to join the union

### Aim:

- To develop arguments to convince domestic workers to join the union
- To practice convincing domestic workers to join

### Activity:

#### In your group:

- 1) Read the situations below. How would you convince the worker(s) to join the union? What arguments and approaches would you use?
- 2) Choose one situation to role play. Select one person to be the organiser and others to play the role of a domestic worker or group of domestic workers. Attempt to recruit the domestic worker(s) into your union, and get ready to present the role play to the other groups.

#### Situations

- a. Your plan is to persuade all domestic workers working in X street to join the union. On Monday morning, your first visit is to Beatrice Dlamini, whilst her employer is at work. You talk to her about the union and ask her to join. She listens but then refuses to join. She says she will never join a union because in her experience unions take your money and do nothing for you.
- b. Many domestic workers attend X church on Sunday mornings. You have arranged with the pastor to meet with a group after the service. You explain about the union, but then the domestic workers begin to argue amongst themselves. Some say that they must all agree to join the union, but they can't pay any money. Others say even if it is free they will not join because they don't have time for politics. They are only working for their children.
- c. You call a meeting of domestic workers in the park on Sunday. Each union member brings along one potential new member. Domestic workers who are new to the union ask a lot of questions and seem interested. But one domestic worker stands up and says she can't join a union because if her employer finds out she will dismiss her. So what is the point in joining? Now you see everyone nodding their head in agreement.

## **Activity Sheet 2: Being a good and effective leader**

### **Aim:**

- To identify the qualities, skills and behaviours needed to be a good domestic worker leader
- To practice implementing the qualities, skills or behaviours we think most important for a leader

### **Activity:**

#### **In your group:**

1. Agree on a well-known woman whom you think was, or is, a good or great leader and who provides an important role model for women leaders, especially domestic worker leaders.
2. Draw up a list of all the qualities, behaviours, skills that makes or made her a great leader and a good role model
3. From your list to choose the 3 most important qualities, skills or behaviours that you would want a women domestic worker leader to have or develop. Your job is now to mime (silent role play) 3 situations to illustrate these qualities, skills or actions. The observers will try and identify what you are trying to demonstrate.

## Activity Sheet 3: Helping to solve a problem

### Aim:

- To improve our skills in helping domestic workers with their grievances

### Activity:

#### In your group:

1. Read the situations below. Discuss steps you would take in preparing to help the domestic worker(s) resolve her problem. Think about:
  - How would you establish what really is the issue/problem?
  - What steps would you take after understanding the problem?
  - What support or assistance would be needed, if any?
2. Choose one situation and role play your initial discussion with the domestic worker or group, including finding all the facts and advising on the next steps.

#### Situations

- a. Eva Hadebe has come to the union office with a problem. Her employer's teenage son is always touching her inappropriately and showing her pictures of naked women. He laughs when she tells him she will tell his parents if he does not stop. He knows she is afraid to do this in case she loses her job. When she tells you the story she is very distressed and it is difficult to understand exactly when and how often this has happened.
- b. Grace Milo has wrongly been accused of stealing a gold bracelet from her employer. She has been dismissed without notice and has not been given money owed for wages or outstanding leave pay. She is very scared that her employer will report her to the police if she challenges her dismissal or even asks for her money.
- c. A group of domestic attended a workshop organized by the trade union national centre. Most of the participants were men. The group complained that during the workshop, male participants either ignored them, or when they managed to speak the men giggled or whispered and asked hostile questions. They never did this when men spoke, even if what they said was wrong or not useful.