



## Report of the regional seminar deliberations

# Legalization and professionalization of domestic workers

Advancing real change in East Africa and the DRC



National Council for Children



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## List of acronyms

APPCAN	African Network for Prevention and Protection Against Child Abuse
CESTRAR	Centrale des Syndicats de Travailleurs du Rwanda (Rwandan Trade Union)
CLADHO	Collectif des Ligues et Associations de Défense des Droits de l'Homme
CSO	Civil Society Organization
DRC	Democratic Republic of Congo
EU	European Union
IDAY	International Day of the African Child And Youth, aisbl
ILO	International Labor Organization
NCC	National Council for Children
UCC	Uganda Children's Center
UHFTAWU	Uganda Hotels, Food, Tourism and Allied workers Union



## Executive summary

From 13 to 14 of July 2016, in Kampala, Uganda, a **regional seminar on legalization and professionalization of domestic workers in East Africa and the DRC** was organized by IDAY-International, with IDAY-Uganda in partnership with the Uganda Children's Center (UCC), the National Council for Children (NCC) and the African Network for Prevention and Protection Against child Abuse (APPCAN)

The seminar brought together participants from five countries in the region where the project "Combating violence against child and young domestic workers in East Africa and the DRC through regulation and education" is operational, namely DRC, Burundi, Rwanda Uganda and Kenya. Other participants included the regional project coordinator from Belgium and other local partners representing public institutions, non-governmental organizations and trade unions.

The first day, presentations focused on **(i) the specific situation of Uganda in relation to domestic work**, including the results of the national survey. Then, **(ii) the regional campaign**, including the results of the national surveys on domestic work in each of the five participating countries was summarized. The afternoon focused on the **(iii) legal framework for legalization of domestic work**, including the ratification of the ILO Convention 189 on decent work for domestic workers and the role of trade unions.

On the second day, the participants discussed in **4 working groups**, respectively on the topics related to :

- (i) vocational training of domestic workers and development of curricula,**
- (ii) specific protection of child domestic workers,**
- (iii) ratification of ILO Convention 189,**
- (iv) trade unions and organizations of domestic workers.**

The 4 working groups produced practical steps to follow and implement in each country. The plenary discussions have revealed 4 strategic axes, for each of the working groups. Those axes were translated into national strategic plans drafted around key elements by each national team.

Those 4 strategic axes are:

1. **To develop specific curricula for domestic workers**, including practical modules, with schedules adapted to the workers' availability. The proposed process is divided into 10 main steps. Participants agreed that training of domestic workers is one of the key elements for their professionalization.
2. **To continue the efforts towards the zero tolerance of child domestic work in the region**, through working on the roots of the causes of child labor and providing opportunities and alternatives for young people. This approach must be holistic and multi-sectorial. It should also include awareness and sensitization of the communities to encourage behavioral change.
3. **To adapt the legal framework** in order to legalize and protect domestic workers, in particular child domestic workers. The **ratification of the ILO Convention 189** on decent work for domestic workers is a prerequisite.
4. **To create or reinforce unions of domestic workers**, to defend and promote their rights. This axis should be developed in close collaboration with the International Federation of Domestic Workers and based on their long-lasting experience.

## Introduction

This regional seminar was held in the framework of the regional project "Combating violence against child and young domestic workers in East Africa and the DRC through regulation and education", funded by the European Union and coordinated by IDAY. This project aims at promoting policies and mechanisms that prevent and address violence against child and young domestic workers; it also advocates for their access to quality education and training.

The project is implemented in 5 countries: the DRC, Burundi, Rwanda, Kenya and Uganda, for a 3-year period, with 14 partners from civil society and governments. The partners undertook national survey, in each of their country, with the aim of assessing domestic work and get a better knowledge on the socio-economic profile of the domestic workers, as well as the employers. The study further sought to reveal the training expectations of domestic workers and the professional requirements from the employers. The partners also studied the legal and policy framework for domestic work in their country.

Based on these data and results, the partners have implemented awareness and advocacy campaigns in their country, through various tools: meetings, media, IEC material, theatre play, etc. As a result, the targeted countries have demonstrated an increasing focus on the issue of violence against domestic workers, and in particular against children. For some of the participating countries, this has led to the adaptation of the relevant national legislation, the start of the ratification process of the ILO Convention 189 on decent work for domestic workers or the inclusion of child domestic workers in the national or local child protection plans.

This 2<sup>nd</sup> regional seminar was held on the 13<sup>th</sup> and 14<sup>th</sup> July, 2016 at the Imperial Royal Hotel in Kampala under the title "**Legalization and Professionalization of domestic work; Advancing real change in East Africa and DRC**".

This seminar continued along the lines of the Kigali regional seminar organized by the IDAY network, with its implementing Rwandan partner CLADHO, in October 2015. This 2<sup>nd</sup> seminar was led by IDAY-Uganda, in partnership with the Uganda Children's Center (UCC), the National Council for children (NCC) and the African Network for Prevention and Protection Against child Abuse (APPCAN), partners of the project. It gathered delegates from more than 5 countries of the region to address the issues of the legal protection of domestic workers and their professionalization. The participants were the representatives of project teams from the DRC, Burundi, Rwanda, Kenya and Uganda, several representatives of the Ugandan government institutions, representatives of civil society, the International Labor Organization, trade unions, Ugandan domestic workers, etc. (a list of participants is attached.)

Premised on advancing real change in East Africa and the DRC, the 2-day workshop aimed at:

- Addressing the issues of the protection of domestic workers and their access to education;
- Focusing on the post-project commitments and the medium plus long term actions to be undertaken;
- Building on the research and practical experiences from delegates of various African countries as well as from the Ugandan authorities, practitioners from non-governmental organizations, academics and the private sector;
- Engaging national, regional and international institutions to take measures to protect domestic workers; to eliminate child domestic workers; and to develop national curricula in domestic work to professionalize the sector.

## I. Opening ceremony of the seminar

This regional workshop started with opening remarks from **the 1<sup>st</sup> Secretary of European Union Delegation in Uganda, Thomas Millar, and the Commissioner for Youth and Children at Uganda's Ministry of Labor and Social Development, Fred Onduri Machulu.**

In his speech to the gathering, Ambassador Millar noted the existence of a challenge in the enforcement of laws against the exploitation of people involved in domestic work within East Africa and the DRC, adding that they suffer neglect due to non-professionalization and legalization of their work. The EU 1<sup>st</sup> Secretary in Uganda challenged governments to incorporate the training of domestic workers in their education programs. Ambassador Millar also appealed to governments in East Africa to speed up the legalization and professionalization of domestic work so as to transform the occupation into a real employment opportunity especially for the youth and protect children in the region against it.

On his part, Commissioner Fred Onduri Machulu maintained Uganda's commitment to the elimination of child domestic work, informing the meeting of on-going high level consultations between government and the various stakeholders in the protection of children's rights.



## II. Assessment of domestic work in East Africa and the DRC

### National survey in Uganda - Dr. Lubaale Yovani and Dr. Onyango Olowo

Participants received the results of the national survey on domestic work and the legal and policy framework of this form of employment in Uganda as conducted by IDAY-Uganda in partnership with other child rights protection organizations including UCC, ANPPCAN and NCC.

The findings of this research delivered by Makerere University consultants, Dr. Lubaale Yovani and Dr. Onyango Olowo, revealed that 26% of domestic workers are below the age of 18 years, and that 22% of them are aged between 18-20. They presented many data such as marital status, education level, skills domestic workers want to acquire, relationship with employers, etc. The full report is available on the website: <http://invisibleworkers.eu/wp-content/uploads/2016/03/IDAY-FINAL-SURVEY-REPORT-UGANDA.pdf>

Concluding the submission of the findings of their survey, the consultants proposed a number of recommendations among which included;

- The need to do a tracer study;
- The need for a skills development plan for domestic workers;
- Government setting a minimum wage to protect domestic workers from exploitation;
- Government ensuring zero tolerance of child domestic work;
- Government through its District Administrations establishing more vocational institutes to train the domestic workers;
- Government employing inspectors under the Ministry of Gender to strictly oversee the implementation of its zero tolerance policies on child domestic work.

### Legal and policy framework in Uganda - Mr. Turyahebwa Anthony

In his submission, the expert identified a number of loop holes that lay therein, proposing action points to strengthen the fight to eliminate child domestic work and the exploitation and abuse of domestic workers in Uganda.

#### Loopholes

- The Employment Act 2006 does not perceive a home where the domestic worker resides and works as a work place;
- A labor officer is not bound by this law to inspect a home;
- This law does not conceptualize a domestic as an employee;
- The Education Act of 2008 does not provide specific training program for domestic workers;
- The BTVET Act 2008 (as part of the Education Act 2008) caters for people who had completed the primary level of education but majority of the domestic workers have either never been to any level of primary or have partially attended primary without necessarily completing it;

- According to the 1995 constitution, children are to be protected from all forms of social and economic exploitation and they should not be employed or required to do work that is likely to be hazardous or interfere with their education. However in Uganda, child domestic work is still prevalent;
- The National Social Security Fund (NSSF) Act (1985) provides for all workers in the public and private sector but does not cover domestic workers;
- As much the occupational health and safety Act 2006 defines all places of work and all sites where work is carried out (including permanent, indoor, stationary places such as factories and shops), the legislation does not define a place where a domestic worker performs their duties as a work place.

### **Proposals to close these gaps**

- The definition of a work place should be expanded to include a home, so that a labor officer can inspect the home in case there are reported violations;
- Government should step up campaigns to ensure zero tolerance of child domestic work and that all children are in school;
- There is a need for the development of a training program that is flexible and accessible to domestic workers that fits within their timeframe, so that they can benefit from the Uganda programs providing life skills;
- There is need to enact specific law catering for domestic workers issues since the Employment Act covers many labor issues and excludes domestic workers;
- Government should step up efforts to ratify of ILO Convention 189 on decent work for domestic workers to strengthen the protection of their rights;
- The NSSF Act should be amended to include domestic workers since by the nature of their work, they need more social protection.

### **Regional context on domestic work**

The Regional Coordinator of the project, Mrs. Audrey Laviolette, presented the IDAY network, the context of this regional project and the current achievements.

Members of the IDAY network initiated this project for domestic workers in five countries of the region (the DRC, Burundi, Rwanda, Uganda and Kenya). The project has 2 main objectives, namely:

- 1) Improve existing regulations, policies and referral mechanisms (including ratification of ILO Convention 189);
- 2) Help achieve access to quality education and vocational training for all children and youth involved in domestic work.

The strategic approach that was developed for the project is based on expertise of IDAY members for the identification, protection and training of domestic workers in the area.

It contains 4 strategic axes that include (i) the national baseline survey on domestic workers, (ii) public awareness (iii) advocacy toward public authorities for the protection and education of





domestic workers and empowerment of local civil society organizations and (iv) finally, the exchange of information and good practices in the region.

Audrey shared some of the main conclusions of the 5 national baseline surveys among which included the following;

- There are up to 8.5 million domestic workers in East Africa and the DRC;
- 70% are adults, 30% are children;
- 60% are women and 40% are men;
- 1 out of every 5 domestic workers has never been to school;
- 70% are willing to go back to school;
- Salary for many lies between 10\$ to 35\$ per month;
- Few of them receive paid leave;
- The forms of violence suffered by domestic workers while at work include verbal violence, physical violence and sexual harassment.

The meeting was then taken through 3 best practices adopted by the participating countries:

### **Sharing success in advocacy campaign – National Coordinator in Rwanda, Evariste Murwanashyaka**

Through its advocacy campaign, the project team in Rwanda has achieved successful results. The government has been engaged in adaptation of the legislation to better protect domestic workers. The speaker pointed to a list of achievements the country had recorded in efforts to improve the protection for domestic workers. These included;

- The country's Labour Ministry is in the process of ratifying convention C189 by beginning to amend the labour and penal codes;
- Resolution from General Assembly of Rwanda's National Human Rights commission to ratify international Labour Law C189 in not later than a year's time;
- Establishment of a list of minimum wage by category of work, including domestic work (under review at the Parliament);
- Adoption of a ministerial order (10 May 2016) to prohibit child labor, including an article dedicated to the children in situation of domestic work. Child domestic work (under 18) is therefore formally and specifically prohibited by law in Rwanda;
- Local Authorities being requested to participate in the identification of children engaged in child labor;
- CLADHO, Office of the Prosecutor General and National Commission for Human Rights being appointed to jointly to oversee the implementation of resolutions on domestic work from concerned government institutions.

### **Sharing success in training of young domestic workers – National Coordinator in DRC-East, Jimmy Shoshi**

In 2013, a local NGO, member of IDAY-DRC/Kivu, called Women and Children Protection (WCP) set up a vocational training centre, with certification in language and tailoring for about 100 students per year. Since 2013, 208 students have been trained in language and 150 students in tailoring. A new training is proposed since 2016 in culinary art – 31 students are participating.

With the support of the local authorities, in particular the Social Service, WCP raises awareness of the employers to allow their domestic workers to be trained. WCP organizes door to door awareness activities, with megaphone.

A certification is delivered at the end of the training by the local authorities (Social Service).

To guarantee sustainability with income generating activities, a tailoring workshop and a restaurant are open to get some financial benefits.

### **Sharing success in developing curricula in domestic work – National Coordinator in Kenya, Joseph Matheka**

Training of domestic workers has numerous benefits. In particular, for the employers, it guarantees provisions of qualified services; and for the domestic workers, improvement of professional conditions. Some experiences have shown that trained domestic workers faced fewer conflicts with their employer than unskilled domestic worker.

In Kenya, training of domestic workers was underway to professionalize the working conditions of domestic workers. A national curricula has been developed to certify and upgrade the profession. However, that curricula was too technical and too long. The Kenyan Institute of Curriculum Development has been approached by IDAY-Kenya and its partners to update the document.

In order to develop curricula in a specific country, you must contact at least the following partners: (i) the national curriculum development department, (ii) the certification department, and (iii) existing training centres.



### III. Advocacy session on legal framework

#### ILO Convention 189 – content and implications Jackie Banya – ILO national program officer

Mrs. Jackie Banya, the National Programs Officer of the International Labor Organization in Kampala, took the meeting through International Convention 189 on decent work for domestic workers, focusing on its content and its implementation. In her presentation, Jackie also focused on the internationally recognized definition of domestic work – both the worker and their employer - and what domestic workers can do to enjoy the protection offered by the convention. The main steps for the ratification are

- ➔ Ratification -> Domestication -> Enforcement  
-> Reporting to ILO.

By the end of this clarification, the conference appreciated the need to ratify convention 189, pledging to strengthen their campaign to have governments in the region that have not yet ratified the international labor law put pen to paper.



ILO - Convention 189 - powerpoint by Jackie Banya.pdf

*Revisit Jackie's presentation by clicking on this link:*

#### Role of trade unions Steven Mugole – General Secretary of UHFTAWU

The presentation made by the General Secretary of the Uganda Hotels, Food, Tourism and Allied workers Union (UHFTAWU), Steven Mugole, pointed to a number of roles of trade unions which included:

- Representation of members at all levels such as management & government ;
- Ensuring job security for all members through grievance handling ;
- Negotiating general terms & conditions of employment for workers and insuring that they sign employment contracts that give annual leave and pay for over-time ;
- Participating in the formulation of policies that affect workers nationally ;
- Adequately participating in the review processes of the labor laws such as the Employment Act and ILO Convention 189 ;
- Training workers in the necessary disciplines ;
- Linking members to the rest of the organized workers union in the world ;
- Negotiating terminal benefits for their members, including domestic workers ;
- Training domestic workers on their rights and obligations ;
- Raising awareness among the domestic workers about the need to belong to trade unions.

It however raised a couple of challenges hampering the fulfillment of this responsibility:

- States like Uganda not having ratified Convention 189 yet ;
- The absence of a minimum wage ;
- The absence of specific legislation about domestic work in Uganda ;
- Non recognition of domestic workers as workers ;
- High levels of unemployment ;
- The absence of a curriculum to train and improve the skills of domestic workers so as to professionalize the trade.

The second session of advocacy concluded with

- ✓ Submission on the role of workers unions in the elimination of child domestic work and the professionalization and legalization of domestic work.
- ✓ UHFTAWU's Secretary General noted the urgent for government of Uganda to domesticate Convention 189 of the international labor laws.
- ✓ Mugole further appealed to the ministry of Education and Sports to develop a curriculum to guide the training for domestic workers, adding that this will professionalize domestic work and eliminate abuses.
- ✓ To also mount more pressure on their governments to close the gaps in their legal and policy frameworks on domestic work so as to professionalize this trade ;
- ✓ To expedite the domestication of the ILO convention 189.



## IV. Group's sessions and discussions

### Group 1 Vocational training - Development of curricula and adapted trainings

#### 1. TASKS IDENTIFICATION

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- i. Housekeeping and laundry
- ii. Child care, Development and Rights
- iii. Food production, Services and nutrition
- iv. Receptionist / customer care
- v. Communication skills
- vi. Life skills
- vii. Literacy and numeracy skills
- viii. Entrepreneurship and financial literacy skills
- ix. Labor relations
- x. Reproductive health, HIV and Aids, Drug and Substance Abuse
- xi. Home nursing and first aid

#### 2. PROCESS OF CURRICULLUM DEVELOPMENT

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1. Stakeholders meeting (defining the type of domestic workers)
2. Engage expert job profile .i.e. task analysis and its details
3. Module development for training
4. Quality assurance process
5. Testing the module
6. Assessment and certification

#### 3. CURRICULUM MODULES

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##### NON PRACTICAL ASPECTS OF TRAINING

- Communication skills
- Life skills, including behavior and presentation
- Literacy and numeracy skills
- Entrepreneurship and financial literacy skills
- Labor relations, including rights and obligations of domestic workers.
- Reproductive health, HIV and Aids, Drug and Substance Abuse
- Home nursing and first aid

##### PRACTICAL ASPECTS OF TRAINING

3 main areas of practical aspects:

- Food production, services and nutrition
- Housekeeping and laundry work
- Child care, development and rights
- *Others depending on domestic workers' requests.*

#### 4. HOW TO PROCEED IN CURRICULUM DEVELOPMENT FOR DOMESTIC WORKERS

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- a. Each country should have a specific curricula
- b. Setting a group of curriculum developers
- c. Develop the curricula
- d. Develop instructors guide and trainees manual
- e. Identify professional trainers
- f. Training of trainers

- g. Identify vocational institutions to implement the curricula
- h. Pre-testing and piloting of the curricula
- i. Fill the gaps identified during curricula piloting stage
- j. National implementation of the curricula



#### Questions from participants

- *What about schedule versus availability of the domestic workers?* Indeed, the training must be proposed with adapted schedule. For example, 2 hours per day, or during the weekend. This should be adapted as per local context.
- *How do you plan to “empower” domestic workers through the training?* The curricula should be proposed to empower domestic workers on their rights and obligations.
- *What are the capacities of domestic workers to follow up such training if they don’t have the basic level?* This training program should be prepared in a way that the trainee doesn’t need to have gone to school. Skills can be transferred between 2 humans, without having gone to school.

Post-notes from IDAY-International : *IDAY, together with former domestic workers trainees in Burundi, DRC or Rwanda, can help develop a programme based on the most successful Burundi experience that included literacy training in vernacular language, in a foreign language, and professional training in the following : cooking, child care, gardening and, most importantly, rights and obligations of the workers. The addition of a childcare center that provided preschool initiation to the children in care of the domestic workers attending classes has been found to be an important motivation for the employers to send their domestic workers to the training centres.*

## Group 2 Protection of child domestic workers – specific needs for children



Group 2 brainstormed on the protection of child domestic workers with specific emphasis on their legal and social protection needs and these included:

- Working with local authorities and sensitize the community to protect domestic workers
- Empower domestic workers to speak for their rights recognizing also their obligations
- Creating an enabling environment for the domestic workers to access the necessary requirements especially health
- Set up social workers' networks
- Providing alternative livelihood networks for domestic workers from poor families
- Establish protection network for timely response to the needs of domestic workers
- Lobby government to ratify ILO convention 189
- Create awareness about specific children laws for their better protection

### Questions from participants

- *How do you define the age of a "child"?* We base our definition on the UN Convention on the Rights of a Child. This Convention states "*Article 1* For the purposes of the present Convention, a child means every human being below the age of eighteen years (...)"
- *We accept certain situations where a child can work under 18, but under which conditions?* This depends on the national law. And a child should not work for one of the "worst forms of child labor" (ILO Convention 182). In particular, the convention specifies: "a work which, by its nature or the circumstances in which it is carried out, is likely to harm the health, safety or morals of children." Domestic work is one of the worst forms of child labor and cannot be given to child under 18 (whatever the law says you can work from 16).



### PROCESS FOR THE RATIFICATION

Step 1: identification of the convention

Step 2: tripartite meeting (government, trade unions and employers union). CSO are facilitators. They are not part of the process.

Step 3: concept paper that you write to justify why it is important

Step 4: you take your concept paper to the concerned ministry

Step 5: concept note to the representatives at the parliament

Step 6: the parliament begin talking about the law

### Questions from participants

*What is the actual progress for this ratification in each of the participating countries?*

**Kenya** In 2014 a roadmap to protect child domestic work has been facilitated by ILO, with the government and CSO participating in this process. However, the government never formally adopted the roadmap.

In 2015, the process started with a meeting with the 3 parties (government, employers, and trade union) and the CSO. During this meeting we agreed to write the concept note (step n°3). As to now, it has not been done. But we have reviewed the employment act and the children act.



**Burundi** The stakeholders started with a survey and need assessment of the domestic workers. In 2013 there was a workshop to discuss C189. The main recommendation was to review the Employment Act before the ratification of C189. There is now a committee that is reviewing this law. This committee is composed of representatives of the government, employers and trade unions.

**Uganda** There is a review in progress for the Employment Act. The Ministry of Labor also informed the participants that preliminary discussions have been undertaken with ILO for the ratification of C189.

**DRC** Review of the relevant laws is in progress and the trade unions have started lobbying for ratification of C189 through the country. The project team in DRC already met the representatives of the trade unions twice. Regarding representatives of employers, it is more difficult to get in contact and build partnership.

There is no indication about the duration of the process. It depends of the political will ; the political context in DRC is not favorable at the moment.



The group session of day 2 concluded discussion with group 4 presenting their take on how trade and workers unions can mobilize domestic workers to speak for their rights.

**How trade unions recruit and mobilize?**

- Through recruitment/employment agencies
- Door to door recruitment
- Group meetings which we hold every last Sunday of the month
- Village groups: credit schemes/SACCO
- Play groups when domestic workers take children to play parks
- Radio talk shows

**How is recruitment carried out?**

- Use individual declaration form which has personal data
- Union dues depends on the salary one earns - not a general figure as compared to other sectors of the union which is required to pay 2% of the gross salary

**Employers' role?**

- Respect domestic workers' rights - follow the law when employing domestic workers (Children's Act, Employment Act 2006, etc.)
- Obligated to pay salary, descent work place, food.

**UHFTAWU hold trainings on:**

- Labour law - local and international
- Rights
- Obligations

### Questions from participants

- *How do you access the domestic workers as they are in residences?* It is not easy, compared to the other sectors. As we have to go door to door, it requests a lot of human and financial resources. We have regional offices in different provinces.
- *Child domestic workers are hard to reach. So how do you plan to work with other child rights advocacy organizations?* In Kampala, we move door to door, and we request to fill in the recruitment forms. So we have a picture of the age range. In Gulu, Bale, Barara, there is no child domestic worker register. If we found a child, we refer to a child protection center and we make the employer aware of the issue.
- *Mobility of domestic workers is an issue. How do you handle?* On the registration form, we indicate our contact. So they can always contact us. If they move from their initial region, we refer the worker to another regional center.
- *How many affiliates as domestic workers?* 800 members. 20.000 domestic workers is our objective.
- *Do you give them identification cards?* Yes, it is free.
- *What about children who are not able to pay their affiliation?* If it is a child, he can't be affiliated ! This is prohibited. It is zero tolerance for child labor !
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### Testimony of 2 young girl domestic workers



## V. National Strategic Plans

Nearing the end of day 2, this regional conference moved into identifying the key steps in designing national strategies to legalize and professionalize domestic work in East Africa and thereby trigger real change. Each of the participating countries generated and submitted their plans and strategies based on the topics handled during the group discussions.

### KENYA - national strategic plan

#### Development of a curriculum for domestic workers :

- a. As a country, Kenya will have a specific curricula
- b. Set up a group of curricula developers
- c. Develop the curricula
- d. Develop instructors guide and trainees manual
- e. Identify professional trainers
- f. Undertake training of trainers
- g. Identify vocational institutions to implement the curricula
- k. Conduct pre-testing and piloting of the curricula
- l. Fill the gaps identified during curricula piloting stage,
- m. Identify government institutions to assess and certify the curriculum especially NITA.
- n. Embark on implementation of this national curricula

#### Ratification of ILO Convention 189

- Mapping of the relevant stakeholders and facilitating meetings to develop and appreciate this journey.
- Facilitate tripartite meetings-targeting the three partners ; Government, Trade unions, and Federation of Kenyan Employers
- Assist in the development of the concept note,
- Facilitate the printing of concept note
- Hold workshops to discuss the concept notes.
- Draft the cabinet memo
- Lobby the relevant parliamentary committee to discuss and commit towards ratification of the concept note.

After ratification move to key top priorities

- Mechanism to implement the ratified ILO
- Private sector must be brought on board.

#### Further recommendations

- Domestic work be recognized as an occupation.
- Involve children
- Form a committee to oversee the region
- There is also need for other development partners to be brought on board to fund this initiative.
- Training should start in cities
- Partners should bring us together

**RWANDA - national strategic plan**

TOPIC	STRATEGIC AXIS	PERIOD	NEEDS
<b>Vocational training</b>	Needs assessment	2016-2018	<b>Financial and technical support</b>
	Development of training curricula		
	Presentation of the training curricula for government competent authorities for approval		
	Recruitment of trainees		
	Provision of the training		
<b>Protection of child domestic workers</b>	Public dialogue and advocacy on the issue of child domestic workers	2016-2020	<b>Financial and technical support</b>
	Awareness campaign		
	Design the child domestic work monitoring system		
	Identification, withdraw, rehabilitation and reintegration of child domestic workers		
<b>Ratification of ILO Convention C189</b>	Continual advocacy to the Government for legal recognition of domestic work and ratify the convention	2016-2017	<b>Financial and technical support</b>
<b>Trade Unions and organizations of domestic workers</b>	Sensitization of domestic workers to establish and join their respective organizations	2016-2020	<b>Financial and technical support</b>
	Facilitation the process of recruitment and creation of domestic workers organizations		
	Training on trade unions functioning		
	Advocacy for members		

Period 2016-2020

**Development of a curriculum for domestic workers :**

Actual situation: no program or module has been validated by the government. There is therefore need for the structures working in this field to be reinforced.

Strategic proposition: Continue the actual dynamic with the Ministry of Youth and Sports to develop a specific curricula, to be implemented in non-formal training centres.

**Protection of child domestic workers**

Actual situation:

- Existence of laws prohibiting child labor
- Lack of measures to enforce the law
- Lack of empowerment mechanisms for domestic workers

Strategic proposition: Consolidation of the existing legal framework by proposing to update and adapt the existing laws (by integrating the conclusions of the legal framework analysis)

**Ratification of ILO Convention 189**

Actual situation:

- Review of the law on child protection
- Review of the family code
- Review of the labor code

The key elements from the legal framework analysis have been submitted.

Strategic proposition:

- Launching of the ratification process, in regards with the update of the national legal framework
- Mobilisation of the tripartite government, employers' federation and trade unions

**Trade unions and organizations of domestic workers**

Actual situation:

- Weak dynamic in terms of protection of domestic workers
- Discrimination of domestic workers because lack of official status of workers

Strategic proposition: Consolidation of the trade union dynamic with regards to the International Federation of Domestic Workers.

## BURUNDI - national strategic plan

The conference then looked into the proposals from Burundi and their strategic plan of action. 2 main strategic axes have been identified: (i) they pointed to the improvement of the country's legal framework through continued advocacy for the ratification of ILO C189 and advocacy for the recognition of domestic work as a full-fledged profession.; (ii) Burundi also laid down a strategy to institute mechanisms to eliminate child domestic work through awareness raising among communities about its illegality.

General objective	
To improve conditions of living for domestic workers	
Strategic axes	
Professionalization of domestic work	
Action	Responsible stakeholder
Advocacy for ratification of C189	Ministry of Labor
Advocacy for legalization of domestic work (informal sector to formal sector) / revision of the labor code (in process)	Ministry of Labor
Training of domestic workers – curricula development	Ministry of Labor
Creation of a trade union of domestic workers	IDAY-Burundi
Creation/ reinforcement of training centres for domestic workers	Ministry of Labor
Fight against child domestic work	
Adoption of the code of children protection (with sanctions for employers using child as domestic worker)	Ministry of Human Rights
Advocacy for the recognition of child domestic work as a worst form of child labor	Ministry of Labor
Support of child domestic workers and improvement of the livelihoods of the young domestic workers (16-18 years)	Ministry of Labor
Prevention of children at risk, through empowerment of parents and communities	Ministry of Labor

## Conclusions and recommendations

### Commissioner for Youth and Children at Uganda's Ministry of Labor and Social Development - Fred Onduri Machulu

The speaker insisted to pay tribute to EU for financing this project with 5 participating countries, as well as to pay his gratitude to the organizers for choosing this topic and the level of people invited as experts and speakers. Sharing experiences from various countries, we realize this is a big advantage offered by the IDAY network. We have been able to come up with comparable action plans. We need to reach more people, to be able to protect them.

Finally, the first goal of our advocacy campaigns must be to recognize domestic workers as full-fledge employees and have their rights respected. For children, they must be excluded from the labor force and sent back to school. Zero tolerance for child labor. For the ones who are working, we need programs to rescue and accompany the completion of their training.

Finally, it was particularly stimulating to have delegates from the 5 countries and IDAY can be proud to have been able to give them a chance to meet and exchange experiences. The speaker hopes that the project can be extended to reiterate that fruitful experience.

Thank you all for your active participation and I wish you a safe journey home.

### EU delegation Kampala – Sayson R. Meya

Presiding over the closing ceremony, the Gender Advisor to the European Delegation in Uganda Mrs. Sayson Rosette Meya called for collective effort among the region's stakeholders to ensure an end to child domestic workers and the professionalization of domestic workers. Ms Meya further challenged governments to strengthen their mechanisms that supervise the implementation of law and policy against child domestic work. She said *"This is part of the result. Thank you so much for your participation during 2 days! Bringing together many partners together was a challenge"*.

Ms Meya confirms that implementation of the proposals will be challenging, but at the same time it is possible. We are all responsible. Let us try not to compete among ourselves but on the contrary to combine efforts. The other countries in Africa are not as far as we are. We, as Uganda, have some positive results. EU believes that our holistic approach contributes to protect child and young.

Ms Meya concluded *"Let's be inclusive. Include children. EU works in collaboration with governments and CSO. We did a partnership with IDAY in this project. This regional seminar shows that we still have huge challenges: issues of mindset, issue of behavior,..."*





## Recommendations from the participants

### As East African member states

- Agreeing as East African member states to strengthen action to rid the region of child domestic work and brighten the image of domestic work as employment ;
- To cause their respective policy and law enactors to redefine domestic work with view to protect and respect the rights of those involved ;
- To ratify ILO Convention 189 on decent work for domestic workers;
- To increase public awareness and sensitization on the protection of children and their rights ;
- To double their efforts on advocacy towards the zero tolerance of child domestic work in the region ;
- To adopt a multi-sectorial approach in the fight against child domestic work and violence against domestic workers;
- To work in close coordination among the involved stakeholders;
- To learn from each other's.

### As Ugandan stakeholders

- To have an holistic approach in term of child domestic work (as per the experience against HIV);
- To continue the process of ratification of ILO Convention 189, already started with ILO;
- To recognize domestic work as a full-fledged profession;
- To develop a curriculum for domestic work;
- To work on the roots of this issue and to provide opportunities and alternatives for young people;
- To organize another meeting to continue working on the national strategic plan.

### As IDAY network

- To continue the work implemented in the field of child and young domestic workers' protection and keep our leading position on this thematic;
- To be proactive to find funding for next phase of this project or other regional projects;
- To include children in our meetings and seminar, as active participants.

Pictures of the seminar

<https://goo.gl/photos/LwVNa3KBXirFXKHj9>

Online article

[http://www.newvision.co.ug/new\\_vision/news/1429773/calls-legalize-professionalize-domestic](http://www.newvision.co.ug/new_vision/news/1429773/calls-legalize-professionalize-domestic)