Social protection for informal workers in Tanzania.

A Case study of Domestic workers
Who is a Domestic worker?

The Domestic Workers Convention, 2011 (No. 189), adopted international labor standard for the sector, defines domestic work as “work performed in or for a household or households” and a domestic worker as “any person engaged in domestic work within an employment relationship.”
How many are they in Tanzania?

- According to the empirical study which was done by URT in 2013 they are 1,728,228, that is 7% of total working age.
- The work is a source of employment for thousands of women, girls and few men within the country and outside.
- It becomes increasingly important, both in terms of job creation and income generation.
Domestic work is characterized by:

- Poor working conditions
- Long working hours
- Low wages
- Forced labor
- Little or no social protection.
- They are exposed to conditions that are far from decent work promoted by ILO.
Challenges faced by DWs in Social protection

- **Social security:** It is a right of Every worker.
- Tanzania has several regulatory framework for social security such as NSSF, LAPF, GEPF, etc.
- Domestic workers lack coverage in the scheme (Study ILO 2013). Voluntary coverage is in effective because it burdens domestic workers with the difficult task of convincing their employers.
  - Domestic workers are not willing to contribute part of their little salary to these schemes.
Challenges faced by DWs in Social protection

- Little effort or no effort have been done to reach DWs and MDWs.
- Due its structure, it is considered as a difficult to “cover group.”
- Many gaps exist in the legal and effective coverage such as in labor law, Compensation act.
- Lack of information and organization: They are unaware of their rights and responsibilities hence, it is very difficult to exercise.
Every worker has right to safe and healthy working environment. The OHS acts 2003 and 2005, in mainland TZA are geared towards safe workplaces.

The definition of who is an employee is what constitute a workplace has isolated DWs.

There are no evidences on the status of the DWs/MDWs, as a result of not conducting inspections but the actual fact is that most of DWs/MDWs are being humiliated. As a result the magnitude of various incidences happening tend to escalate.
DWs reports illustrate that, in most cases when injured at work, they get sick, and little care is provided by employer.

Most employers are yet to regard their household as workplace.
In most cases the live-in DWs, if they get pregnant, they will leave the job voluntarily or will be asked by the employer to leave/chased out.

Again, very few employers grant unpaid leave to the DWs for a few days, in this way they violate national labor laws.
Social security:

- Social security schemes in Tanzania should provide legal coverage to domestic work sector. Mandatory coverage is an appropriate strategy compared to voluntarism.
- Social Security schemes should be capable of attracting the largest number of potential contributors, workers and employers.
- Awareness creation about the importance of social security scheme is an important intervention to DWs/MDWs.
There is a need to create awareness to DWs/MDWs about labor rights in relation to health and safety.

A home is a workplace for DWs/MDWs hence it should be included in the labor laws and other related occupational and health related policies.
Social protection is the right of every worker, and so are the informal workers including the DWs.

It is very important for Tanzania to ratify the ILO convention 189, and the recommendation 204 for the informal workers.