

**IMPACT OF CHILD INVOLVEMNET IN DOMESTIC WORKS IN TANZANIA: A CASE OF MZIMUNI WARD, KINONDONI DISTRICT**

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**ABSTRACT**

Child domestic work is one of the most widespread and exploitative forms of child labour in the world today and is also one of the most difficult problem to tackle. This study attempted to assess the impact of child involvement in domestic work in Kinondoni district. Specifically, the study intended; to analyze the nature of the child domestic workers the causes of child domestic workers effects and the measures to be taken to alleviate the problem. In terms of methodology, the study used both primary and secondary sources of data collection. A total of 56 respondents were involved in the study; and were derived from the community and the district levels, through interview, questionnaires and observation. Data from the respondents were verified, compiled, coded and analysed using SPSS programme through descriptive statistics analysis. Data presentation was done in words, tables and charts. Furthermore, discussion based on what was revealed by presented data. The findings indicate that majority of the children involved in providing labour in houses as workers are girls as compared to boys. Also, most of them are between 13 and 17 years old. The main causes for getting into child domestic work include economic hardship and poverty, the effects of HIV/AIDs pandemic, gender inequalities, and social change. The adverse effects include being mistreated and abused, low wage/ pay, denial of basic needs (food, lack access

to education, poor medical care) work with no contract, no time off. Positive effects as mentioned by respondents include; earning money, survival and get basic needs (access to food, shelter, clothes, medical care and access to education especially vocational training) and building the future. It is recommended that, economic empowerment should be done to the poor families, raising of public awareness on the negative consequences of child domestic labour, withdraw of child domestic workers and give them education and vocational training to provide skills in order to engage them in other good jobs. Finally, there should be good implementation of government policies and laws that address child issues.

*Key words: Domestic work, Child labour, Child Domestic Workers,*

## **1. Background Information**

The use of children as domestic servants continues to be common in parts of the world, such as Latin America and parts of Asia. Such children are very vulnerable to exploitation: often they are not allowed to take breaks or are required to work long hours; many suffer from lack of access to education, which can contribute to social isolation and lack of future opportunity (ILO, 2000; Silpha, 2008; SIMPOC, 2009 & UNICEF, 2000). Child domestic workers (CDWs) are defined as children under the age of 18 who work in an employer's home performing household duties such as cooking, cleaning, child care and care of older people and the sick ones. While accurate figures for CDWs are impossible to obtain because of its clandestine nature, it is estimated that around 10% of all child workers are in domestic service, with girls comprising of 90% of the total population. As many as 10 million CDWs are employed worldwide with estimates of up to 3 million in India and 1 million in the Philippines (Anti-Slavery International (ASI 2010). Child Domestic Work. <http://www.antislavery.org> (accessed 10 August 2012).

Globally, ninety percent of child domestic workers are girls, with domestic work as the largest employment sector for girls under 16 (UNICEF International Child Development Centre, 1999 & ILO/IPEC, 2004). Girls are often preferred as domestic workers because of employers' perception towards girl workers as hard-working, malleable, controllable and cheaper to hire (UNICEF International Child Development Centre, 1999; Brown, 2007; Bhat, 2005 & Rice, September 7, 2008). Employers and workers' families may also judge domestic work as a more suitable form of employment for girls and instructive for their future roles as wives and mothers (UNICEF International Child Development Centre, 1999; Jacquemin, 2006; Sommerfelt, 2001 & Suda 2007). Domestic work is thus also seen as a more productive strategy than continuing a girl's education (ILO-IPEC, 2004; Suda, 2001). When families are struggling to survive, girls are also more likely to migrate for domestic work, whereas boys are more likely to stay behind in rural villages to work in the agricultural sector (Camacho, 1999). In Egypt, as in other parts of the world, child domestic labour is feminised (Black, 2002; Blagbrough, 2008; UNICEF, 1999; ILO 1999 & Jacquemin, 2006). While boys in Egypt sometimes perform domestic work, they are not likely to remain in this sector, i.e. domestic work for boys is only temporary. Moreover, in poor Egyptian households, girls are more likely to be kept at home for domestic work while boys are sent to work outside home to supplement family's income.

The African nations such as Tanzania, Kenya, Uganda, Ethiopia and Mozambique employ children traditionally in rural areas in different activities such as crop harvesting, sowing, weeding, field cultivating, water fetching and gathering firewood. The majority of families look upon this as beneficial to children believing that it promotes responsibility and participation within the

community. According to the Ugandan Demographic and Health Survey 2000/1, there were about 2.7 million working children in Uganda at the time. Fifty four percent of these were 10-14 years old and about one third were younger than 10. Out of this number, “83 percent of boys and 88 percent of girls help out regularly with household chores (Tanzania and Uganda Child labour and Sexual Abuse A UN report 2000-2001).” The survey also revealed that more than half of all children were engaged in economic activities by 13 years of age”. These young child workers are most vulnerable to workplace abuses, and most at risk of work related illness and injury, not to mention their loss of education. According to the Ugandan Ministry of Education and Sports, 345,368 children of school going age were not registered for school in 2009 (ILO, 2002; UNICEF, 2002).

Working children is a common feature of the Tanzanian community in both rural and urban areas where children are expected to learn an occupation at a young age and assist family works. This practice has hidden child domestic workers within the cultural context. It is common for a better-off family in urban to support their siblings in rural areas by taking these children from rural areas in the name of helping them with education and “better life”. Currently, there is also another camouflage of supporting HIV/AIDS orphans. A Baseline study and attitude survey on child labour for the government of Tanzania conducted by Research on Poverty Alleviation (REPOA) in 2003 shows that there are more working children in urban areas than there are in rural areas (REPOA, 2003).

Increased rural poverty, deterioration of education system in the last decade (1990’s) and worsening of the HIV/AIDS crisis have contributed to an increase in the number of child laborers. A recent ILO /IPEC (2000) survey estimates that 3.4 million out of 12.1 million children in Tanzania under the age of 18 work on regular basis. One child in three living in rural areas is economically active compared with one in ten in urban areas. The incidence of child labour in the country has raised partly because of the deterioration of the school system, as a result of economic decline, poor infrastructure, low teacher’s morale and the introduction of school fees under the country’s Structural Adjustment Programme (SAP’s) have contributed to higher drop-out and truancy rates (ILO,2000; Silpha,2008 & ILO, 2006) .

Different efforts have been done by stakeholders like Communities, local NGOs, International Organizations and the Government to address the problem of child domestic labour and other forms of child labour rather than improving and organizing the entire domestic work industry. For example, ILO in partnership with Trade Unions and NGOs (through the ILO-IPEC), have been greatly involved in removing children from various forms of hazardous employment and re-introducing them to school.

Child domestic labour still exists in Tanzania despite the responsibility of parents, guardians, relatives and society in general taking care of them. Also despite its enacted Labour Laws, various International Conventions to which Tanzania is a signatory such as the ILO Convention No. 138 of 1973 on the Minimum Age for Work which Tanzania ratified in 1998; Furthermore, Tanzania is a signatory to the ILO Worst Forms of Child Labour (WFCL) Convention No 182 of 1999, which Tanzania ratified in 2001. Article 32(1) of that Convention stresses on the rights of the child to be protected from economic exploitation and from performing any work that is likely to be hazardous or to interfere with the child’s education, or to be harmful to the child’s health or physical, mental, spiritual, moral or social development ( ILO, 2000).

However, these laws and policies seem not to be properly enforced and the actual condition of some children remained depressed as they are still exposed to child labour and the WFCL particularly

child domestic workers. The problem of child labour seems to persist in spite of the Government and Non-Governmental Organizations having recognized and interfered it. The existing literature shows that a lot of studies have been done to show the magnitude of the problem and some of the factors that contribute to child labour. In line with that, various programmes/interventions have been those which provide direct support to the child labour victims, but are not sustainable. Also the International Community and individual Governments including Tanzania already have governing legislations and policy against child labour but are less enforced. As a result the problem still persists. Despite the existing problems of child labour in Tanzania, the available literature is deficient of the concrete and sustainable solutions in terms of enabling environment as to how poor households can avoid child labour and contribute effectively to the wellbeing of their children.

This paper attempts to assess the impact of child domestic work in Tanzania using Mzimuni Ward at Kinondoni District so as to assist them to enjoy their basic rights like other Tanzanian children.

## **2. Research Methodology**

The study was carried out in Kinondoni District Council in Dar-es Salaam Region particularly in Mzimuni Ward which consist of four streets that is Mwinyimkuu, Idrisa, Makumbusho and Mtambani. Two (2) streets, Mwinyimkuu and Idrisa were selected as a sample representing the whole ward. These areas were selected due to the increasing number of child domestic workers. Kinondoni is the largest of the three districts which constitute the Dar es Salaam Region. The population in 2000 was estimated at 1.2 – 1.5 million (population center Kinondoni district 2000). Like other two districts (Ilala, Temeke) of Dar es Salaam it is characterized by ethnic heterogeneity and multi-racial groups. Kinondoni is a Municipal city of Dar es salaam. The Government Notice No. 4 of the year 2000 issued by The President's Office, Region Administration and Local Government established the Kinondoni Municipal Council (KMC) as an autonomous body. The move was part of the ongoing Local Government Reforms in the Country (Kinondoni Municipal Profile Revised Report, 2010)

Ary, D., et al., (2002) said that, in determine the sample size, reasearcher has to use as large sample size as possible. Based on population size and financial position, researchers opt to use the sample size of 62 respondents to represent the whole population. In this case, this study had a sample size of 62 (100%); where by 46 (74.1%) were CDW and 4 (6.5%) were Ex-Child Domestic Workers because it was difficult to get them. 6 (9.7%) respondents were Child Domestic Workers Employers because they were the ones who employ those domestic workers and they have relevant information about the subject matter. Also the study include Community Development officer 4 (6.5%) as well as 1 (1.6%) labour officer as respondents. They were included in the study because of their responsibilities on child issues in the district level as the community development programmers. The study also include 1 (1.6%) Ward Executive Officers because they are the leaders of the areas concerned, that is; Chairman and Secretary of Ward Development Committee (WDC).

Both probability and non-probability samplings were used to get the sample. In probability sampling, a simple random sampling was used to get all children embarking on domestic work. In non-probability sampling researchers used purposive sampling to select the rest of respondents. These includes respondents from Community development workers, WEO, Labour Officer, Ex Child Domestic Workers and child domestic workers employers. These respondents guarantee that they had relevant information based on their professional and working experiences.

Data were collected using different methods including interview which involved oral communication. Researchers used this type because it allow the freedom to ask in case there is need

for additional questions or to edit some questions. Interviews were administered to Child domestic workers, child domestic work employer, former child domestic workers and Ward Executive Officer respondents. Researchers also used questionnaire to collect enough information since it was assumed that respondents had adequate time to respond to the questionnaires. Questionnaire were prepared and administered to the Community Development worker and Labour Officer. These respondents were given questionnaires because they were thought they had plenty time to read, think and give well thought answers.

Furthermore, researchers used observation method of data collection where systematic observations of children engaged in domestic work activities in key locations were made. This help researcher to assess the quantitative magnitude and learn about their living conditions, physical appearances and behavior. Through this method researchers were able to study the reliable magnitude of Child domestic workers in Mzimuni ward. In order to complement data collected through interview, questionnaire and observation, researchers used documentary review where existing information/literature, published and unpublished was reviewed. This included ILO/IPEC reports, ILO publications, UNICEF reports, research reports from various institutions and a situation analysis report child domestic workers and reports from other NGOs dealing with child rights and Domestic workers in Tanzania such as Tanzania Media Women Association (TAMWA), Tanzania Women Lawyers Association (TAWLA), KIWOHEDE and CHODAWU. This was done to get enough information about child domestic workers.

The analysis of data was done both qualitatively and quantitatively. Firstly; qualitative analysis was done through translating, interpreting and categorizing the data whereby, themes and sub-themes were made. Secondly; quantitative analysis was limited to simple and abstract methods of data analysis such as tallying, calculation of sums, averages and percentages. Data from the respondents were presented in words, tabular and charts forms.

### 3. Results and Discussion

#### 3.1 Causes of Child Domestic Workers

The study wanted to identify the causes of child domestic workers. The study found that there were multiple reasons that pushed children to engage in domestic works. Most of them were pushed to work due to poverty and economic hardship, HIV/AIDS, social-cultural factors, and social change. Twenty eight (45.2%) of respondents mentioned poverty and economic hardship as a push factors. This was accompanied with lack of education opportunities and the need for survival. Education seemed to be very expensive. To most of the parents, it was not affordable. Most of the child domestic workers results from drop outs of primary schools. In the meantime, 15 (24.2%) of respondents mentioned the effects of HIV/AIDS pandemic disease.

Moreover, 10 (16.1%) of respondents said that gender relations and social cultural reasons contributed to child domestic work. This is a common phenomenon/practice where most girls are usually forced to join the domestic work force at tender age in Dar es Salaam and other cities in the country. In most Tanzanian societies, women and girls in particular had no equal rights as their male counterparts. For them accessibility to resources of wealth, power, education were customarily rare. This was followed by 9 (14.5%) of the respondents mentioned the process of social change and development of urban areas lead to the increase of Child domestic Workers Table 1 illustrates.



Table 1 Causes of child domestic workers

Causes of Child domestic workers	Frequency	Percentage
Poverty and Economic hardship	28	45.2
Orphan hood and HIV/AIDS's	15	24.2
Gender Relations	10	16.1
Social change/development	9	14.5
Total	62	100.0

Source: Research Findings,

### **HIV/AIDS and Orphan hood**

The study also found that besides economic hardship, the insurgency of HIV/AIDSs was instrumental in destroying the traditional family structure. Some of Orphans heading their own households and argued that they were forced to work so that they could generate income to take care of their younger siblings after the death of their parents.

It was also revealed that, the death of the parents either one or both affected the life of the children. Many of the child domestic workers had lost one or both of their parents. Children orphaned mainly through HIV/AIDS found themselves with no alternative, but to engage in work in order to feed for themselves and other siblings. The following narration was taken from an interview with former child domestic worker who worked in Mwinyimkuu street at Kinondoni district, but he was by then working as a shopkeeper.

*“Doto is 12, and is one of a set of boy/girl twins. His mother died in 2003 and father had died sometime earlier. There are four children at home. At first their grandmother took them in but she was very old and she could not sustain for their life. So now they fed for themselves, even try to help their grandmother. His twin sister left school in order to look after the family and Doto does laboring Jobs when he comes home from school in the afternoon”*

### **Gender relations**

Furthermore, social cultural aspects play a big role in pushing children, especially girls, to take up domestic work. First, domestic work was perceived as “women's work.” Many parents perceived it as the only option for a girl child who must work, since it was thought to be right and suitable in preparing them for future responsibility as housewives and mothers. This was coupled with customary traditions such as forced early marriages, early pregnancies, and female genital mutilation which make girls more vulnerable. Women and girls were particularly vulnerable in communities where they were perceived inferior or more expendable than male members of the family, or where they were perceived as having specific responsibilities towards the family. Due to this mentality, often a girl child was not sent to school or taken out of school earlier believing that there is no need of educating them. As a result, these girls ended up being domestic workers.

### **The Social Change**

The urbanization process had caused social change that had replaced the roles of women and mothers of taking care of children with housekeepers. This is because at the time of this study most women had joined the workforce in industries, being employed in formal and informal sectors. Thus they needed domestic workers to assume their traditional roles. It was noted that, majority of those who can provide family care were in rural areas. Therefore, as long as many people in urban areas still have links with rural areas the possibility of recruiting children from rural area is possible

### 3.2 The Outcomes of the Child Domestic Work

#### 3.2.1. Positive Impact of Child Domestic Work to the Children

Table 2 indicates that all respondents 62 (100%) explained Child Domestic Work as a helpful job for them to earn money through salary. The salary help them to support their family in their points of departure (home villages). Not only that but also the income would help themselves to sustain their life.

Forty eight (77.4%) mentioned child domestic work help to sustaining their life through accessing food, shelter and health services, all of which were provided their employers. Most of the child domestic workers received medical care and all of them felt that they slept in a good environment and received food of the same quality as their employer families.

Lastly 23 (37.1%) of respondents mentioned building the future as one of the positive impacts of child domestic work. Child respondent interview revealed that most of them felt that child domestic work opened up new avenues of their future. Similarly, it was asserted that when child domestic workers were able to access education they gave ‘themselves and their families a glow of hope for a better life in the future’. In this study, being able to build a future was also recognized (especially by employers) as one of the most important benefits that could be derived from child domestic work. This was supported by ILO/IPEC, (2004:33), that some of the employers permit their child domestic workers to attend school, but this was allowed only after domestic tasks were completed.

Access to education (whether formal or vocational) was recognized as the most significant long-term benefit that could arise from domestic work because it ‘has a long-term impact and can enable the helper to leave domestic work and enter into a more respected job, this was indicated by one of the domestic worker who accessed vocational training program at Mwinyimkuu street in Kinondoni District. The following story was narrated from one of the girls who work as domestic worker at Kinondoni District.

*“ benefit which I see is that she [the employer] has sent me to school and I am furthering myself with tailoring and for now I have already understood [how to sew] that is a big benefit to me currently as a child domestic worker”*

Table 2: Positive Effects of Child Domestic Work

Positive effects	Frequency	Percentage
Earning income	62	100
Get survival and Basic Needs( food, shelter, clothes)	48	77.4
Building the future	23	37.1

Source: Research findings, 2012

#### 3.2.2. Negative Impact of Child Domestic Work

The study was interested to find out the impacts of child domestic work to children. This was done in order to understand the negative impact for the children’s who were working as domestic workers. The respondents mentioned several negative effects of child domestic works, which were: suffering physical and mental abuse, given little pay/low wages, have no time off as well as work with no contract.

In this study, all (100%) respondents mentioned insufficient wages was big problem which harass child domestic workers at the time of this study. Similarly, there were cases where some guardians or parents were paid the salary on their behalf. Most of them were paid between Tsh. 20,000 and 30,000 or lower. This payment was very far less from the legal minimal margin payment of monthly salary which is Tsh. 150,000/- which has been stipulated under the Regulation of wages

and Terms of Employment Order) . Based on this, the findings indicated that child domestic workers are poorly paid.

Nevertheless, 51(82.2%) of respondents mentioned that the denial of basic need to child domestic workers was one of the negative outcome in Kinondoni district in a sense that, no access to medical care, no future because of lack access to education. The lack of opportunities to education was a big problem of child domestic workers. This is because they lack adequate time to pursue further studies. Sometimes they would have time, but they would lack funds to pay for their education. Lack of funds was also attributed to their families poor economic backgrounds, since some of them had to send their meager wages back home to support their families (guardians or parents).

Forty five( 72.6%) of respondents mentioned lack of time off, that is to say, they had no time to rest from morning to mid night, no holidays. Most of domestic workers described their daily routine works as heavily involved and very difficult with no time to rest. Their working day usually begin at 5 am in the morning and end at around 10 or 11 pm ( approximately 15 hours of hard work).

Also the study found that 49 (79%) of respondents were identify as exposed to physical, psychological and sexual abuse as the negative effects of child domestic work. They very often suffer physical and/or mental abuse, ranging from lack of affection to love due to frequent verbal abuse and beatings for even mistakes made by the employer's children. Sometimes, in the case of girls they face sexual abuse by employers or other grown up members of the family. Such conditions were harmful to a child's development on all fronts for instant mental, social and emotional. On top of that, the findings recognize that working with no contract identified by 35 (56.5%) of respondents. Table 3 illustrates clearly negative effects of child domestic work Table 3: Negative effects of Child domestic work

Negative Effects	Frequency	Percentage
Given Little pay	62	100
Denial; of basic needs (Lack opportunities to education ,no medical care, no future)	51	82.2
Exposed to physical , psychological and sexual abuse	45	72.6
No time off	49	79
Working with no contract	35	56.4

Source: Research findings, 2012

### 3.3. Ways to Eliminate Child domestic Labour

Generally, the study shows that most of child domestic workers were pushed to work because were from poor families. Therefore, 55( 88.7% ) respondents mentioned economic empowerment for poor families was important to eradicate child domestic workers, therefore the Government, NGO's, civil societies, local community themselves should initiate programs for empowering poor families through education and life skill training programs, income generating activities or small businesses ( animal keeping, food vending) and saving schemes. Also family members can be trained to run SACCOS and VIKOBA schemes, these schemes also make poor families to increase their income.

Furthermore, 32(51.6%) respondents pointed out the need for public awareness creation on the issue of child domestic work and it's negative consequences through, meetings, television and radio campaign. Also the findings found that 35 (56.5%) respondents mentioned that good implementations of government policies and laws (child development policy, educational policy, employment policy, e.t.c) by reviewing deficiencies and contradictions in child labour laws. And lastly very few 8 (12.9%) of respondents identified the need of withdraw child domestic workers from their work by providing vocational training or an alternative livelihood. Table no. 4 summarizes the information.



Table 4: Ways to Eliminate Child Domestic Labour

Ways to Eliminate Child Domestic Labour	Frequency	Percentage
Economic empowerment for Poor families	55	88.7
Raising Public Awareness of the problem of child domestic work and it's negative consequences	32	51.6
Good implementation of government policies and laws (child development policies, employment policy)	35	56.5
Withdraw CDWs from their work by providing vocational training as an alternative livelihood	8	12.9

Source: Research findings 2012

### 3.4 General discussions of the results

It is evident from the foregoing discussion and analysis that the problem of child domestic work in Kinondoni District is real, and its nature and extent have reaching alarming proportions that warrant immediate attention. It is also clear from this study that this problem can be understood well if we view it from the process of social change (urbanization) and development that are taking place Tanzania in general and Kinondoni District, in particular. These processes have been instrumental in generating social relation of poverty, rapid spread of HIV/AIDS pandemic, emergence of orphans and intensive social and economic hardship. From the findings above these have been mentioned to be the major causes of young children to enter in domestic work, all these, as foregoing analysis has confirmed, act as essential factors that force children to engage in exploitative child labour.

The analysis has shown that majority of the domestic workers are young girls often uneducated and come from poor families. They are forced by circumstances to engage in domestic work to assist their family and meet basic requirements for themselves. Besides, they experience multiple problems, some of which have severe consequences on their social, physiological and economic development. The child domestic workers who involved in domestic work in Kinondoni experience severe difficulties, no time off, i.e. they work for seven days a week without rest and do not have holidays or annual leave. Therefore, their growth is affected. They are given little pay, denial of basic needs (no access to medical care, no access to education) and so they have difficulties in meeting their necessary basic needs and they are always harassed and abused either physically or verbally by their employers or employers' children and relatives.

The analysis also reveals that the child domestic workers face both positive (benefit) and negative outcomes. Earning money appeared to be the greatest benefit of child domestic work that is being able to help their families and to buy clothes and other things. It was also found that others access vocational education which contribute in building their future. Moreover, getting basic needs for survival mentioned by the respondents being one of the positive effects for child domestic work, i.e. it is a means for survival and accessing basic needs.

About 77% of the domestic workers who were interviewed indicated that they are provided with the basic needs by their employers. However, the overwhelming majority of child domestic workers receive medical care and all of them feel that they sleep in a good environment and receive food of the same quality as of their employers' families. Building the future has similarly been mentioned as a benefit of child (domestic) work. That is they can have access to education; they give 'themselves and their families a glimmer of hope for a better life in the future'. In this study, being able to build the future was also recognized (especially by employers) as one of the most important benefits that can be derived from child domestic work. On the other side, the study found that there

is a denial of basic needs, abuse, given little /low pay and mistreating of child domestic worker by their employers, employer's children's and their relatives.

The following ways were identified in this study to be solution to curb the problem. These include: economic empowerment of poor families through income generating activities and credit schemes; raising public awareness through radio campaign and television; good implementations of government policies and laws as well as Withdraw Child domestic workers from their work by provision of vocational training as an alternative livelihood.

#### **4. Conclusion and Recommendations**

##### **4.1 Conclusion**

In the course of finding out the impact of child domestic workers in Kinondoni district particularly at Mzimuni ward, researchers analysed four major themes that emerged from the field research and data analysis. These include: the nature of child domestic worker, the causes of child domestic work, the impacts of work to the children themselves and finally the measures that could address the problem.

The study has revealed a number of issues as mentioned above, it is clear from the foregoing discussions and analysis that the problem of child labour particularly child domestic workers is real, and its nature and extents have reached alarming proportions that need immediate attention. It is also evident that this problem can be understood well if this problem is viewed within the context of social change, urbanization and development that are taking place in Tanzania in general, particularly in Kinondoni district. These processes have been instrumental in generating social relations of poverty, rapid spread of HIV/AIDS, intensified poverty and economic hardship. Researchers confirmed that these processes act as essential factors that enforce children, orphans and non-orphans, to engage in exploitative child labour.

The analysis has shown that child domestic workers are predominantly (90%) girls. Many child domestic workers are found in very exploitative, slave-like conditions. These children are highly isolated, due to their invisibility behind closed doors and the failure of existing regulatory mechanisms to protect them. child Domestic workers experience multiple problems, some of them have severe difficulties, suffer consequences in their health, hardships and sexual violence. They have difficulties in meeting their necessary basic needs.

##### **4.2. Recommendations**

The study recommends that the laws which addresses the problem are enacted and enforced.

First, those who deal with Legal Framework in Tanzania has in place legal system that guarantee the rights to every child to getting their basic needs. Additionally, enforcement of sectoral policies that aim to promote the welfare of children, enhance basic opportunities and protect the rights of children. These include: the Education and Training Policies, Child Development Policy, and the Employment and Labour Relations act of 2004. Researchers' opinion is that; what Tanzania lacks is not new laws, but the enforcement of existing laws.

Second, it is recommended to have Institutional Transformation, that is; the expansion of primary education by building more schools and making sure that every child can access primary education easily. The aim is to make sure that all children are able to get education without difficulties. Also it is important to establish more vocational and post-primary technical education institutions where primary school graduates can learn technical skills such as masonry, carpentry, iron works, tailoring, plumbing and others.

Third, it is recommended to strengthen the issues of Advocacy, Awareness rising and Sensitization of community about the problem of Child domestic works. The aim of this is to make sure that people understand the importance of equal access to education between boys and girls.

As a matter of urgency, it is important for the Tanzania to review existing labor legislation and to introduce specific laws for the protection of child domestic workers and the prevention of under age workers recruitment. We should press governments to enforce these new laws and demonstrate their adherence to existing international standards to protect women and children from social discrimination.

The following measures should be given priority:

- i). Implement educational strategies that take into account the unique situation of child domestic laborers, for example, Improved access to education either through evenings and Sunday schools or through non formal or alternative learning systems;
- ii). Life skills programs for the child domestic workers to enhance their capacity to protect themselves and to realize their full potential;
- iii). Expand protective services for domestic workers, especially those at risk and those already trapped in exploitation; and Integrate the recommendations of child domestic workers into policies and practice;
- iv). Engage the active participation of employers in developing solutions to domestic work problems;
- v). Design interventions with broader outlook on social issues that impact on child domestic work, such as poverty and economic hardship, gender inequalities, HIV/AIDS, etc.; and Provide more educational opportunities in both formal and non-formal schools to children.

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