

IDAY PROJECT BANK

Project 80 – Empowering young domestic workers in Kenya through adapted training

Country: Kenya

Beneficiaries: 180 domestic workers (60 per year)

Duration: 36 months

Total budget: EUR 45 261

External financing sought: EUR 32 672

Cost per beneficiary per year: EUR 250

Project promoter: IDAY-Kenya

Context - Project

A regional survey on domestic workers conducted in 2015 by IDAY reported that the number of domestic workers in Kenya hovers around 2 million. Among them, 11% to 24% are under 18 years old and a considerable percentage of adult domestic workers are young with about 80% aged 18 to 30. The survey confirmed that most of them work under detrimental conditions with little if any remuneration. They enjoy few if any benefit from social protection and basic working rights. The general attitude is that a domestic worker is a school drop-out or someone with no or minimal level of education. Also those involved in domestic work do not regard themselves as workers, some with very low self-esteem.

Experiences inside the IDAY network shows that when domestic workers are trained to become professionals, employers tend to regard them with more respect, pay them decent salaries and better acknowledge their labour rights. While the demand to receive professional training is understandably high (86% in Kenya), this is also due to the fact the availability of training facilities for domestic workers is hardly, or not at all available. A reality that contrast the availability of market to absorb domestic workers due to a fast growing middle class in Kenya.

This project aims to contribute to improve the employability of a disadvantaged and highly vulnerable group in Kenya, the domestic workers. The originality of the initiative therefore consists in offering access to vocational training through adapted curriculum (training modules of ½ day) for a period of six months for each cohort, which allows learners to keep their job. Indeed, full-time training is inaccessible for the targeted beneficiaries because of their financial vulnerability. The trainees will need to work and learn simultaneously. The action will focus on impacting trainees with essential life skills that will help to sustain their employment. IDAY research (2015) observed that character has been one of the causes of conflict in domestic work, employer labor relation. The project will also aim at influencing employers about the necessity of such training. Employers' involvement is a key element in the success of our approach, thus fostering completion of the training cycle and graduation. This action will also facilitate job placement for the trainees. And lastly this training will focus on domestic workers, currently employed, including the recognition of learning through experience, for this target group.



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Objectives of the project

General

Contribute to protect child and young domestic workers in Kenya.

Specific

Contribute to increase decent employment and employability of domestic workers in Kenya.

Expected results

- > An equipped training center for domestic workers is established in Nairobi.
- > Vocational training for 180 domestic workers is implemented in 1 pilot training center.
- > An adapted and accredited training curriculum of domestic workers is available.
- > Trained domestic workers are placed in different homes and agencies for employment.
- > Trained domestic workers are recognized and appreciated by employers.