



Workshops and Training

Global Action Programme on Migrant Domestic Workers and their Families

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Trade Unions Workshop on Decent Work for Migrant Domestic Workers in Zimbabwe Macheke Lodge, Zimbabwe, 18-19 March 2015

Zimbabwe Domestic and Allied Workers Union (ZDAWU) and Zimbabwe Congress of Trade Unions (ZCTU) conducted a workshop to develop an action plan to promote decent work for migrant and national domestic workers. The workshop was a follow-up to the Tri-National Workshop Lesotho-Zimbabwe-South Africa held on October 2014 in Johannesburg. A total of 25 representatives of the unions and their branches participated in the meeting, 6 of them had also been at the tri-national workshop in Johannesburg.

The workshop, taking place in the context of the Global Action Programme on Migrant Domestic Workers and their Families (GAP-MDW), led to three important outcomes: i) formulated strategy for ZDAWU on organizing domestic workers and gaining support of stakeholders, NGOs and community leaders for the ratification of the ILO Convention 189, based on revised national action plan formulated in Johannesburg; ii) agreed a Domestic Workers' Rights Awareness Package and pre-migrant awareness tool, built on global best practices and tools/methods for migrant workers' rights; iii) discussed possibilities of consolidating, simplifying and translating into main languages the legal rights of domestic workers provided under their Employment Regulations, SI 377/92, and other relevant legal provisions of the Labour Act 28:01 and the Constitution, including Convention 189 as part of domestic workers' rights awareness raising.

The findings of the study on migrant domestic workers, conducted in Zimbabwe under the auspices of the GAP-MDW, contributed to the discussion providing a historical analysis of Zimbabwe's political, socio-economic and labour market policies and contextualizing the factors driving in-migration, out-migration, and return. Outlined in the report legal, policy and regulatory frameworks, that govern gender, domestic work and migration in Zimbabwe, helped to identify relevant tools and mechanisms for the targeted protection and empowerment of migrant domestic workers in the Zimbabwe-South Africa corridor.

