

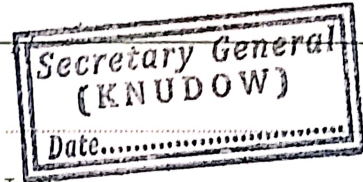


KENYA NATIONAL UNION OF DOMESTIC WORKERS (KNUDOW)

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OFFICE

Our Ref: KNUDOW/1/2025

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To:

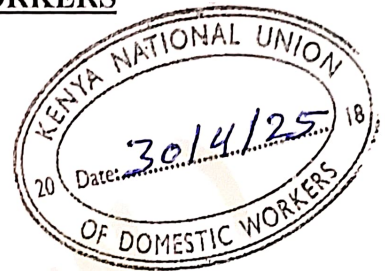
Tel. No:

30th April, 2025

Date:

KENYA NATIONAL UNION OF DOMESTIC WORKERS

OPERATION AND CHALLENGES



INTRODUCTION:-

Kenya national Union of Domestic Workers is a trade union movement in Kenya; registered under Employment and Labour Relations Act according to the Labour Laws of Kenya as a Government.

Registered in the year 2020 on 10th Sept, it has been operating according to the laws of the Land discharging its mandate as required according to its constitution as deposited at the Registrar of Trade Union Office.

The office of the Kenya national Union of Domestic Workers is located at the Central Business District of the Capital City of Nairobi – Kenya; COFFEE PLAZA, 7TH FLOOR – DOOR 7A – HAILESELLASSIE AVENUE.

Domestic as a Sector covers quite a number of employment department's e.g helpers, watchmen, cooks, gardeners, cleaners and so far it has the potential to see what this group of employees are also given a chance to see that they earn wages that are protected by law. Their status has also been seen to be treated with respect and dignity it deserves since we began championing for their rights in Kenya today. This union has become an eye opener in the field of Human Rights within the Labour force.

HEAD OFFICE, COUNTY OFFICE AND SUB-COUNTIES SHALL USE THE SAME LETTERHEADS OF THE UNION

The burden was overwhelming before the union came in to the rescue of the larger number in this sector.

It's our hope and belief that after reading this page you'll be able to partner and assist us championing for their rights in a wider scope.

STRATEGIC PLAN

The Kenya National Union of Domestic Workers has laid down measures to make sure the future covers a wider range of area to see that many of these employees can be reached, educated as far as their rights are concerned.

The Kenya National Union of Domestic Workers currently has a team of volunteers as organizers interacting with these members but requirement of resources to enable us move into a wider area is still wanting. We need to employ larger number of organizers in all the regions within the republic and educating them on how to have a meeting with them in a monthly basis, approximately 100 (one hundred) and on a week end. This requires resources to enable us carry out this effectively. Here we require for donors and well-wishers to support this noble cause since we'll require well trained staff to run his program for the benefit of many. This will be done through Media, social Media and Radios setting up our programs that will educate those who work in this sector. Brochures will be put in place with information easy for them to understand both English and Kiswahili as main languages spoken in this country. This will also help the employers to understand that domestic workers are employees like any others; which deserve respect and dignity during such operations. Respect of whom respect is due and honour to whom honour is due.

INTEGRITY:-

This is a choice and requires discipline in oneself. Many workers of domestic sector have been caught in between. Reason being temptations and limitations.

Some workers are never trusted and some employees are also tempted in various ways as we may sight here below:-

1. Responsibility over wealth/property of employer and meager salary on the part of employee especially house helps. Some house helps have been caught on matters stealing by servants some money or valuables like ornaments. Watchmen have been connected with some robberies and police term them “inside job” since investigations reveal no signs from outside the gates. To defend such cases become so delicate and challenging, some workers are jailed or fined beyond their ability hence losing jobs.
2. Employers especially male are tempted, sexually, luring female employees into sex. Sexual harassment is common to the extent that at some point police is involved when such workers fail to comply and they lose jobs. Those who comply are given some extra coins on top of wages due to vulnerability.

This has brought even health challenges in this sector. HIV and AIDS become rampant due to unprotected sex. Some female employers have also been occasionally involved due to either their partners going on business trips that take some days away from home. This is more so with “shamba” boys and home drivers and even watchmen. We say “love has no boundary”. It moves like a Hydrogen molecule. Some challenges are violence on workers and fighting of work places, dress codes and sabotage.

ACCOUNTABILITY

Kenya National Union of Domestic Workers has from its inception trained most of its members to be accountable in whatever they have been assigned to do. Their environment must be made protected and any property made secure such that there's no issue of negligence on their part.

In most cases; loss of property and even destruction have been realized where domestic workers are a signed to and when investigations are carried out; it ends up being considered as an inside job; where did we go wrong? The union is out to train a modern worker in this sector to consider this job like any other jobs and can change their lives like any other jobs considered better than this ; just like any white colour job.

To be brief this union has tried to bring up members who are honest, caring, respectful, orderly and competent in this areas to enable a conducive working environment to work with others.

This kind of team work have made all under this union be respected in their work stations due to their standard of cooperation and discipline.

Last but not least; due to the cost of living and the number that require daily contact to the members as we also deal with their cases every now and again; we appeal for those who can partner with us to enable us sustain this kind of seminars and assistance the members/sector can be accorded.

TRANSPARENCY

Kenya National Union of Domestic Workers have made this sector of Domestic workers to be transparent as much as possible to enable them be entrusted by their employers in various department. This sector has a team that works more closer to these Bosses than any other.

The union has encouraged its members to learn on better ways of communication so as to bring message home when such needs arise.

Communication to convey the right information is power. It creates bonding and better relationship at these work places and minimises unnecessary cases that can be settle between employer and employee respectively.

To continue building a formidable team we require your support for a better future. Divided we fall and united we stand.

UNION INTO THE FUTURE

Transformation:-

Kenya National Union of Domestic workers is working forwards transforming this sector into a formidable Union that will enhance the standard and bring members from all walks of life. This will make domestic sector, be recognized like any other since

we'll be having members who are trained and informed in their respective areas of employment.

Kenya National Union of Domestic Workers is ready to make this sector great again by transforming the attitude, respect, standard of living, investment through Saccos and make sure they fit well in the society through dignity they will be accorded.

OPERATIONAL AND SERVICE EXCELLENCE

The Union will be operating in all the regions in Kenya.

Our targets are homes and institutions that are engaging people of likeminded.

Our services will be broad based such that all members will be attended to and information will be in the media; if possible through print media & television.

Seminars and organization will remain consistence in line with our Constitution.

CULTURE AND PEOPLE

The union will make sure our diverse culture do not interfere with our operation and we'll be serving without discrimination. All men are equal before God hence being treated equally in accordance with their needs. The union members will be encouraged to adopt various environments they will be working in.

The union encourages members to ignore colour of race as the key to better service. Our motto remains "Serve All Equally". Without fear or favour.

From the desk of Secretary General

Mr. Moses M. Shivayilu

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Dated: 09/04/2025

