



WIC NEWS

The monthly Bulletin of the
Women's Information Centre

WOMEN'S INFORMATION CENTRE

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Project supported by the
Italian Government, and
implemented with the
technical support of the
Italian Association for
Women in Development

"Institutional Strength-
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Community Develop-
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dren"

N. 8

April 2004

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FROM WIC'S MANAGEMENT

Dear Readers,

Welcome to **issue no 8** of the **WIC News** bulletin. You will find issues on Child Domestic Labour in Tanzania and on Creative Job Hunting.

The **Ministry in Action** section brings you one article on what the Permanent Secretary of the Ministry of Community Development, Gender and Children Mrs. Hilda Ausi Gondwe said at the Golden Tulip Hotel when she was closing a four days planning workshop on Early Childhood Development and HIV and AIDs on 13 April 2004.

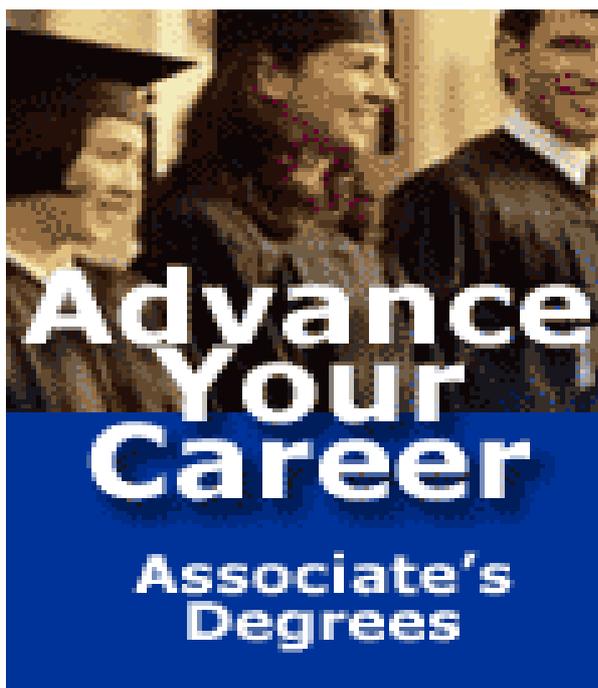
The second article is about the training course on the Logical Framework and Project Cycle Management at Mwanza, organized by the Women's Information Centre under the AIDOS/MCDGC Project for District Community Development Officers responsible for planning in the Lake Zone including Kagera, Mara, Mwanza and Shinyanga regions.

On page six there is information on acquired books and information materials at the Documentation Centre. Useful websites and abstracts of the key documents related to the contents of this bulletin are also provided.

Your comments are welcome,

Enjoy the reading.

WIC Management.



ISSUES

**CHILD DOMESTIC WORKERS IN
TANZANIA**

A tradition of having children, especially girls, involved in domestic chores has existed in Tanzania for a long time. It is quite normal for a parent to send his or her child to live with a relative within the clan for a certain period, believing that the child would benefit more training in family life skills.

In the old days, this arrangement was also used to enhance relationships among members of the clan or between family friends. Furthermore, for poor families this was a way of reducing the burden of bringing up many children by enabling relatives to assist. However, mainly due to the deteriorating socio-economic situation, this tradition has been eroded. Instead children are working more and more as domestic workers to supplement their family income or to look for their own income, as parents are not able to support them.

Most of the domestic workers are between 13 and 15 years old, although some of them are as young as 6 years, and the majority of them are girls. Many of them do not finish primary education or do not even start school. Some of them are working under very difficult conditions and face a lot of hardship at work. They are assigned heavy tasks for very long hours waking up before the family wakes up and only go to bed when the family has gone to sleep. They normally work seven days a week and do not have holidays. Their salaries are very small if they get a salary at all. Their employers or other members of the family including the husband physically and at times sexually abuse them. The children have no job security and can be fired any time, they are denied their basic rights, such as the right to education, the right to rest and the rights to play and be with their peers, activities critical for their health development.

In Tanzania the law prohibits employment of children under the age of 12 years, but under strict conditions those between 12 and 15 years are allowed to work. (Employment ordinance of 1956, cap 366, as amended by the Employment Ordinance No 5 of 1969, and Employment Regulations) (Restriction of Employment of Children), GN.12 of 1957, regulation, therefore, anyone who employs a child below the age of 12 years is committing an offence.

The National Education Act no 4 of 1978 as amended by the Education (Amendment) Act of 1995, states that " every child who has reached the age of seven years should be enrolled for primary education and should attend primary school until completion". Tanzania has ratified the Convention on the rights of the Child, the African Charter on the Rights and Welfare of the Child and the ILO Minimum Age Convention No. 138 of 1973. Nonetheless, the laws and conventions, are grossly violated, as children are still being employed at a tender age and forced to work under difficult circumstances.

It is not easy to clearly identify child domestic workers. Many employers present false identification of their child domestic workers to avoid being accused of violating their rights. This hampers efforts to distinguish between relatives and workers and makes it difficult to assist later. Because most of these children are still very young and do not have sufficient education, they fail to understand and advocate for their rights. Furthermore, due to the fact that they are hidden, they are unable to access information about child rights. Sometimes employers inhibit their access to other people who could make them aware of their rights. As their work is so demanding, they hardly have opportunities to listen to the radio or read newspapers. Sometimes they are not allowed to access the radio.

The lasting solution to the problem of child labour will greatly depend on the general social and economic transformation. Changes of mentality, whereby the society realizes and accepts children as human beings who are able to think and contribute positively to the well being of the entire society, are equally important.

It is only when children have a voice, and that voice is heard, that they can effectively take part in making decisions concerning their lives, including those concerning their employment. To value and listen to children is a priority and a challenge to all of us.

“Most of the domestic workers are between 13 and 15 years old, although some of them are as young as 6 years, and the majority of them are girls”

CREATIVE JOB HUNTING

ISSUES

Creative job hunting is an umbrella term for a number of techniques of job hunting which is designed to tap into some job openings. Less commonly, creative job hunting can be used to try to create a vacancy for example to persuade a company that it needs a person while that person is the one looking for that job.

It is estimated that about 80% of job vacancies are never advertised. Creative job hunting can be used to supplement more traditional approaches. It is more applicable to some career areas than others for example in the media and in advertising. It is used as a good way to approach small and medium sized employers.

Speculative Application

To make a speculative application is to apply to a company when you know that it does not necessarily have a vacancy, but where you feel you have the skills and aptitudes to make you a potential employee. There are three main ways of making a speculative application:

By writing: This is probably the most commonly used. It is the best method if you get tongue tied over the phone or if you do not feel you have the confidence to knock on doors. Normally done by sending in a C.V. or biodata and a covering letter. This is

By phone. This has the advantage of being quick and immediate. You need to prepare a "script" of what points you want to make and questions you want to ask. Companies may ask for a C.V. or biodata as a result of your call.

In person. This cold calling requires courage, self-confidence and a reasonable degree of verbal fluency. For your own personal safety, always tell someone where you have gone. The three methods can be used in combination for example one writes and telephones to arrange a visit.

Hunting through internet. If you are looking for opportunities through internet, you can use the popular search engines like Yahoo, Excite, Lycos, CompuServe, Hotmail, Google and Alta Vista. A website is an electronic publication prepared by anybody who wants to put across information. It can be on an individual, a group or an institution. There are websites on job opportunities prepared by employers.

Websites for job search in Tanzania:

<http://jobslide.com/directory/Country/Tanzania/>

This website provides a lot of information on chances for employment, having a ready-made range of job opportunities in a databank and job search slot for those seeking employment in Tanzania. It has extensive job listings and job descriptions for Tanzania including part time and state jobs. It also provides an exclusive section to help those who want to work while at home, with job training packages. There are also interview preparation services and free sample Questions & Answers and many other classified job hunting resources. One can as well enrol free on an online employment register for employers and candidates.

http://65.110.68.184/jm/publish/job_4335.html

This site is a gateway to Jobs and Consultancies in International Development and Environment. It gives fast-track job hunting service to subscribing members, free jobs e-newsletter. It also provides for recruiters and employers a chance to freely Post & Circulate jobs on this website and to e-subscribers.

***“It is estimated
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SEVENTY TWO THOUSAND CHILDREN IN TANZANIA ARE BORN INFECTED WITH HIV AND AIDS.

THE MINISTRY
IN ACTION

The Permanent Secretary of the Ministry of Community Development, Gender and Children has said that about seventy two thousand children in Tanzania are born infected with HIV and AIDS annually.

Mrs. Hilda Ausi Gondwe disclosed this when officially closing a four days planning workshop on Early Childhood Development and HIV and AIDS held at the Golden Tulip Hotel in Dar es Salaam recently.

She said that studies show that HIV and AIDS is the greatest single threat to Tanzania's security and social economic development as it is currently placing an ever increasing pressure on the country's resources through raising medical expenditure, absenteeism from work, training for filling in vacant posts, labour shortages resulting from morbidity and mortality and poverty as a result of the eroding away of the productive group in the societies.

Mrs. Gondwe narrated that the worst impact that the AIDS pandemic has inflicted in our societies is the pain and suffering of the AIDS orphans, and added that many of these children are frequently shunned by the society, denied affection and care, drop out of school and are left with inadequate resources to fall back on.



Mrs. Hilda Ausi Gondwe

She emphasized on engendering the plans to combat the HIV and AIDS pandemic that the gender needs of both the boy child and the girl child to be looked into since they are all vulnerable.

Early Child Development (ECD) refers to the combination of physical, mental and social development in the early years of life. During early childhood, patterns of behavior, competency, and learning are initiated and established and socio-environmental factors begin to modify genetic inheritance, brain cells grow in abundance, and significant gap can have a negative impact on life-long development. The first years last a life time.

Early Child Development includes all interventions directed at children or their caregivers, preferably integrated as a package of services that support the holistic development of the child.

The Objective of the ECD workshop was for participating countries to develop a multisectoral program that focuses on the health and welfare of affected HIV and AIDS infected children and orphans of the age of 0-8 years.

The participants to the ECD Workshop were from Ghana, Zambia, Malawi, Rwanda and the host country Tanzania. The workshop was financially supported by UNICEF and the World Bank.

“HIV and AIDS is the greatest single threat to Tanzania’s security and social economic development as it is currently placing an ever increasing pressure on the country’s resources”

TRAINING COURSE ON THE LOGICAL FRAME WORK AND THE PROJECT CY- CLE MANAGEMENT .

THE MINISTRY

The Women Information Centre (WIC) under the AIDOS/MCDGC Project has organized a five days training course on the Logical Framework and the Project Cycle Management to the district community development officers responsible for planning for officers from Kagera, Mara, Mwanza, and Shinyanga Regions for the Lake Zone. This took place at the Bank of Tanzania Training Institute in Mwanza region. The training was officially opened by the Regional Commissioner for Mwanza, Mr Daniel Ole Njoolay who thanked the WIC management for inviting him to be the guest of honour at the opening ceremony.

Mr Njoolay appreciated the role played by the Ministry of Community Development, Gender and Children in addressing social problems in Lake Zone regions. He further pointed out that the training course is a key to community project planners for sustainable development.

He said that the Lake zone is facing problems of refugees and internally displaced people because of the civil war in neighbouring countries. It has problems of labour exploitation, extreme forms of child labour especially in mining, fishing and cattle herding, the Zone is afflicted by the killings of elderly women who are suspected of witchcraft, the plight of street children and the oppressive cultural practices such as wife beating, child marriages and the like. In conclusion he wished all participants good deliberations and proper application of the skills acquired in their respective work place.



Participants of the training course with the guest of honour, the Regional Commissioner for Mwanza Hon. Mr Daniel Ole Njoolay

The objective of the training was to impart knowledge and skill on the logical framework, as a tool for project management. Participants were enabled to formulate practical plans to allow for sustainable development for use of available local resources and entrepreneurs.

The participants learnt the meaning of the logical framework, the matrix it use, its advantages and limitations. Furthermore they learnt about the project cycle and its four key steps which are project design, project appraisal, project implementation and project evaluation. The other achievement was that the participants were able to understand the problem tree, the objective tree and the alternative tree as well as how to identify lessons learned for improving future activities.

The participants of the training course were district community development officers, responsible for planning in the Lake Zone regions of Kagera, Mara, Mwanza and Shinyanga. The facilitator of the training course was Mrs Martha Luleka, who is the Senior Lecturer of Moshi Cooperative College, Dar es Salaam Wing. The Italian government through the Italian Association for Women in Development (AIDOS) funded the training.

“The objective of the training was to impart knowledge and skills on using the logical framework as a tool for project management”



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The views expressed in
this bulletin do not
necessarily represent
the views of the
Minsitry of Community
Development, Gender
and Children

WIC DOCUMENTATION CENTRE

The WIC documentation centre is pleased to inform its readers about the newly acquired handbook entitled: "A guide for training women economic groups: project for promoting the linkages between women's employment and the reduction of child labour" by ILO, 2003. This is the English version of Swahili edition of 2002 that provides education on enhancing women's socio-economic empowerment and child labour reduction, with a focus on the type of women's employment and working conditions. It guides the formation of women's economic groups and training on a wide range of issues. It also targets training for community leaders and other civil society groups, it can be adapted to suit the environment, time and the target group.

ABSTRACTS OF KEY DOCUMENTS RELATED TO ISSUE No.8

CHODAWU experiences on strategies to combat child labour in the domestic sector/ by ILO-IPEC and CHODAWU. - Dar es Salaam (Tanzania): CHODAWU, 2001.

This booklet explains the CHODAWU experiences in withdrawing the working children and the provision of alternatives to working children and their families. It also explains the strategies used to withdraw the children from child labour and constraints faced by the union in the course of implementing the programme. The achievements realized, lessons learned and the future plans are summarized.

Women @ internet: creating new cultures in cyberspace/ edited by Wendy Harcourt. - London (UK): Zed Books, 1999. - xvi, 240 p.: bibliog.; fig.

This book reflects on the type of cyber culture women are creating including the borders, exclusions and silences they encounter. It presents women forging new frontiers, working with the new communication and information technologies in their local and global settings. The emphasis is on the dynamism of culture and of communication; it demonstrate how the internet can be used to empower women to negotiate the global and make it a local space and conversely, to inform and change global cultures.

Prevention of HIV transmission from mother to child: strategic options/ by UNAIDS. - Geneva: UNAIDS, 1999.

This is one of the UNAIDS Best Practice Series on its campaign against the scourge of the AIDS pandemic. This particular paper focuses on strategic intervention options by policy makers and health services practitioners in reduction of incidences of HIV mother-to-child transmission. It reviews key issues for consideration in policy-making and proposes ways in which the strategy can be home-tailored. It also discusses issues like: conducting pilot projects, benefits of the package, ethical questions and cost-effectiveness of the strategy.

USEFUL LINKS

<http://www.eldis.org/static/DOC13709.htm>

This is the official website for a Sub-regional project on eradicating child domestic work and child trafficking in six West and Central Africa countries, working together for the eradication of the worst forms of child labour. It links to a document entitled: "Actions for eradication of child labour and trafficking, West and Central Africa" by ***Anti-Slavery International, 2003***. It presents the Code of Conduct for improving the treatment of child domestic workers and child victims of trafficking, as well as recommendations for action at government and project partner level.

<http://www.findajobinafrica.com/findajobinafrica/Links.jsp>

This website provides an environment that facilitates the connection between recruitment agencies and employers with jobseekers wherever located. It aims at building robust and enduring productive human capacity for the continent, thereby bridging and closing the gaps in African human capital base. It is an interactive portal through which job seekers can post their CVs onto a database which now consists of 589 employers and 373 recruitment agencies within and outside Africa.

<http://www.synergyaids.com/caba/cabaindex.asp>

This web link is for Children Affected by AIDS (CABA) discussion forum developed by the U.S. Agency for International Development (USAID), as a mechanism for facilitating discussion and information exchange on efforts to mitigate the impact of HIV/AIDS on children, families, and the communities in which they live. As the severity of the HIV/AIDS pandemic escalates, USAID foresaw the need for this forum as a means for accessing timely information and also as an effective strategy to assist children orphaned or otherwise affected by AIDS.