PREVALENCE REDUCTION INNOVATION FORUM

ESTIMATING THE PREVALENCE OF FORCED LABOR AMONG DOMESTIC WORKERS IN TANZANIA

PRIF LEARNING SERIES

New York University

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Center on Human Trafficking Research & Outreach
School of Social Work
UNIVERSITY OF GEORGIA

NYU Marron Institute of Urban Management

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COMHESWA

BACKGROUND AND CONTEXT

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- The United Republic of Tanzania is described as a “source, transit and destination country for men, women and children subjected to forced labor and sex trafficking” according to the 2022 TIP Report
- The government of Tanzania does not fully meet the minimum standards for the elimination of trafficking (2024 TIP Report)
- Tanzania is a hotspot for migration and transnational trafficking for domestic servitude
- No studies have been done on the prevalence of domestic servitude in this population

TARGET POPULATION AND SETTING

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- Our study population was limited to adult domestic workers (i.e., 18 years or older) who had returned within the last two years to Zanzibar or Tanzania from working as domestic workers in another country

- Sampling activities took place in Temeke District in Dar es Salaam and the districts of Mjini and Mjini Magharibi in Unguja, Zanzibar

PROCEDURES

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- **Introduction** - ATS; Ministry of Health, TaESA & Zanzibar Department of Labor
- **IRB** - Commission for Science and Technology (COSTECH) & Zanzibar Research Committee (ZRC)
- **Recruitment and Training of Research Assistants**
- **Community Awareness for Local Government Authorities** - Temeke, Mjini and Mjini Magharibi Districts
- **Conducting Household Surveys**
- **Conducting Surveys** - Identified during household survey
- **Generating Seeds for Link Tracing Survey**

RECRUITMENT & TRAINING RESEARCH ASSISTANTS

PREVALENCE REDUCTION INNOVATION FORUM

AWARENESS IN TEMEKE DISTRICT

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AWARENESS for SHEHIAS at MJINI & MJINIMAGHARIBI, ZANZIBAR

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HOUSEHOLD MAPPING EXERCISE

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PLOT SURVEY AT TEMEKE DISTRICT

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CONDUCTING SURVEY

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STSRS METHODOLOGY

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Stratified Simple Random Sampling (STSRS) Design

- Sampling began with a mapping exercise to generate a sampling frame of households with domestic workers
- Enumerators then returned to households identified in the mapping exercise to apply the survey
- STSRS was expensive in the context of this study because of large financial resources needed to complete the mapping exercise for constructing the sample frame

MULTI-WAVE/LINK TRACING SAMPLING (LTS) METHODOLOGY

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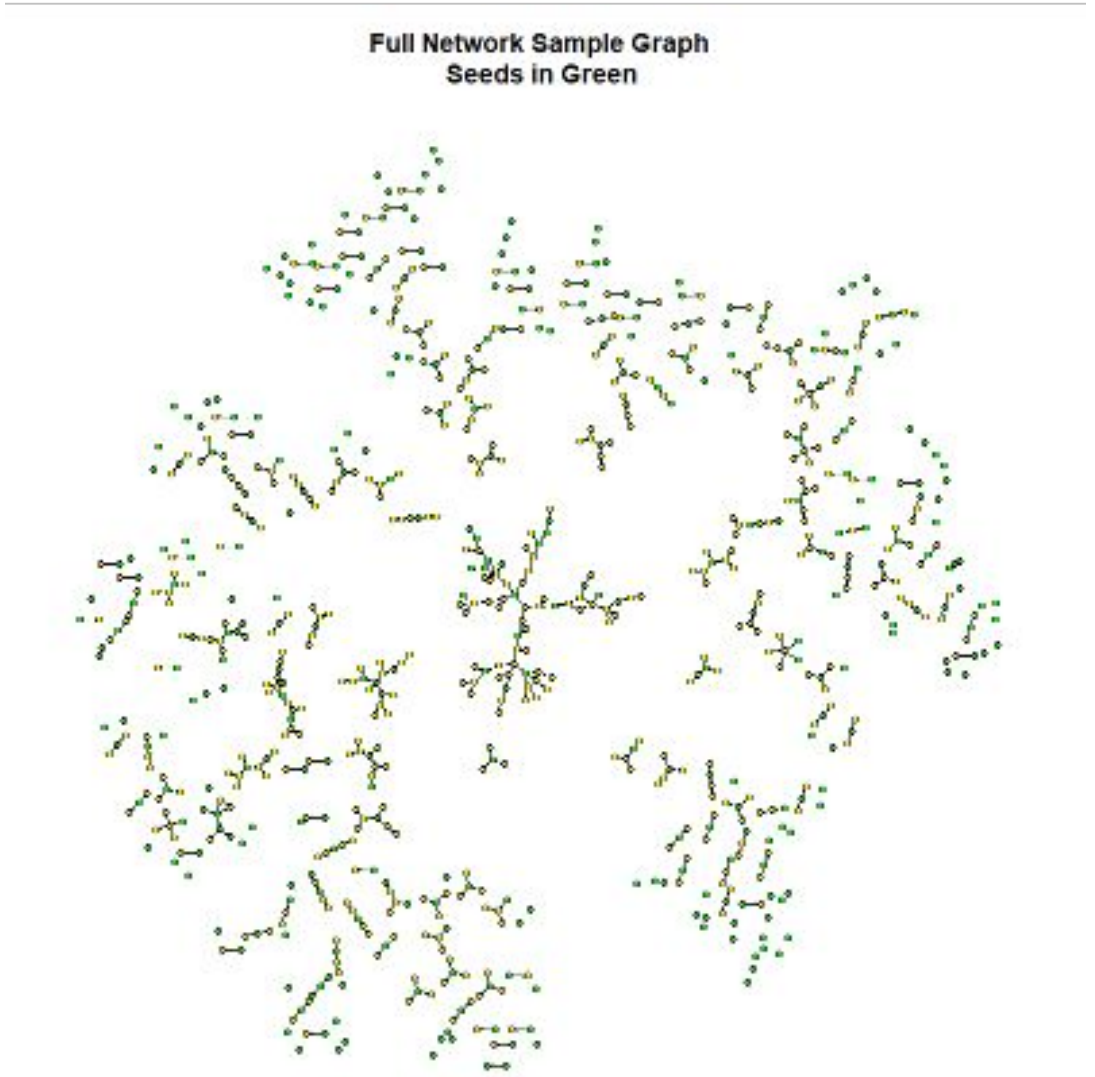
- LTS works well when attempting to reach hidden populations or areas that are impractical to approach
- Initial respondents were pulled from the households identified in the mapping exercise and were then asked to refer other domestic workers within their network
- LTS identifies a larger number of seeds than RDS n=345
- Difficult to implement in this context with a highly mobile population because of challenges in tracking and tracing links which is required for LTS



POPULATION ESTIMATES FOR THE METHODOLOGIES

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- **STSRS methodology** → total number found through mapping and sampling procedures was 2,180* but an efficient estimate of population size could not be obtained

- **LTS methodology** → Point estimates for the target population were in disagreement (isolated seeds and limited networks) and ranged from approximately 2000 to 16,000

*Sample weighting was based on an ad-hoc method, with details provided in the final report

ESTIMATING PREVALENCE OF DOMESTIC SERVITUDE

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To qualify as a potential victim of domestic servitude, respondents need to meet either of the following two thresholds:

- **Threshold 1:**
  - Having to perform sex acts, to pay off debt or receive wages
  - Losing freedom of movement, due to surveillance, experiencing isolation within the workplace, or losing the freedom to communicate with friends or family

- **Threshold 2:**
  - Made up of 10 categories of indicators including abuses during recruitment, employment practices and penalties, personal life and properties, degrading work conditions, debt bondage, and violence
  - A potential victim needs to have experienced two or more of the abuses from two separate categories

STSRS PREVALENCE ESTIMATION

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- Final sample of **1,052** unique individuals
- **Overall rate of domestic servitude** (combining Thresholds 1 and 2) at **69.1%** (weighted population estimate of 68.5%)
- **38.1% of the sample met Threshold 1** with a population-estimated rate of 36.1%
- **65.5% of the sample met Threshold 2** with a population-adjusted rate of 65.1%

LINK TRACING PREVALENCE ESTIMATION

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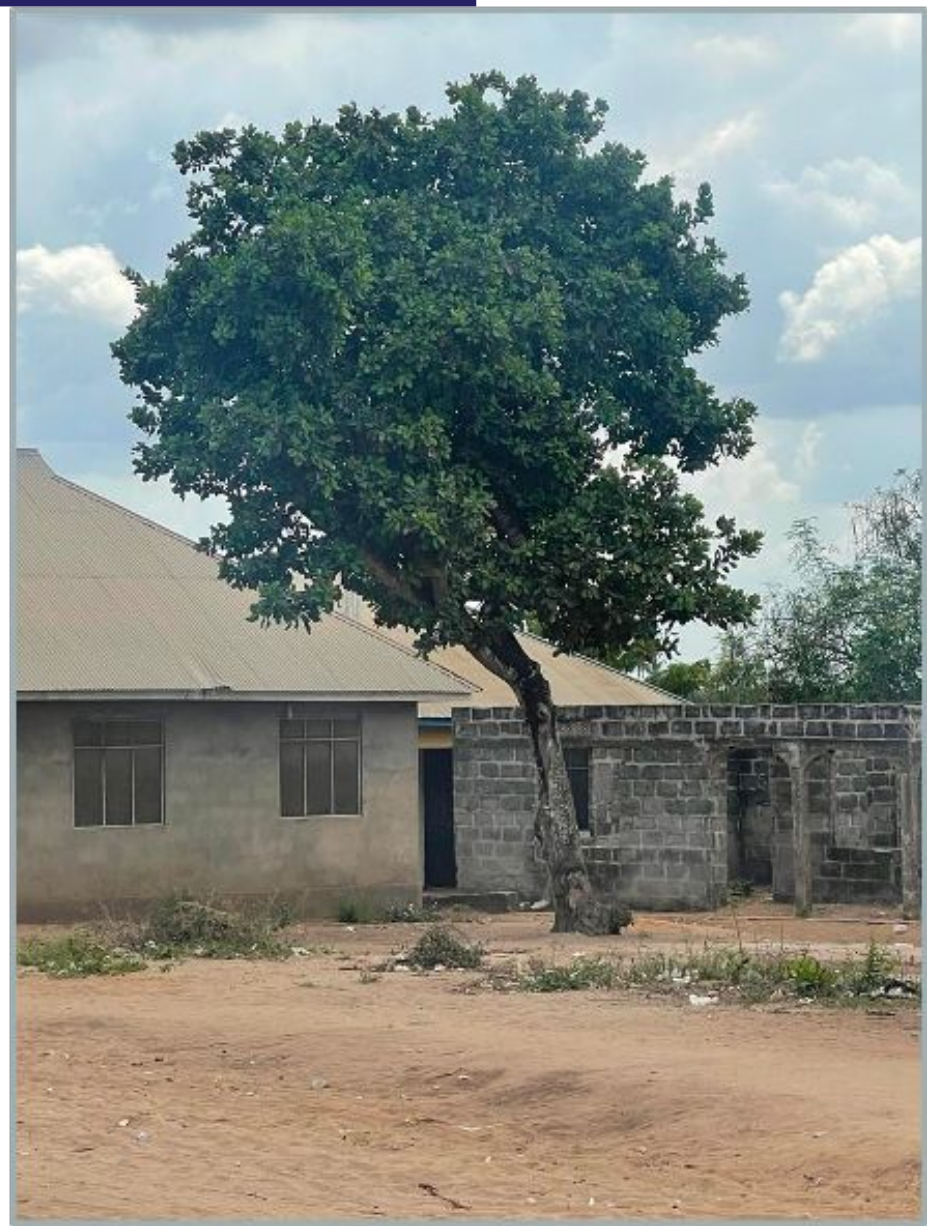
- Final sample size of **788**
- **Overall rate of domestic servitude at 59.9%** (weighted population estimation 59.1%)
- **27.5% of the sample met Threshold 1** with a population-estimated rate of 27.0%
- **56.5% of the sample met Threshold 2** with a population-adjusted rate of 55.4%



DEMOGRAPHIC PROFILES for BOTH METHODOLOGIES

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- **Over 70%** of domestic workers in Tanzania were **between the ages of 26 and 40** in both samples
- **32-36%** of respondents in both samples were **currently married in a monogamous relationship** and **about 28%** of both samples had **never been married**
- **85-86%** of both samples had **at least one child,** and **over 1/3** of the sample reported having **3 or more children**
- **Over 90%** of respondents in both samples reported that their **highest level of education** was either **primary school or ordinary level**

EMPLOYMENT CHARACTERISTICS

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- Tanzanian domestic workers were **primarily traveling to Oman**, with **87.88% of the sample** reporting that as the last country in which they worked, followed by the **United Arab Emirates** with **7.06% of the sample**
- Only about **14% of STSRS** respondents and **18.5% of LTS** respondents reported that they **attended a pre-departure training by TaESA**, and almost equivalent percentages reported that they did not know what TaESA was
- **43-44% of participants** in both samples **did not know their employer was supposed to take them to the Tanzanian embassy** on arrival in their destination country
- **51.6% of STSRS** respondents and **43.4% of LTS** respondents reported being **forbidden to leave the workplace**
- **14% of STSRS** workers and **8.5% of LTS** workers reported having **experienced physical violence**, and **15.6% of STSRS** workers and **11.3% of LTS workers** reported having **experienced sexual violence**

SEEKING HELP

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- Of those who reported experiencing any of the workplace abuses in the survey, **55.6% of the STSRS** sample and **50.6% of the LTS** sample **reported seeking help**
- Workers reported getting help mainly from the Tanzanian embassy/consulate or from an employment agency/broker
- The most common services received were **mental health support or help returning to Tanzania**
- When asked about the reasons for staying in the job, common responses for both samples were **loss of wages and withholding of identity cards**
- **22.6% of the STSRS** sample and **19.2% of the LTS** sample reported **they were not ultimately helped**

COMPARING THE METHODOLOGIES

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- Both strategies worked well but provided **discrepant estimates within and across strategies for the population size**, due in part to difficulties in accurately estimating population size based on the household methodology and small networks with sparse overlap that weren't sizable enough to reach the desired LTS sample size
- The **STSRS approach was much easier to implement** because of the significantly **reduced complexity in tracking and tracing** which is required for LTS
- On both Threshold 1 and 2, **STSRS identified a higher rate of violations than that of the LTS**, which indicates that the STSRS method might be more effective in uncovering trafficking violations than LTS for this population
- **LTS might be an effective option** in contexts with **limited national census data or knowledge of population demographics**, as the **STSRS required large financial resources** to complete the mapping exercise for constructing the sample frame
- **LTS may not be the most efficient method for a highly mobile population** as the targeted sample size could not be reached through peer recruitment and the study population size estimators were found to be largely discrepant with wide confidence bands

CHALLENGES, STUDY LIMITATIONS, & LESSONS LEARNED

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- Data collection was limited to three districts in Tanzania and Zanzibar, thus limiting its generalizability
- We were unable to implement a full-fledged NSUM design, thus making any NSUM-related conclusions open to alternative interpretations
- The transitory nature of this population and small networks with sparse overlap meant we were unable to reach the desired LTS sample size or get an accurate estimate of network size and linkages for the LTS portion

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***Wezesha Kazi Salama*: Reducing Domestic Servitude Through Capacity Building in Tanzania**

INTERVENTION 1: COMMUNITY AWARENESS

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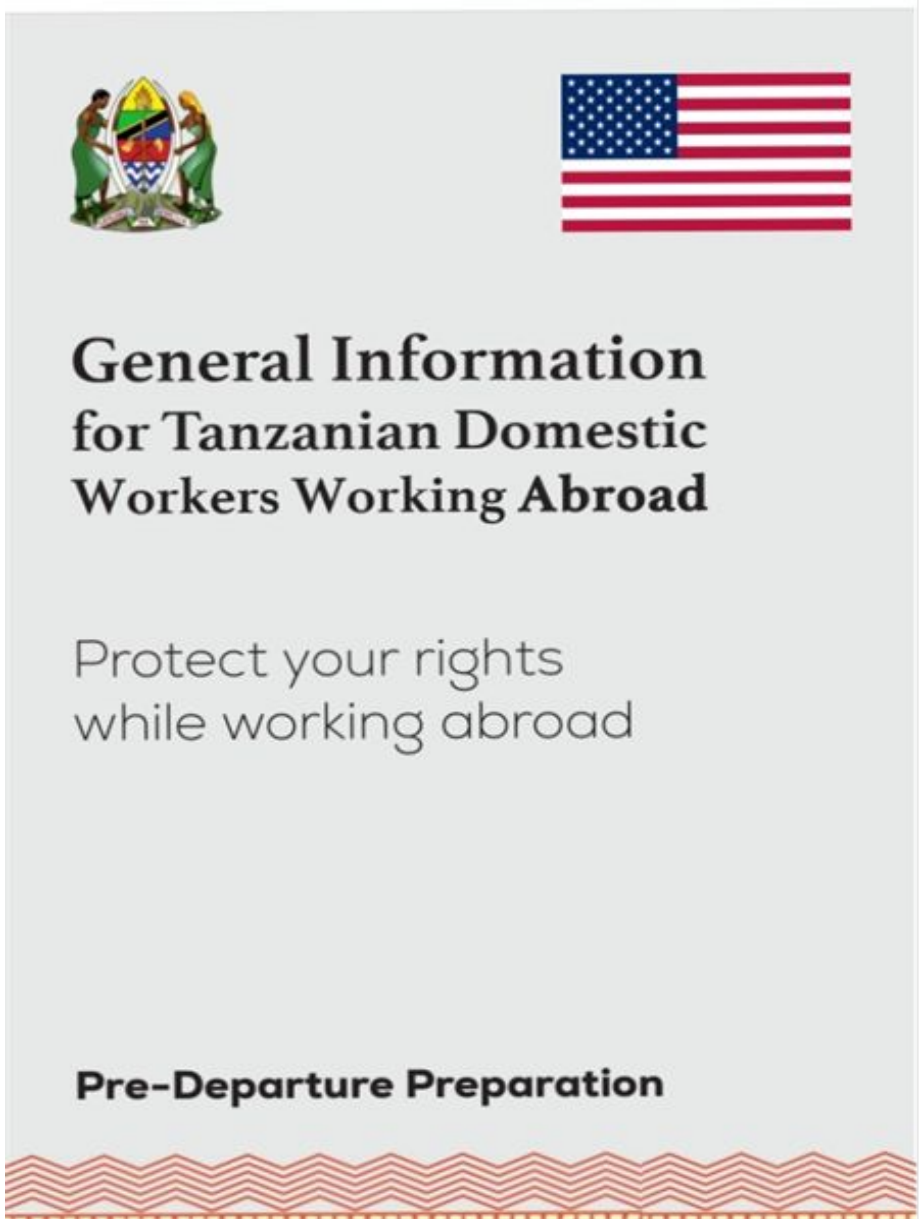

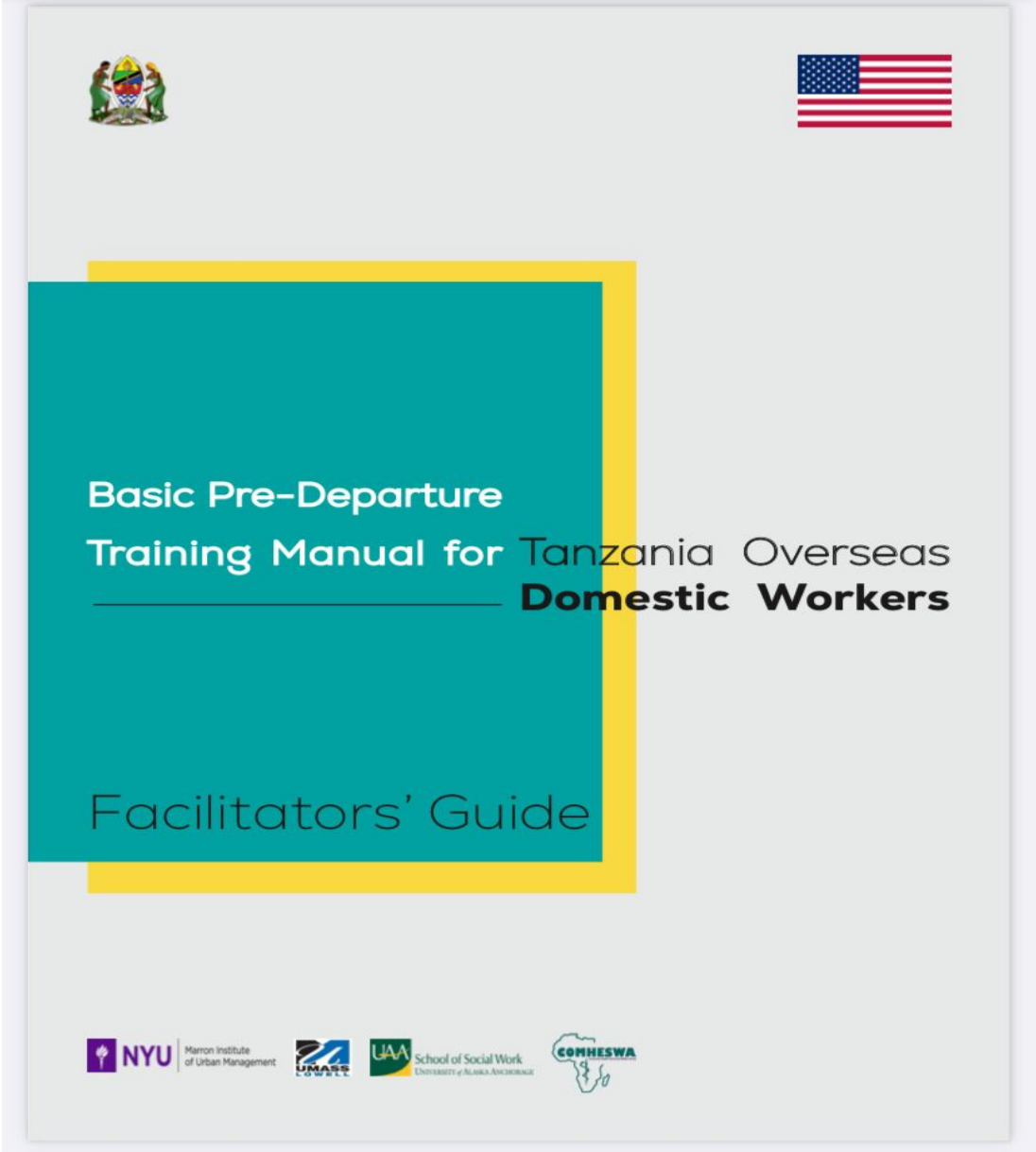

IEC MATERIALS

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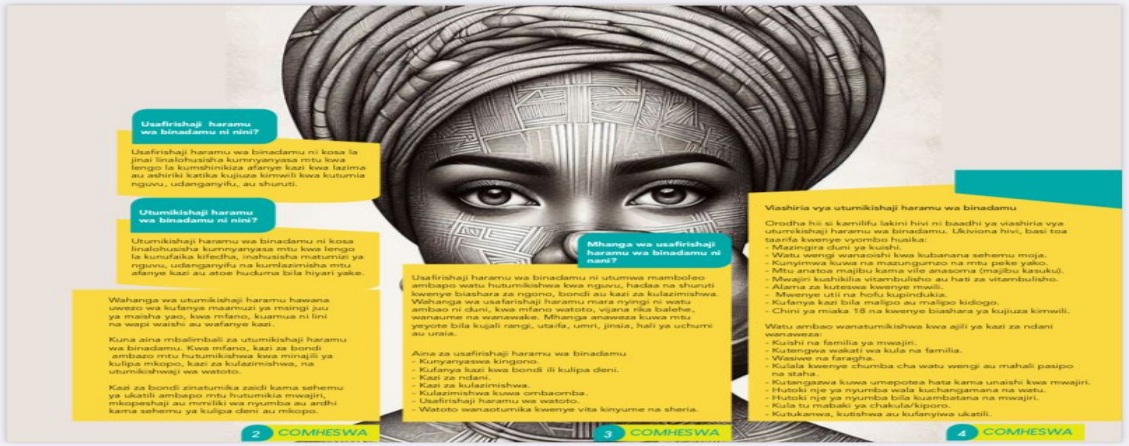

INTERVENTION 1: COMMUNITY AWARENESS

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Pretest Before Performance

INTERVENTION 2: PRE-DEPARTURE TRAINING

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Two-Day Intensive Training

Topics:

- Overview of labor exploitation and trafficking
- Know your rights
- Help seeking
- Contracting and negotiation
- Risk assessment
- Mental health
- Gender-Based Violence

INTERVENTION 2: PRE-DEPARTURE TRAINING

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Peer training through the use of experienced returning domestic workers

INTERVENTION 2: PEER TRAINING THROUGH EXPERIENCE SHARING

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INTERVENTION 3: IDENTIFY & TRAIN RECRUITMENT AGENCIES

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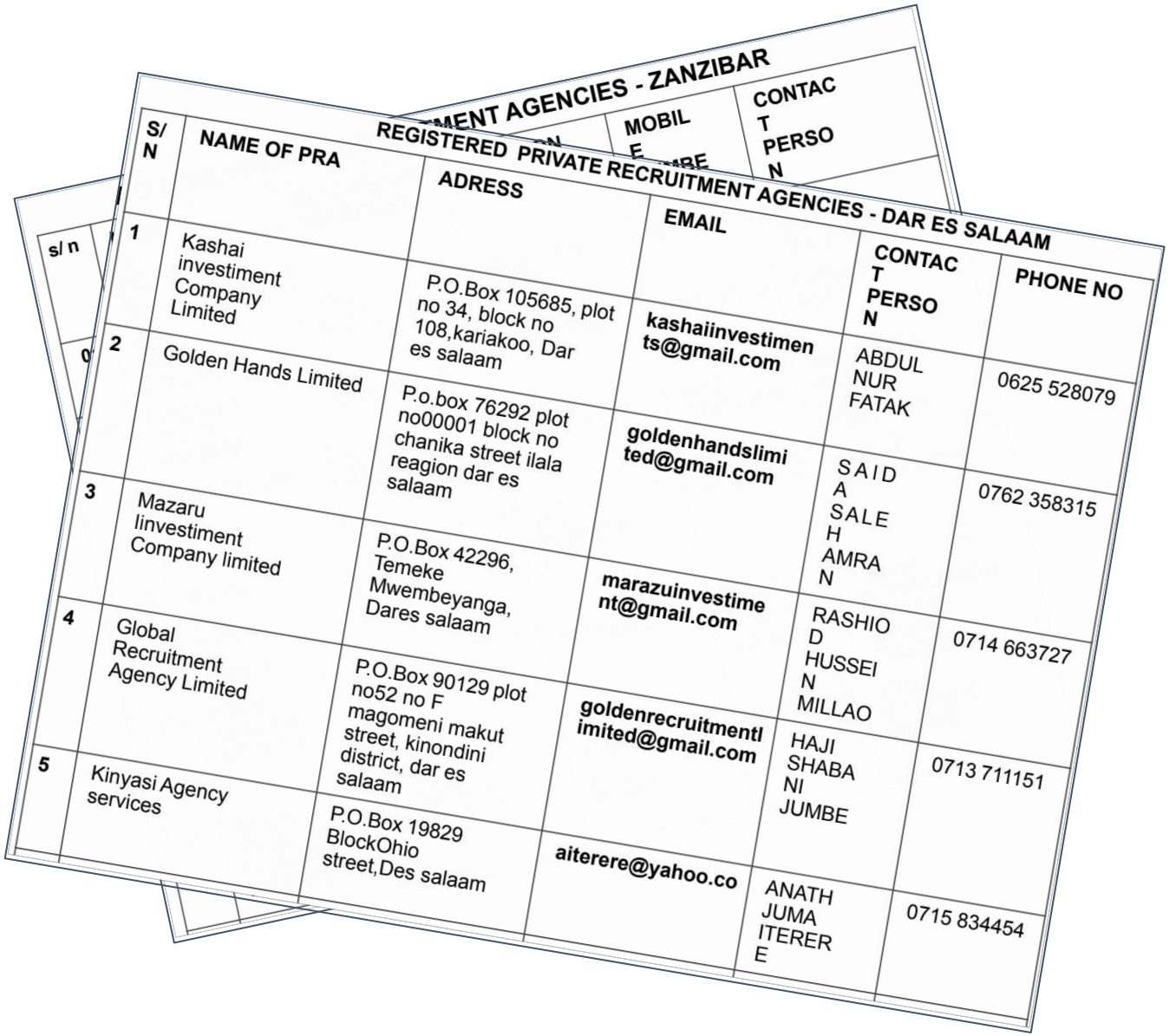
- Create awareness of formal government recruitment system
- Awareness of existing TIP laws & Policies
- Discuss their role on reducing risks associated with TIP
- Promote them to work with informal recruiting agencies/brokers



REGISTERED PRIVATE RECRUITMENT AGENCIES - DAR ES SALAAM

S/N	NAME OF PRA	ADRESS	EMAIL	CONTACT PERSON	PHONE NO
1	Kashai investiment Company Limited	P.O.Box 105685, plot no 34, block no 108,kariakoo, Dar es salaam	kashaiinvestiments@gmail.com	ABDUL NUR FATAK	0625 528079
2	Golden Hands Limited	P.o.box 76292 plot no00001 block no chanika street ilala reagion dar es salaam	goldenhandslimited@gmail.com	SAIDA SALEH AMRAN	0762 358315
3	Mazaru linvestiment Company limited	P.O.Box 42296, Temeke Mwembeyanga, Dares salaam	marazuinvestiment@gmail.com	RASHIOD HUSSEIN MILLAO	0714 663727
4	Global Recruitment Agency Limited	P.O.Box 90129 plot no52 no F magomeni makut street, kinondini district, dar es salaam	goldenrecruitmentlimited@gmail.com	HAJI SHABANI JUMBE	0713 711151
5	Kinyasi Agency services	P.O.Box 19829 BlockOhio street,Des salaam	aiterere@yahoo.co	ANATH JUMA ITERERE	0715 834454

INTERVENTION 4: VOCATIONAL TRAINING

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- **Vocations:**
  - Baking
  - Decorations
  - Driving
  - Tailoring
- Classroom & Practicum Training
- High Demand for Vocational Training

VOCATIONAL EDUCATION AND TRAINING AUTHORITY (VETA)
UNITED REPUBLIC OF TANZANIA

INTERVENTION 4: VOCATIONAL TRAINING

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FOLLOW-UP AND TRACKING

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- Post Vocational Training
- Post-departure through Whatsapp, Phone calls & social media
- Peer support creation through Whatsapp

SOME TAKEAWAYS

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- Involve domestic workers
- Form partnerships
  - Recruitment agencies
  - Government (Local & Central)
  - Banks
- Be open to learning and unlearning
  - E.g. adjust training to the level of education of participants
- Clarify expectations (e.g. high demand for vocational training)

AND....Don’t Forget To Sing!

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Asante!!