

2018  
**Social  
Protection  
Conference**  
KENYA

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**“Bridging the Missing Middle:  
Social Protection for the Informal  
economy: Opportunities for  
promoting Universal Access to  
all”**

Subject: The case of Kenya Union of Hair and Beauty  
Workers

Presenter: Cecily Mwangi

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# CHOOSE ONE – SECTION –



# Union Background



- Established in 2009
- Registered in 2010
- Coverage - National

**Giving voice and protection to unionizable workers in the Hair and Beauty Industry. Informal Sector (Salons, Barber and related services)- 80%**

**Formal Sector (Manufacturers of Hair Piece and Beauty products, Sale and Distribution of related products)\_ -30%**



**Current paid up members- 10,000 recruited from both formal and informal**

# Vision and Mission



- To be a lead trade union, to promote, protect, defend and safeguard workers' rights in Hair and Beauty Industry, in the Republic of Kenya.
- To enhance workers rights through Education, Policy Advocacy and Best Practices for Social, Economic and Cultural Development.



# Union: Social Protection- SACCO



- Hair & Beauty Savings and credit Co - operative Society(Sacco) registered in June 2015
- About 25% of members in the organized /collectively bargained social protection bracket in regard to working conditions.
- About 75% - unorganized/informal sector of the industry and outside structured collective bargaining. This group is the main focus of the SACCO and has actually informed the formation of the SACCO in the Union.



# Union-SACCO: Prospects



- Sector has a potential of an estimated 2.5 million members.
- The union is a catchment area for socio-economic development of some of the most vulnerable citizens.
- Capacity for contribution towards family poverty eradication, general participation in productive ventures and socio-economic growth and development.
- Building and nurturing a much needed savings and investment culture amongst members



# Benefits of the union



- An invaluable sense of solidarity, security and security.
- Loans to members for School fees, Medical bills, Bereavement, Dowry , Investment, Other emergencies.

Loan disbursement to date: 115 members, at Ksh. 820,000.

- The SACCO has recorded 80% loan recovery rate, an indication of prudence the investments, returns and general acceptance of the SACCO.



# Challenges



- Membership organizing and recruitment;
- Hostilities by employers
- An underdeveloped culture and awareness of the essence of savings and investment;
- Exposure to occupational hazards (chemicals, ergonomics, STDs ,HIV/AIDS etc);
- Child labour ( especially girl child) exploitation;





# Challenges



- Operating without a wages regulatory order;
- Job insecurity, high labour turn over and poor pay (commission based) leading to erratic and irregular SACCO contributions;
- Insufficient occupational skills founded on equally insufficient education background;
- Gender inequality;
- No research has been carried out in Hair and Beauty Industry, hence no data to guide policy and planning.



# Linkages



- Training in savings and investments in partnership with Ministry of Co operatives.
- Training in social security in partnership with NHIF and NSSF.
- Training in leadership and management development for both Union and Sacco leaders and members in partnership with COTU, ILO, FES, UNI GLOBAL UNION and EATUC.

# Way forward



- A comprehensive survey of the sector
- Training on savings;
- Streamlining the industry - (formulating an industry specific wages order);
- Directorate of OSH to roll out a programme on safety and health in this industry;
- NITA in consultation with the Union to develop a skills training and improvement for this industry;





- Coverage through pensions and health insurance
- Global Exposure for the union to learn the best practices in SACCO management.
- Union- SACCO to establish links and networks for joint partnership in social protection programmes.
- **A PLEA TO THE NATIONAL AND INTERNATIONAL ORGANIZATIONS HERE TODAY- PARTNER AND WALK WITH US TO REALIZE FULL BENEFITS IN THIS NOBLE CALLING.**





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**THANK YOU FOR YOUR TIME**

