DPAK
DOMESTIC PROFESSIONALS ASSOCIATION OF KENYA

DPAK SAVINGS AND CREDIT CO-OPERATIVE SOCIETY



DPAK: Empowering Domestic Workers, Building Prosperous Futures.

2026

Transforming Lives Through Dignity, Community, Professional Development and Financial Inclusion

Organization Profile

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THE PROBLEM WE SOLVE

Underpayment isn't just exploitation it's compounded by workers lacking formal skills, knowledge of their rights and obligations, and any community to turn to. Negotiated one-on-one and in private, low pay becomes normal. That same isolation shuts them out of the financial system too.

Limited skills & knowledge

- Many Domestic Workers enter the sector with no formal training
- Little knowledge of contracts, rights, or obligations
- A mismatch between employer expectations and worker capability

No community, no voice

- Underpayment negotiated in private, one worker at a time
- No peer network to compare terms or push back
- Isolated even when exploitation is common knowledge

Financial exclusion

- No payslips or collateral for formal banks and saccos
- Left to informal, often costly credit
- No institution built around their working reality

Skilling and professionalization raise pay and confidence; community ends the isolation; DPAK Sacco is the financial institution built for domestic workers' reality.

Source: Kenya labour and ILO reporting on domestic work; CBK/KNBS/FSD Kenya FinAccess Household Survey 2024.

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OUR VISION & MISSION



OUR VISION

A world where every domestic worker is respected, professionally recognised, financially secure, and free from exploitation and violence.

OUR MISSION

To empower domestic workers through community, professional development, advocacy, mental wellness, and financial inclusion – enabling them to grow, thrive, and lead dignified lives.

THE SPARK: WHY DPAK EXISTS

Before DPAK, Elizabeth was working as an accountant. Two encounters and the observation that followed set her on a different path.

The Facebook post

- A mother's panicked post: her domestic worker had just quit, hours before a big presentation
- The comments were full of employers facing the same struggle

A domestic worker's story

- Lured to Nairobi with a promise of paid school fees
- Worked unpaid until she left – and raised her own fees through domestic work

What the observation showed

- Workers caught between neglectful employers, unsupportive families, and weak enforcement
- Underpayment, long hours and abuse - women and children most vulnerable
- Laws existed, but poor enforcement left workers unprotected

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The pivot

Quit accounting to start an agency solving employers' struggle to find and keep reliable domestic workers

The mismatch

Discovered employer expectations often exceeded what untrained workers had ever been equipped to deliver

The founding

Founded DPAK with domestic workers in 2017 to professionalize the sector and build community

FOUNDER'S STORY: FROM ACCOUNTANT TO DOMESTIC WORKERS ADVOCATE

Elizabeth started a domestic worker training and placement agency to solve a problem she saw across Nairobi: employers struggling to find and keep reliable help. But inside the agency, she saw the mismatch from the other side too – employers expecting a professionalism that untrained workers had never been equipped to deliver, while workers were underpaid one by one, in private, with no community to turn to and little knowledge of their own rights.

That's why professionalization sits at DPAK's core: skilled, confident workers command better pay. And because even skilled domestic workers remained locked out of conventional banks and saccos , no payslips, no collateral, no institution built around their reality - DPAK Sacco followed. Together with domestic workers, she built both.



OUR DUAL-PILLAR ECOSYSTEM

DPAK operates through two complementary pillars working together to empower domestic workers: the Association builds community and advocates for rights, while the Sacco provides financial tools for prosperity.

Pillar 1

DPAK Association

Community , Professional Development & Advocacy

Pillar 2

DPAK Sacco

Financial Literacy & Affordable Financial Services

2.2M+

Target Reach

Kenyan Domestic workers across Kenya and Beyond

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DPAK ASSOCIATION: BUILDING COMMUNITY & PROFESSIONALISM

- **Community Building**
  Peer networks and support groups.
- **Professional Development**
  CPD Framework: Beginners → Skilled Professionals → Elite certification pathway.
- **Advocacy & Rights**
  Know Your Rights campaigns , Safe Homes and legal protection initiatives.

The DPAK Association serves as the foundation for community building and professional growth among Kenya's domestic workers. Through structured programmes and peer support networks, we create pathways for dignity, development, and collective advocacy.

Our holistic approach addresses not just skills development, but the overall wellbeing and rights of every member we serve.

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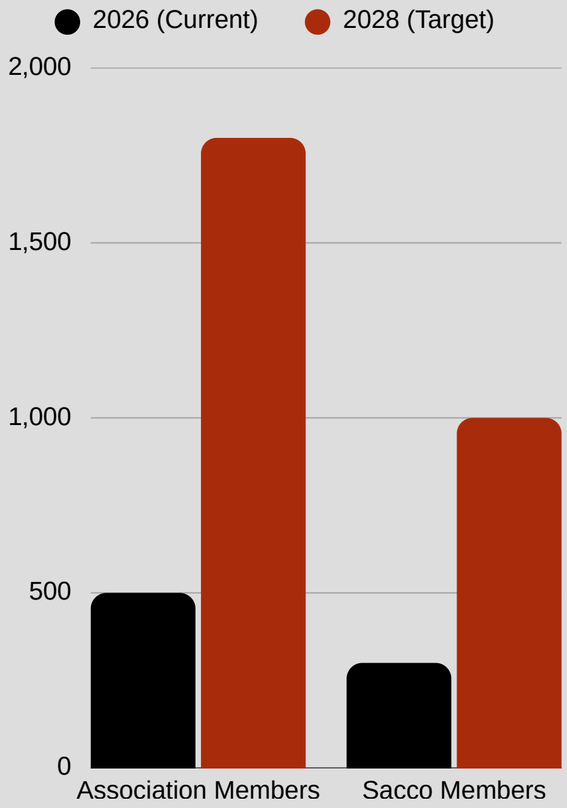
DPAK SACCO: FINANCIAL INCLUSION & EMPOWERMENT

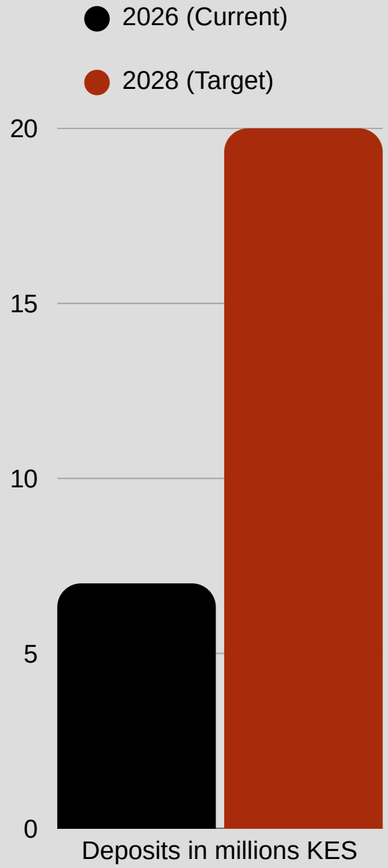
- **Savings & Credit Services**
  Affordable loans and flexible savings plans.
- **Financial Literacy**
  Education programs for budgeting, saving, and smart money management.
- **Member-Owned Cooperative**
  Democratically governed by and for domestic workers.

DPAK Sacco provides domestic workers with accessible financial services through a member-owned cooperative model. We believe financial independence is the foundation for dignity and prosperity. Through savings products, affordable credit, and comprehensive financial education, we empower members to build secure futures for themselves and their families.

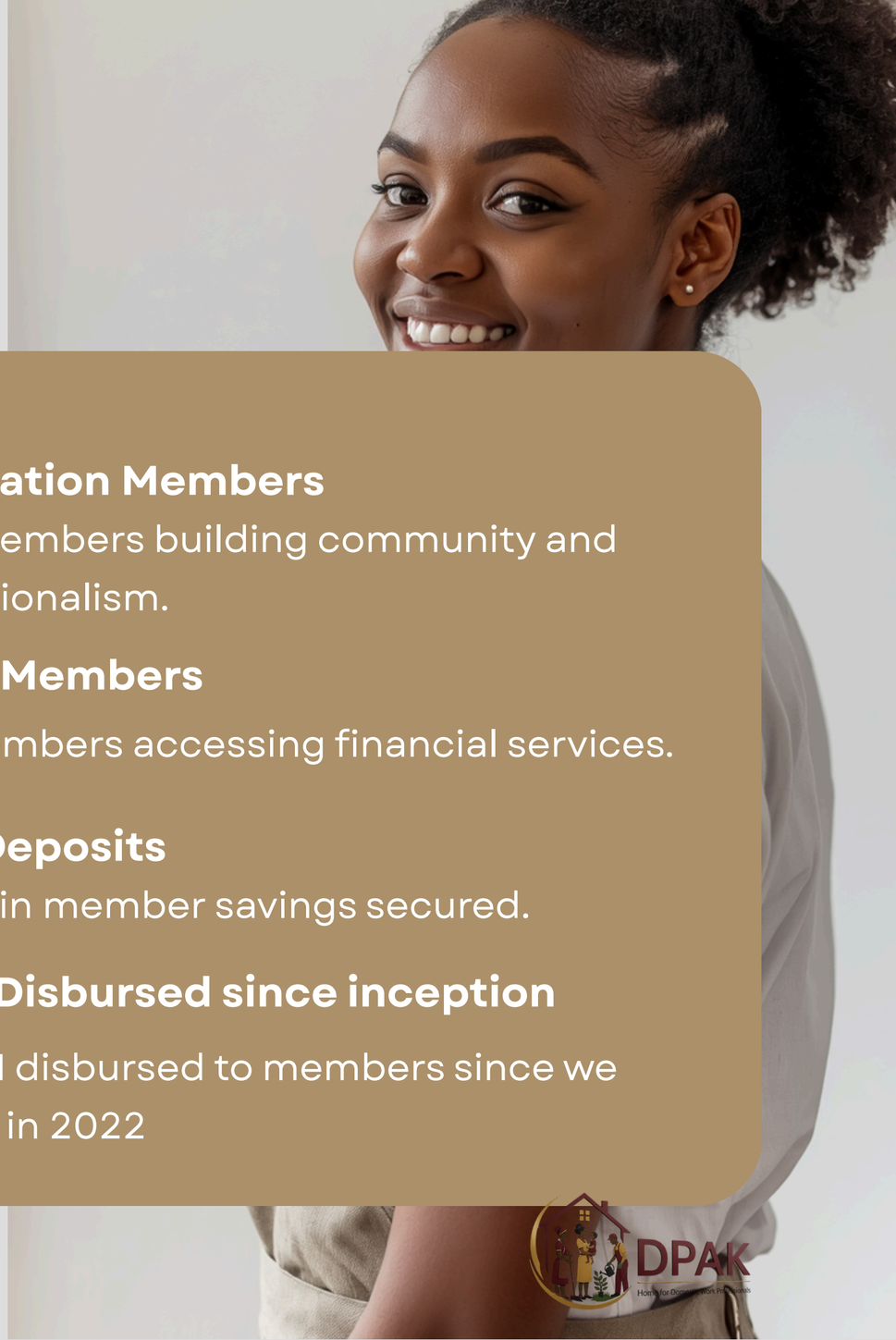
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OUR IMPACT AT A GLANCE





- **Association Members**
  500+ members building community and professionalism.
- **Sacco Members**
  300 members accessing financial services.
- **Total Deposits**
  KES 7M in member savings secured.
- **Loans Disbursed since inception**
  KES 14M disbursed to members since we started in 2022



IMPACT STORY: FRIDAH'S JOURNEY

Fridah was earning KSh 7,000 a month in a Nairobi estate , far less than she'd been promised. Underpaid, unheard, and denied off days, she reached out to Elizabeth through Nelisa, the TikTok page raising awareness on domestic workers' issues.



FRIDAH

DPAK Champion • Special Kids Nanny Advocate • Sacco Landowners Club member

Before DPAK

- Earning KSh 7,000/month in a posh estate
- No contract, no off days
- Constantly suspected when items went missing
- Felt underpaid and undervalued

After DPAK

- Guided through a proper resignation and job transition
- Enrolled in training school
- Now in a contract-backed job earning above minimum wage (KSh 18,000+)

"DPAK gave me identity. DPAK Sacco gave me dignity."

– Fridah, DPAK Champion

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CORE VALUES THAT GUIDE US

At DPAK, our values are the foundation of everything we do. They shape how we serve our members, build partnerships, and advocate for change.
These principles ensure that every domestic worker we support is treated with respect, given opportunities to grow, and empowered to achieve financial independence.

Dignity

01
Respecting every worker's worth and contribution.

Growth

02
Continuous professional, personal and economic development.

Community

03
Building belonging and mutual support networks.

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Our Programmes

Empowering Domestic Workers every step of the journey



01/ Professional Development :

- **Continuous Professional Development**

02/ Advocacy and Rights :

- **Know Your Rights Campaigns**
- **Safe Homes Initiatives**
- **Policy Engagement**

03/ Mental Wellness :

- **Wellness through Sports & Community Events**
- **Peer Wellness Circles**

04/ Financial Inclusion :

- **Financial Literacy Workshops**
- **Affordable Financial Services**
- **Members Owned Cooperative**

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IMPACT AREAS: OUR FOCUS FOR CHANGE

DPAK's work centers on four interconnected impact areas that address the holistic needs of domestic workers in Kenya.
Each area reinforces the others, creating a comprehensive support system that empowers workers to thrive professionally, personally, and financially.

Community & Belonging

Building networks of support, solidarity, and shared identity among domestic workers.

Professional Development

CPD framework advancing skills from Beginner to Skilled to Elite certification levels.

Advocacy & Safety

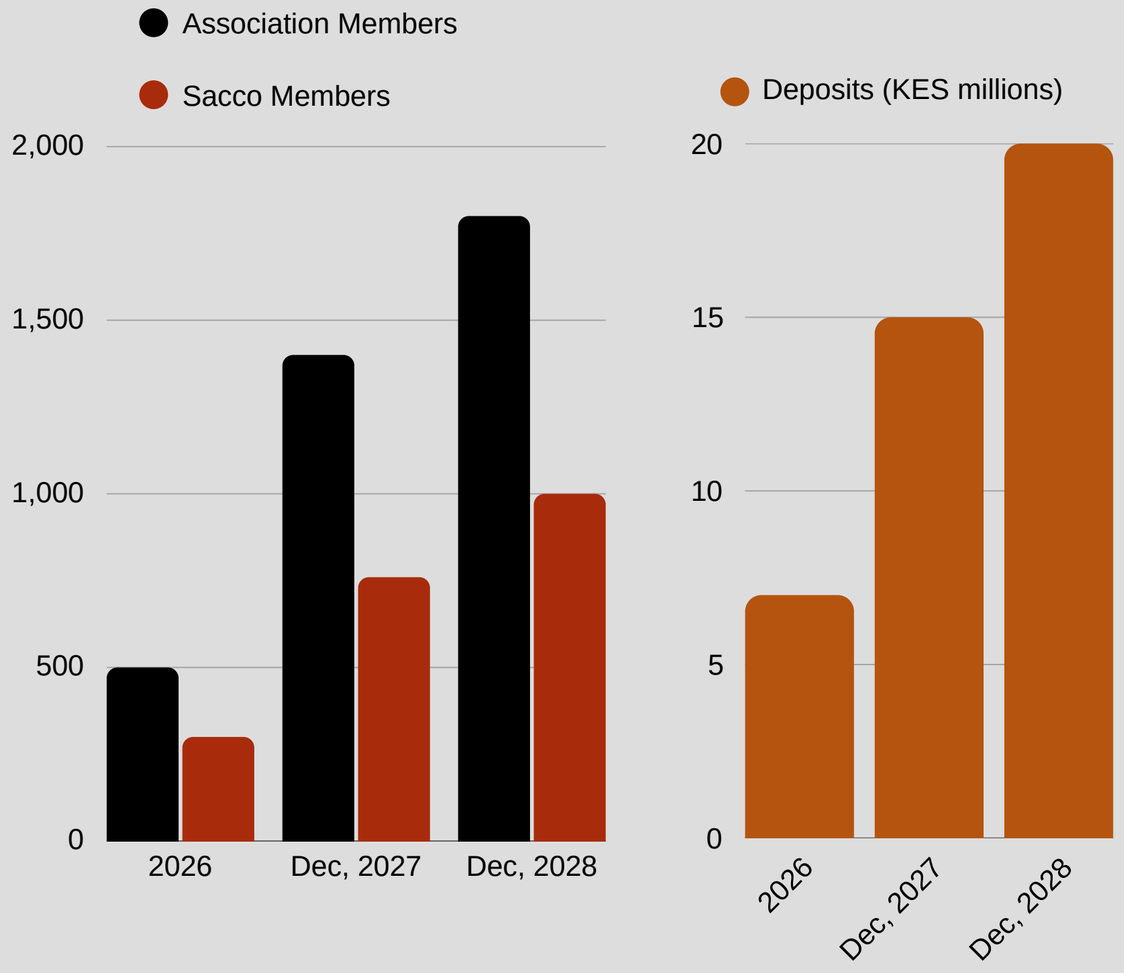
Protecting rights through Know Your Rights campaigns and Safe Homes Initiative.

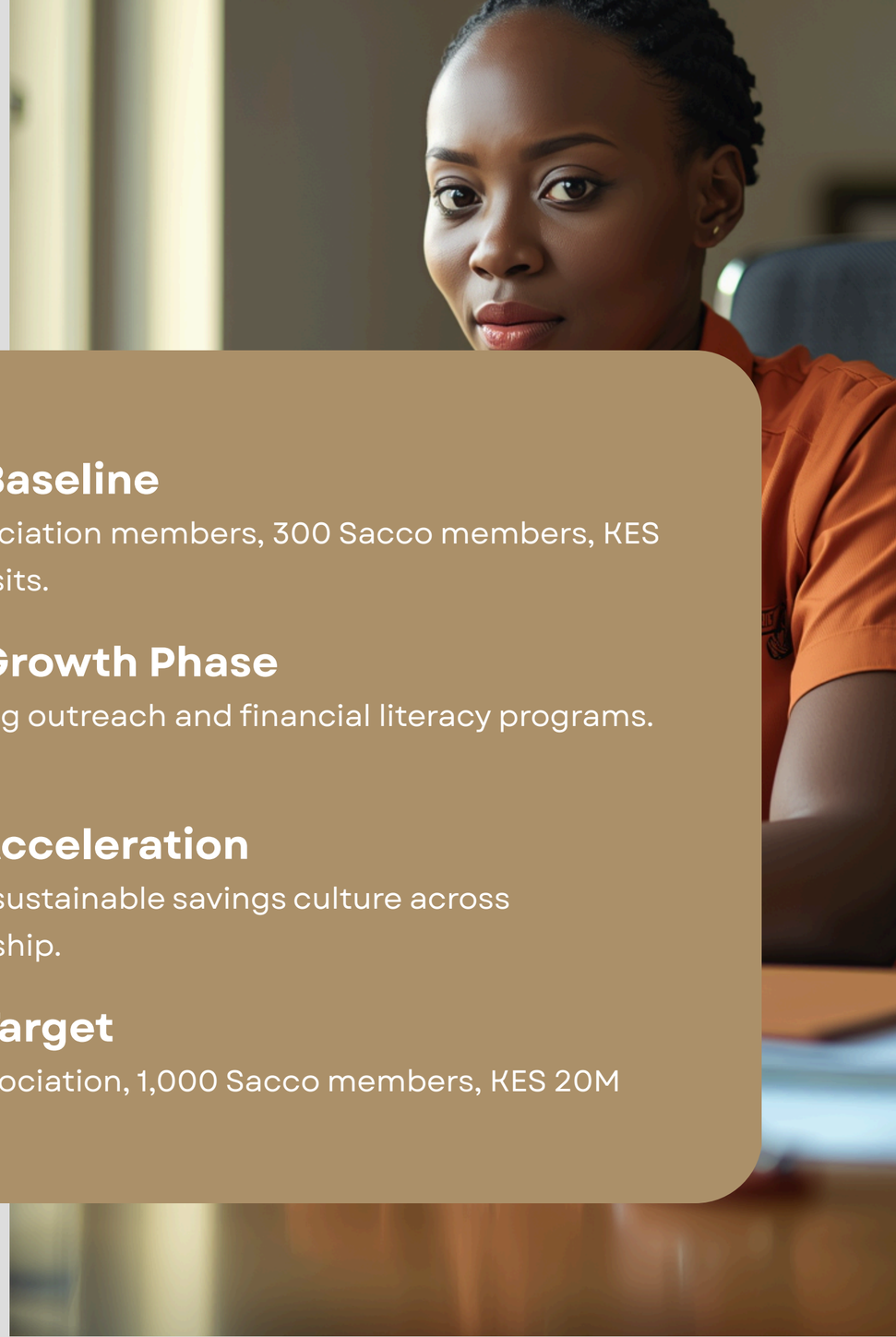
Financial Inclusion

Savings, credit services, and financial literacy for economic independence.

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GROWTH ROADMAP 2025–2028





- **2026 Baseline**
  500 Association members, 300 Sacco members, KES 7M deposits.
- **2026 Growth Phase**
  Expanding outreach and financial literacy programs.
- **2027 Acceleration**
  Building sustainable savings culture across membership.
- **2028 Target**
  1,800 Association, 1,000 Sacco members, KES 20M deposits.

Gallery

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2017–2019
Origins



Training in our members kitchen

2019–2024
Sacco Beginnings



Our first members education day

Ongoing
Chapters



Chapter meeting

Ongoing
Prof. dev.



Digital Safety Training

Ongoing
Advocacy



Board training on governance

2025-2026
Snapshot



Our members at DTA2026 IN Zanzibar



Our first members convening



First Sacco AGM



Chapter meeting



Certification



Wellness event



2025 AGM

GOVERNANCE AND ACCOUNTABILITY

Our dual structure ensures legal compliance and accountability. The Association operates under Kenya's Societies Act, while the Sacco is regulated by Ministry of Cooperatives , guaranteeing member protection and financial integrity.

DPAK Association

Registered under Societies Act of Kenya.

DPAK Sacco

Regulated by Ministry of Cooperatives for compliance.

Democratic Governance

Member-owned with transparent leadership.

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JOIN US IN EMPOWERING DOMESTIC WORKERS

Partner with DPAK to create lasting change for Kenya's 2.2 million domestic workers. Our dual-pillar model combines community building with financial inclusion, offering partners a unique opportunity to drive sustainable impact. Together, we can build prosperous futures through dignified work, professional development, and economic empowerment.



500+

Proven Impact

500+ members empowered with KES 7M in savings mobilized.



100%

Strong Governance

Ministry of Cooperatives - regulated Sacco with transparent, democratic leadership.



3X

Growth Potential

Targeting 1,000 Sacco members and KES 20M deposits by 2028.

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CONTACT & CONNECT WITH DPAK

Together, we are building prosperous futures for domestic workers across Kenya. Thank you for your interest in DPAK. We welcome partnerships, collaborations, and inquiries from organizations committed to empowering domestic work professionals.

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Empowering Domestic Workers

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