International Domestic Workers Federation Regional Conference Africa
Holiday Inn, Dar es Salaam Tanzania
23rd to 27th March 2018

Official opening of the three day Conference at the Holiday Inn, Dar es Salaam 24th March, 2018
1.0. BACKGROUND TO THE CONFERENCE

The Conference of all the African affiliated unions of the International Domestic Workers Federation was convened and took place in Dar es Salaam, Tanzania from the 23rd to the 27th March, 2018. The participants were from 19 Unions with 32 Domestic workers and 12 Union officials and two facilitators, namely Ms. Vanessa Pillay from WIEGO and Ms. Judica A. Lawson former ILO personnel. The affiliates were from Benin-SYNEHM, Burkina Faso-SYNEMAG, Guinea-SYNEM, Ghana-DSWU, Kenya- KUDHEIHA, Malawi-CIAWU, Mali-SYNIATHA, Mozambique-SINED, Namibia – NDAWU, Niger-SYNTHOBRA, South Africa - SADSAWU, Tanzania - CHODAWU, Togo-SYNADOT, Uganda-HTS, Liberia-DOWUL, Ivory Coast-SYTDTEI-CI, Zambia-UHDWUZ, Zanzibar - CHODAWU and Zimbabwe-ZDAWU.

2.0. WORKSHOP OBJECTIVES

The Conference was convened to address the following:

- Review regional and global progress since the establishment of the International Domestic Workers Federation in 2013 and identify priorities for the next five years;
- Prepare for the Region’s contribution to the IDWF second congress that will be held in November 2019;
- Elect the African Regional Domestic Workers Committee;
- Discuss gender based violence, how it affects domestic workers in the work place and strengthen unions’ capacity to address the issue;
- Prepare for domestic workers’ voice to be heard at the International Labour Conference, standard – setting session discussion on ‘Ending Violence and Harassment against women and men in the World of Work. This is in anticipation that the negotiations will lead to either a Convention or a Recommendation or both.

3.0. CONFERENCE METHODOLOGY
With the expected output of the objectives, participatory facilitation methodologies were used including facilitator presentations, sharing of experiences, group discussions and plenary sessions. To ensure full participation by all conference delegates’ interpretation services were provided for Francophone, Anglophone and Lusophone countries.

4.0. FACILITATION ACTIVITIES

4.1. Welcome and Opening Exercise

Mr. Said Wamba, the CHODAWU General Secretary: as the host, welcomed the delegates and thanked the IDWF Secretariat for choosing Dar es Salaam as the venue for the regional IDWF conference. He reminded the delegates that Domestic Workers worldwide operated in precarious conditions of work and it was upon the Trade Unions meeting here, to try and find ways to mitigate conditions that prevailed. Of particular concern were the Migrant Domestic Workers whose migration was to the Middle East, whereby working conditions had resulted in deaths.

Ms. Vicky Kanyoka the IDWF Africa Coordinator, welcomed the delegates officially and took them through the objectives of the Conference, explaining the absence of Senegal which was one of the former affiliate. She furthermore elaborated on the need to expand more activities to West Africa Francophone which IDWF is working at to look for partners to support the affiliates. She further explained the challenge that Africa has, that is the ratification of ILO C 189. The Convention 189 is for Decent Work for Domestic Workers. Currently only three countries had ratified the Convention when compared to other regions like Latin America and Europe.

She emphasized the unions to work hard, build alliance with other partners and trade union centers to lobby, and campaign for the ratification of C 189. She stressed that domestic workers union should be the lead actors like what was done by SADSAWU and SYNEM –Guinea.

More on the challenges faced was the inability to organize in other countries such as Ethiopia as much as it was also one of the sending countries within East Africa of Migrant Domestic Workers. She stressed the need to join hands to protect migrant domestic
workers by making sure that national laws have clauses that protect migrant workers and especially the migrant domestic workers. Also
trade union should make sure they are involved in decision making process in Memorandum of Understanding (MOU) and Bilateral
Agreement -BA with the receiving countries.
She stressed the glaring question of Gender Based Violence that was affecting Domestic Workers at workplaces, thus needed to be
understood by all so as to understand the process and contribute through sharing good practice and testimonies so that it can be solved
at workplaces but also for the discussion in June 2018, as it will be one of the agendas at the International Labour Conference.

The opening was also graced by Mr. Wellington Chibebe, the ILO Country Director for Tanzania, Burundi, Kenya Uganda
and Rwanda. Brother Chibebe thanked the organizers and hosts – IDWF and CHODAWU for giving him an opportunity to make a
few remarks on GBV. He started with statistics that out of the 52.6 million men and Women employed as Domestic Workers
worldwide, 10% were from Africa, with 40% to 50% having experienced unwanted sexual advances, physical contact and other forms
of sexual harassment at work places.

Brother Chibebe reiterated the need for awareness raising, in that it has never been more needed, as evidenced by the program
indicating facilitation scheduled on Gender Based Violence (GBV). GBV was explained as the most prevalent violation of Human
rights in the world, in various ways, it is dehumanizing, pervasive and oppressive.
He explained that the ILO being a UN body, established a policy framework on GBV based on the 1998 Declaration on Fundamental
Rights and Principles at work and the 2008 Declaration on Social Justice for a Fair Globalization which are subscribed to by ILO
member states. The latter states that gender equality and non-discrimination must be cross cutting issues in the four strategic
objectives of fundamental principles and rights to work, employment, social protection and social dialogue and tripartism.

The delegates were reminded of the International Labour Convention of 2009 where a resolution concerning gender equality at the
heart of decent work described GBV as a critical and major global challenge to set a goal of equality between men and women.
Consequently, the ILO policy framework was given a major boost with the adoption of Convention 189 on Domestic workers in June
2011.
It was noted that several countries still lack the knowledge of GBV, and a clear understanding of labour rights.
The ILO Director ended by quoting Mr. Nelson Mandela - former President of South Africa. Quote: *If you want to eradicate Poverty, educate the children of the poor.* End quote.

Ms. Myrtle Witbooi the President of IDWF reminded the delegates of the purpose of their presence at the event. The message that she passed on was very clear in that: a) They had been chosen by workers to lead them and thus they represented the Workers’ voice; b) They were a strong group and in order to maintain the pace, they had to take stock of the last 5 years of their service, evaluate and strategize once again on the way forward. Lastly, they had to maintain the confidence of who they were and celebrate their work.

Emphasizing on what they want as women, Ms. Witbooi reminded the delegates that they were a Women Federation with five years to prove their strength not merely an existence. Being perceived as illiterate was not a deterrent to their achievements, looking at the unionized membership of 570,000, to date.

IDWF President Myrtle, reminded delegates of the qualities of the leaders they needed to elect later. As a region, it was the African leaders who would know what their constituencies want, thus when choosing the African Committee, the representative voice, the delegates needed to choose leaders who had their subject matters at heart.

After IDWF’s President’s speech, there followed introduction of the participants

The Chief Guest the General Secretary of TUCTA – Dr. Yahya Msigwa gave a briefing on the Tanzania Trade Union strength. He further gave a description on how the Domestic Workers were perceived, citing his home area Iringa in the Southern Highlands as formerly being the Hub that produced Domestic Workers for the Dar es Salaam city and whose lives were destroyed as they were often victims of:
(a) Unwanted pregnancies and
(b) Being infected with HIV Aids

The Gen. Secretary stressed the need for Unity amongst the Domestic Workers, networking, and education on self-defense especially when threatened with rape. He gave an elaboration on why it had taken Tanzania a while to ratify citing that the Convention was too broad, making it a challenge to the Government to subscribe to the Domestic Workers’ rights.
Dr. Msigwa further retold the qualities of choosing leaders as he was aware the workshop’s other agenda was in nominating and electing leaders for the African Domestic Workers Network as well as the Executive Committee representative aspirants. Strength and commitment were underlined as being pertinent values for the type of leaders envisaged. The General. Secretary also opined on the loss of direction of some Trade Unions, in that commitment and obligations dearly needed to be adhered to as well as sacrifice for the rights of others. He further urged sharing of experience and networking amongst the 19-member countries not forgetting interrelation about challenges encountered. He also touched on the need to retain the good African cultures. The General. Secretary ended by wishing the delegates fruitful deliberations with resultant solutions to the challenges in place.

A Vote of thanks was given by a Sister Ruth Khakame from KUDHEIHA- Kenya.

Sister Anne Mbise – Project Officer, representing the FES Director joined the delegates shortly after the official opening. She shared the commitment of the Foundation to trade union issues. She explained to the delegates about FES’s support to IDWF as well as Global, Regional, Sub-regional and National Trade Unions as well as commitment to working with both Tanzania mainland and Zanzibar in capacity building in various thematic areas.

**4.2. EVALUATION OF IDWF GLOBAL AND REGIONAL PROGRESS FROM 2013 TO 2018**

Ms. Vanessa Pillay from WIEGO, whose role was to facilitate the evaluation of the 5 years of IDWF, took the delegates through the first two evaluations on Membership Growth and Leadership Development.

Participants were divided into 4 groups according to the zones being: West Africa – Francophone, West Africa – Anglophone, East Africa and Southern Africa.
4.2.1 Presentation of the Evaluation

The IDWF Africa coordinator – Ms. Vicky Kanyoka gave her presentation covering the IDWF Global and Regional Progress from 2013 up to date as follows:

Ms. Vicky Kanyoka the Regional Coordinator and Ms. Vanessa Pillay the Facilitator from WIEGO

<table>
<thead>
<tr>
<th>IDWF GLOBAL AND REGIONAL PROGRESS SINCE 2013</th>
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<tbody>
<tr>
<td>i.  IDWF in Africa, Asia, Europe, Latin America – Caribbean and Northern America came to being.</td>
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<tr>
<td>ii. Few TU’s for Domestic Workers in Africa;</td>
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<td>iii. Endorsement of the first Constitution of the IDWF was done and the Executive Committee was chosen, consisting of the General Secretary and Vice President and Africa produced the 1st President;</td>
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<tr>
<td>iv. There were 66 affiliates from 53 countries with 570,000 members; In Africa there were 21 affiliates in Africa but the number has been reduced to 20 affiliates as Senegal is currently dormant, but the situation is being worked on;</td>
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<td>v. IDWF database is in place and is used.</td>
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vi. IDWF Strategic 5yr Plan is in place that is from 2015 to 2020;

vii. The IDWF has extended to the MENA region (Gulf states – where migrant DW’s head to). Currently, there is a Coordinator Ms. Mariella but it is difficult to establish a Union there;

viii. Most of the affiliates have adopted a healthy culture of paying dues.;

ix. There are more young Domestic Workers in the Federation and decision making bodies.

x. The Federation is registered in Hongkong with secretariat in place such as an accountant, project officer and IT expert.

xi. There is an expert on migration issues based in Lebanon-Beirut and the officer in charge of capacity building at global level.

xii. There is Financial improvement as now the IDWF can support/empower pre-conferences in the Regions as opposed to the earlier times;

xiii. The IDWF won five awards namely:

xiv. 2017 - Sr Jeanne Devos Award by CSC Service Union;

xv. 2017 - The 20th Justice and Peace Award by The Bishop Tji Haksoon Justice & Peace Foundation;

xvi. 2015 - Silver Rose Award by for Organising International Solidarity;

xvii. 2014- Jaap Kruithof Award;

xviii. 2013 - George Meaney-Lane Kirkland Human Rights Award by AFL-CIO

xix. IDWF is special group of IUF affiliates

xx. IDWF is a member of WIEGO

xxi. Capacity Building: Uganda and Rwanda meetings (English and French);

xxii. IDWF has increased a number of partners who support different programmes

**CAMPAIGN AND RESEARCH:**

i. Campaign on *My Fair Home* and

ii. Continuous campaign on GBV such as in South Africa are working on it, Asia and MENA

**Migration:**

i. IDWF has strengthened the capacities of affiliates to address the issue.
| i. | ii. Sub-regional workshops were held for affiliates in Latin America (El Salvador) and Africa (Kenya and Tanzania). Others took place in Kuwait, Jordan and Lebanon.  
iii. IDWF has played visible roles in several consultative process concerning migrant domestic workers including the UN Compact for Safe & Ordering Migration (GCM) ensuring migrant domestic workers issues are being heard. |

**REPRESENTATION:**

i. Visibility in Tripartite platforms, partner meetings, Trade Union meetings, Government processes  
ii. 15-20 domestic workers have participated in different international meetings.  
iii. IUF adopted resolution 7 to support DW’s and IDWF at their 27th Congress.

**GENERAL CHALLENGES**

i. Information recording is not systematic with the affiliates  
ii. Funders / partners condition in determining which region or countries to support is a crucial issue.  
iii. Planning is still a major problem to our affiliates hence more training is needed.  
iv. Migration is a big problem as most Domestic Workers are still unaware of their rights and BA and MOU made does not involve trade union or domestic workers unions.

**REGIONAL LEVEL DEVELOPMENT:**

**FEDERATION DEVELOPMENT**

<table>
<thead>
<tr>
<th>ACHIEVEMENTS:</th>
<th>CHALLENGES:</th>
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</thead>
<tbody>
<tr>
<td>i. Currently, there are 20 affiliates for Domestic Workers</td>
<td>i. How do we record membership?</td>
</tr>
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</table>
from 20 countries with more than 92,000 members;

(ii) Payment of membership dues is ongoing with French speaking Trade Unions being in the forefront;

(iii) There is an increase of membership in the unions and strengthening/developing of trade union structures especially in countries such as Malawi, Namibia, Kenya, Guinea, Burkina Faso, Kenya;

(iv) Namibia there is enforcement of Domestic Rights, Social Security, contracts and minimum wage;

(v) Kenya has in place the Legal instrument that recognize Domestic Workers’ Court cases for enforcement purposes;

(vi) Young leaders are more visible and representative

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<th>CAPACITY BUILDING:</th>
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<td><strong>ACHIEVEMENTS</strong></td>
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<tr>
<td>There have been training workshops held on:</td>
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<tr>
<td>i. Strengthening the Unions has been done in Namibia, Malawi, Tanzania, Mozambique, Zanzibar, Ghana and Uganda. It will now take place in South Africa;</td>
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<td>ii. Communication Network was done in Burkina Faso;</td>
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<td>iii. Emerging Educators and Organizers, the Domestic Workers use free days and road sides for organizing meetings.</td>
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<td>iv. Training of Trainers was held in Kampala- Uganda</td>
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<table>
<thead>
<tr>
<th><strong>CHALLENGES</strong></th>
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<tr>
<td>(i) How do union leaders use the education acquired for the members?</td>
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<td>(ii) Inadequate funds to implement union activities</td>
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and Musanze in Rwanda.

v. Regional workshops were held in Nairobi Kenya and Cape town – South Africa

vi. Leaders from unions have been implementing the trainings in planning such as in Togo, Ivory Coast, Kenya, Benin

**CAMPAIGN AND RESEARCH**

i. Ratification of Convention 189 done in S. Africa, Guinea and Mauritius.

ii. Campaign for Ratification are being undertaken in Tanzania, Burkina Faso, Benin, Kenya, Namibia and Malawi with indicators seen for Ratification;


iv. Campaigns on GBV has been done in South Africa and Guinea

(i) Only few countries have ratified ILO C 189.
(ii) Still Governments hesitate to ratify C 189 and long bureaucracy

**INTERNATIONAL REPRESENTATION:**

There have been representation by four domestic workers in International forums abroad e.g. the U.S., Bahrain, Lebanon, Madagascar as well as at Regional level.

The IDWF President who is from South Africa has on many occasions represented domestic workers at global and regional level.
GENERAL CHALLENGES:

i. How will our programs with affiliates continue without the sustainability of funders/partners?

ii. There is a decrease of membership, in countries such as Kenya, Malawi and South Africa.

iii. Impartation of knowledge from the representatives/leaders trained to the Union members. No reports are ever forthcoming as well as email responses lacking.

iv. Migrant workers in Africa are particular serious problems especially the networks that have been established. Migration starts from rural areas to urban areas, from one’s country to another and lastly from a country to abroad.

v. Most Governments do not involve Trade Unions in different policies that impact Workers, Memorandums of Understanding and Bilateral Agreements.

4.2.2. Evaluation by the Workshop Delegates

This evaluation by the delegates was facilitated by Ms. Vanessa Pillay of WIEGO.

The four areas of evaluation namely Membership Growth, Leadership Development, Negotiations and lastly Campaigns were presented with indicative questions to assist the process. Delegates were apprised of what they were supposed to do and were grouped into 4 zones namely the: **Southern African affiliates, the Eastern Africa affiliates, West Africa – Anglophone and West Africa Francophone.**

4.2.2.1. Evaluation results from the four Zonal Groups:

I.

EVALUATION PRESENTATIONS:
MEMBERSHIP GROWTH: Have you experienced a growth in membership since 2013? By how many members? What contributed to the growth/lack of growth since 2013? What are your plans to sustain or increase the membership over the next 3 years?

| West Africa - Francophone | 1. The Region focused on sensitization; (b) Sensitization done from door to door, at market places, churches, and through various walks of life.  
2. On recruitment, same strategies were used to recruit more members in Trade Unions.  
3. Formation and strengthening of capacities – meetings on rights, duties, open debates were executed.  
4. Lobbying the authorities through; a) celebration of special days apart from the 8th of March – Women’s Day and 16th June for the DWs done within the Region, also celebrated is a special day for the Convention 189. |
| --- | --- |
|  | On Priorities:  
1. In 5 years, sensitize and make the union visible and its work.  
2. In West Africa, the Federation is not known, thus more lobbying is needed to ensure visibility of federation, make it known through meeting with people/communities. Also to talk more to Governments and create awareness to them about rights of domestic workers.  
3. More activities especial moral &financial support to trainings in West Africa. Delegates come to support Unions at grassroots level with both moral and technical support;  
4. Implement Convention 189 as it is not enough to just ratify it; -(Guinea)  
5. Guinea to implement follow-up;  
6. Have more recruitment; organize to ensure increase of members.  
7. Have campaign on ILO Convention 189. |
| Eastern Africa | 1. Membership Growth between 2013 and 2018 as follows:  
| KENYA | UGANDA | TANZANIA | ZANZIBAR |
| 2013 | 16,000 | 370 | 5,200 | 290 |
| 2018 | 17,000 | 1,360 | 8,600 | 470 |
| IDWF has helped develop leadership capacity among affiliates, thus leaders have been able to take up |
key Union activities e.g. Training, negotiations and campaigns.
- a) by Capacity building, workshops and training, b) Mentorship and c) Creating Domestic Workers Trade Union Visibility e.g. undertaking Migrant Domestic Workers referrals’ and connections,

**Further contribution/causes for growth:**
1. Being awareness campaign on ratification of Convention 189 done, resulting in Domestic Workers joining up. Media campaigns were intensified on radio & TV, brochures and billboards too.
2. Street campaigns of door to door mobilizing enticed Domestic Workers to join the Union. Sensitization meetings, public forums as a way of reaching out from the streets, on Estate Roads, Leisure Parks and Public Parks. (Kenya).
3. Training, meetings, workshops targeted Domestic Workers in informal settlements; specifically, monthly and quarterly meetings;
4. Strong Domestic Worker leaders agitated and advocated for Domestic Workers rights and organized;
5. Stakeholder support with partners, Central Organizing bodies, Ministries of Labor, CBO e.g. HAWA, through them Domestic Workers are being made visible;
6. Saving scheme Cooperatives {SACCO} are another avenue for recruitment;
7. Successful grievance handling, celebrating disputes won against employers enable other DWs to join up;
8. For every Domestic Worker who brings in 5 new recruits, they are availed upon registration, 50% of the new members’ registration fee as a Commission/motivation;
9. KUDHEIHA has structures of DWs and is currently pushing for Domestic Workers Committees within the Estates;
10. Good rapport and support with Ministry of Labour, ensures the Domestic Workers with disputes get to know of their Union through those Government officials;
11. Successful court rulings are seen as organizing tools;
12. Addressing the Domestic Workers welfare, up taking/follow up of their cases, makes to Unions more visible.
**Priorities – 5 years**: These fall under campaigns and activities:

2. Capacity Building in Planning, Records keeping and Negotiations
3. Exchange program for Domestic Workers’ Leaders on best practices;
4. Leadership Training;
5. Formulation of Domestic Workers structures;
6. Domestic Workers’ Leaders At the forefront in Negotiations and advocating for their Rights;
7. Recognition and Rewarding as a Motivation;
8. Involvement of Motivational Speakers, e.g. IDWF President, Domestic Workers friendly Parliamentarians especially Women

**Plans to Sustain or Increase the Membership – 5 years and Areas:**

1. C189 Campaigns and Advocacy;
2. Media Campaigns on Radios about Domestic Workers Rights;
3. Organizing and Recruitment for Domestic Workers a) Door to Door, b) Social Media;
4. Migrant Domestic Workers Recruitment and Organizing;
5. Research on Domestic and Migrant Workers and Educational Programs.

**Southern Africa – SADC Region**

1. One area singled out is the low membership. Low growth is central with high growth in Zambia whereby the Legislation recognizes the DWs – Social Security. There are signed MOUs with Governments and other stakeholders.
2. On the negative side, low income means the minimum wage is regulated. It has become so insignificant that work places have turned into slave yards.
3. On migration, people are flocking from N. Africa to S. Africa hoping things are better South of the Limpopo.
4. Job insecurity enhanced by casualization, National Legislation and victimization see a decrease in members.

**Challenges**: Retaining current members. Activities and services expected, compliance to working conditions. ii) Training and education, Grievance handling, Skills development all lack funds to
implement thus leaving the Unions with limited service provision.

Projection:

1. Make sure laws deal with minimum wage setting improve on current minimum wages as no change has been done in the past 3 years, whilst the cost of living has gone up.
2. Enforcement of minimum wages – Rights gained are protected as most of the DWs spend 90% of their time at work, thus if they are not happy at work, it means they are 90% unhappy creatures around.
3. Have activities to ensure protection of gains.
4. Awareness programs on Workers’ Rights, International and Regional Unions with other stakeholders, Ministries of Labour, other Government Department and Collective Bargaining Agreements, Church and Traditional Leaders.
5. Improved networking at Regional level as Africa also at Sub-Regional Level – SADC with exchange of ideas, information, success stories and challenges. These can further be used as platforms for promotion of culture and history.
6. Need to recruit more members and campaign for C189 and domestication of the Convention.
7. Capacitate our decentralized structures and ensure services are accessible by members.

West Africa Anglophone – Ghana and Liberia

Membership increase from 2013 to 2018 from 400 to 800 members. Reasons for increase is the trainings, new organizers, sensitization workshops, as well as drive to identify areas for recruitment. In Liberia, the Labour Congress which is the Mother Union has stipulated that all Unions should merge as they do similar work. The Decent Work Act has set the minimum wage at US$ 3.5 signed into Laws.

Plans:

Liberia: the Decent Wage Act needs to be enforced as not all employers pay as stipulated. ii) On the Organizing Drive, smaller groups are doing the same job.

Ghana: Leaders develop capacity training on Negotiating Skills and Bargaining. ii) Need to specify areas to train more DWs on Workers’ Rights.
<table>
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<tr>
<th>QUESTION/COMMENT /CLARIFICATIONS:</th>
<th>RESPONSES</th>
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<tr>
<td><strong>Question: EA 1.</strong> The 50% Commission deducted from the Registration fee upon bringing in 5 new members was not clearly understood as it was thought it might cause depletion of coffers at a later stage</td>
<td><strong>Response to Q1.</strong> That strategy has worked in Kenya as the registration fee is Kshs. 100. The registration fee is the Commissioned amount and not the monthly dues. There has been a significant increase in the member numbers. <strong>Emphasis to the Q1.</strong> In Uganda the same strategy was used in the Hotel sector with the Shop steward given 5% of the registration fee</td>
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<tr>
<td><strong>Question: EA 2.</strong> Clarity requested on the door to door recruitment drive as there rose the question of the households being termed as private entities, thus restricted by law to mobilize in such environment.</td>
<td><strong>Response to Q2.</strong> The right to privacy remained intact. On every Estate in the Region, there was a Committee whose leaders had work plans thus during scheduled monthly meetings, the Unions liaised with the Estate Committee leaders to gain access to potential members. Every leader is mandated to organize and <strong>KUDHEIHA</strong> goes through those Representatives. ii) On the other hand, it is known that there are different classes. If it is not possible to meet at the employer’s home then the target is at the DWs residences. It is only the Leaders on Estates that have access to the employer’s houses.</td>
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<td><strong>Question: EA 3.</strong> It was mentioned that an increase in membership was gained through successful grievance handling. Asked whether the structures were decentralized or centralized in the Provinces. E.g. a dispute in Nairobi or Kisumu</td>
<td><strong>Response to Q3.</strong> <strong>KUDHEIHA</strong> is present in all Counties. DW leaders follow up the cases, thus it is a decentralized service for the members. That is one of the Union’s strategy to attract members.</td>
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<tr>
<td><strong>Question: SA 1.</strong> Enforcement on Minimum wage practicalities and implementation. Sought for the clarification.</td>
<td><strong>Response to SA 1.</strong> Implementation is through consistent engagement of all stakeholders’ reinforcement.</td>
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**Comments from Facilitator**

1. Merger and Power to be discussed as well as stagnation.
2. On membership growth there are successful unions that adopted other strategies beyond recruitment. e.g. targeting DWs in their living areas instead of work places.
3. Street campaigns involve low costs as opposed to the traditional campaigns. There is visibility of members.
4. Migrant DWs to be targeted. Challenges on Policies on MDWS.
5. Job insecurity and the often casual employment arrangements render workers in the sector most vulnerable. When DWs demand their rights, chances of dismissal increase.
6. Consistent lobbying on National Laws and enforcement.
II. LEADERSHIP DEVELOPMENT. Have the leaders been able to take up key union activities like training, negotiations and campaigns? How has the IDWF helped to develop leadership capacity among affiliates? How can leadership development be strengthened over the next 3 years?
| West Africa - Francophone | 1. French speaking countries attended the training of trainers on planning in Musanze –Rwanda in 2017 and in Cape Town- South Africa in 2015.  
2. Another intervention with Niger Authorities happened in Niamey where a meeting was held.  
**On future perspective,**  
3. Financial support was needed in training the leaders at country level  
4. More activities were needed in West Africa-Francophone  
5. Communication campaign – Website installation and  
6. Social Media as an important Platform. |
| --- | --- |
| East Africa | Yes. IDWF has helped building leaders capacity through workshop trainings.  
1. Mentorship of Domestic Workers have been carried out by Unions as well as Migrant Domestic Workers.  
2. Leadership capacity has been enhanced through Mentorship, Sessions, Capacity Building, Negotiation Skills, Planning, Exchange Programs for Domestic Workers, Best Practices, Leader training and Formulation of Domestic Workers strategy.  
3. Domestic Workers leaders should be at the forefront whilst negotiating and advocating for their rights.  
4. Recognition and Rewards as motivation.  
5.  
6. There should be an evaluation of the motivation. |
| South Africa | Yes IDWF helps. Capacity building in various levels – Nationally, Provincially and Regionally.  
2. a) Exposure of the Leaders and (b) Directly trained giving an example of the IDWF President.  
3. Financial and Technical support by funding various activities.  
4. Technical support and facilitating of the Website by IDWF.  
5. Data base building.  
6. Number of campaigns setbacks are there but the group looks forward. |

**PRIORITIES TO STRENGTHEN:**
1. More training programs are needed so that new leaders understand the democratic system in the unions.

2. Education program are needed for the DWs as they reach out to the media, hence one needs to articulate issues.

3. Paralegal training on legislations and law needed for proper handling of grievances, appearing before the Tribunal on Mediation, Arbitration, Litigations in the Labour Courts.

4. Campaign for awareness on the Conv.189 and need for Governments to ratify and localize implementation.

| West Africa - Anglophone | GHANA: Leadership with Trade Union Centre in Ghana collaborates with other stakeholders in specific areas to monitor Domestic Workers. (Domestic Workers are hidden). One needs to talk with employers with good communication. The development strategy has reached 25% in 3 months. Negotiations with Stakeholders for sensitization as Domestic Workers are classified as illiterate, need to read campaigns make evaluations. With leadership meetings, these are on course through the small Unions. IDWF has done capacity building for DSWU leaders by mentoring/nurturing them through several trainings. e.g. GS of DSWU.
FES assisted with the Social Media campaign and still continues to fund them
LIBERIA had similar comments. They were doing the best with the Decent Work Act with the minimum set at US$3.5 a day. |
**NEGOTIATIONS:** What type of negotiations has been most successful over the past 5 years? What has helped with successful negotiations? *What would be most helpful to strengthen negotiations over the next 3 years?*

<table>
<thead>
<tr>
<th>East Africa</th>
<th>Most successful in five years.</th>
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<tbody>
<tr>
<td>Kenya, Tanzania, Uganda and Zanzibar</td>
<td>1. Minimum wages in place.</td>
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<td></td>
<td>2. Pre-departure training for Migrant Domestic Workers and protection of Migrant Domestic Workers negotiating with recruitment agencies and Government.</td>
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<td>3. Successful handling of grievances. Domestic Workers won. E.g. Compensation of Kshs.161,000/- over social security of a Domestic Worker; - Overtime, annual leave – Ushs. 5,000,000/- and compensation over the benefits.</td>
</tr>
<tr>
<td></td>
<td>4. NGO Negotiations with Domestic Workers about salaries and wages;</td>
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<tr>
<td></td>
<td>5. Social Security schemes to encompass Domestic Workers</td>
</tr>
<tr>
<td></td>
<td>6. Negotiation and Development of Policy Papers on Convention 189 for Domestic Workers;</td>
</tr>
</tbody>
</table>
7. Signed MOU with External Recruitment Agencies with Uganda  
8. Domestic Workers recognized and included as beneficiaries of Social Security, e.g. Health and Pension;  
9. Through negotiation, a development of homecare management course  
10. Role of Domestic workers and Stakeholders.,  
11. Negotiation with Friedrich Ebert Stiftung (FES) to support Conv. 189 Advocacy and training for Domestic Workers Leaders.

**What has helped with success:**

12. Good rapport with Ministry of Labour and Employers;  
13. The trust Domestic Workers currently have in the Unions.  
14. Involvement of Decision Makers and Stakeholders, i.e. NGOs and Recruitment Agencies  
15. Presence of Legislations e.g. for minimum wages  
16. Presence of International Organizations - from IDWF, its structures and the ILO Convention

**Most helpful and priorities:**

1. Ratification of Convention 189  
2. Implementation of minimum wage.  
3. Capacity building and awareness.  
5. Raise awareness on Domestic Workers’ Rights.  
6. IDWF strong leadership to Domestic Workers.

| Southern Africa | Namibia, a document with conditions for employment contract included Social Security coverage for Domestic Workers. There are ongoing negotiations from 2010 to 2015 with Ministry of Labour regarding the minimum wage whereby Ms. Nellie Dina Kahua is on the Advisory Board for National Wages. There is a yearly 11% increase in Namibia. | Zimbabwe, there is an increase every year but it has to be negotiated every time. Capacity for minimum |
wage as Zimbabwe had a better wage. Malawi revises minimum wage every 3 years

**Mozambique** has a campaign for dismissal and pay-outs to be covered in the Social Security.

**Zambia** has a Pension Fund but its negotiations with Employers in national tri-partite body are continuing well as they have a good relationship. There is a yearly increase in place for the minimum wage.

Maternity benefits are funded as well as campaign on Dismissal Workers payout is undertaken in Zambia.

**South Africa**: The Convention 189 was successfully ratified in South Africa. In Cape Town, 24 Domestic Workers have been allocated houses, through Housing Campaign.

A new sectoral determination on wages was negotiated in 2010 with stakeholders and Government and its implementation started in 2015

**Mozambique**: Social Security benefits for Domestic Workers are enjoyed

<table>
<thead>
<tr>
<th>West Africa – Francophone</th>
<th>Concerning negotiations in place are:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Guinea, Mali, Burkina Faso, Niger, Togo, Ivory Coast, Benin.</td>
<td>1. Collective Bargaining and Tripartite, Domestic Workers employers and Ministry of Labour ongoing. What helped is the Unity among the stakeholders,</td>
</tr>
<tr>
<td></td>
<td>2. Lobbying with Authorities on Domestic Workers Rights that are violated and Advocacy.</td>
</tr>
<tr>
<td></td>
<td>3. After Advocacy, the Unions followed up on ongoing cases with relative Authorities. When cases are presented and there is no follow-up from the Unions, then no negotiations take place.</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>West Africa Anglophone</th>
<th>1. Ghana – Interacting with Employers and meeting with the Media and having Press Conferences on Ratification of C 189 and the Domestic Violence Bill Law 2016 that is in Cabinet now..</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>2. Stakeholders i.e. Ministry of Gender., Ministry of Employment and Labour Relations and other Advocacy groups There is continuous Advocacy that involves the general public.</td>
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<td></td>
<td>3. Religious organization, Churches, Mosques have allowed the Trade Unions to organize in Churches and Mosques to bring Migrant Workers together.</td>
</tr>
<tr>
<td></td>
<td>4. Workers are availed simple contracts that are signed between the Employer and Employee</td>
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<tr>
<td></td>
<td>5. Collective negotiations (Employer, Employee and The Union);</td>
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<tr>
<td></td>
<td>6. Holding training workshops for organizers;</td>
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<tr>
<td></td>
<td>7. Involving the General Public, Domestic Workers, Employers and Agents;</td>
</tr>
</tbody>
</table>
8. Continued sensitization to Domestic Workers on Conv. 189, using mass media, such as Television and Radio for ‘Live’ interviews and IEC materials to assist that exercise towards ratification.

9. Lobbying Government and Stakeholders, door to door campaigns, Parliamentarians, Paramount Chiefs Assembly Men, Opinion Leaders to send message across through mobile vans “Different Languages “ hold a review workshop.

Ms. Aimée De Souza of (Union) presenting on Francophone West Africa negotiation with government and stakeholders.

IV CAMPAIGNS: What campaigns have you led over the past 5 years? What campaigns have been most successful? Why? Which important campaigns would you like to have over the next 3 years?

<table>
<thead>
<tr>
<th>CAMPAIGNS LED OVER THE PAST 5 YEARS:</th>
</tr>
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<tbody>
<tr>
<td>• ILO Campaign on Conv 189.</td>
</tr>
<tr>
<td>• Campaign on Gender Based Violence on sexual harassment.</td>
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<tr>
<td>• Campaign for Minimum Wage.</td>
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<tr>
<td>• Campaign on My Fair Home.</td>
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<tr>
<td>• Campaign for pre-departure orientation and training for the Migrant workers.</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>East Africa</th>
<th>Kenya, Tanzania, Uganda and Zanzibar</th>
</tr>
</thead>
</table>

25
- Campaign to eradicate child domestic workers and minimum age campaign;
- Promotion of Social Security for Domestic Workers;

**WHY THE CAMPAIGN SUCCEEDED:**
- Adoption of Policy papers and MOU s;
- Included in the Employment contracts and Collective Bargaining Agreements
- Minimum Wage Board in place;
- Employers are pledging, it is a tool for recruitment;
- Trainings are ongoing for Migrant Domestic Workers;
- Employers have resolved not to employ child domestic workers.
- Support from IDWF, ILO, IUF, S.C. Governments, Associations of Employers.
- Presence of Legislations, e.g. ILO Conventions, Labour Laws, (Local Constitutions, Tripartism, Social Dialogue.
- Presence of the IDWF and Domestic Workers Trade Union structures.

Accepted awaiting implementation – C189

**NEXT 3 YEARS**
- Refer to question 1 & 2;

**WHY:**
- To protect Domestic Workers and Migrant Domestic Workers
- Campaigns for the ratification of C 189( Kenya, Tanzania)
- Proper Domestic workers and Migrant Domestic Workers’ protection. Still ongoing for E. Africa countries.
- Memorandum of Understanding and Bilateral Agreements between sending and receiving Governments of countries sending and receiving domestic workers. e.g. Uganda with Jordan and Qatar.

| **South Africa** | Still ongoing in the region are campaigns for Conv. 189 with the exception of South Africa who have ratified. Implementation of C 189. **South Africa** - Compensation for Occupational Injuries and Diseases Act (COIDA) does not cover |
| **South Africa, Zimbabwe, Zambia, Malawi** | |

| **South Africa** | **South Africa, Zimbabwe, Zambia, Malawi** |
### Namibia and Mozambique

Domestic Workers and these are people who work with chemicals in the houses. In South Africa housing for Domestic Workers is usually at their work places.

**Zimbabwe** - Funding for housing, the Union is trying to negotiate for domestic workers to have their own plots.

Leadership Building – there is ongoing capacity building for better leaders.

**Zambia** - Memorandum of Understanding with Migrant sender country is being developed so as to have a standard for Domestic workers contracts is ongoing.

**Malawi** - Negotiations for Gratuity on Termination of Employment and Minimum Wage are ongoing.

**Mozambique** – Still working on the coverage for Termination Benefits

### West Africa – Anglophone

**Ghana and Liberia**

1. International Domestics Workers Day June 16th;
   - International Women’s Day – March 8th;
   - Street Demonstration Campaigns to be organized to petition the Gender Ministry in Ghana on Social Protection for Ratification of C 189;
   - The Domestic Violence Bill 2016 has been pushed to Cabinet for Parliament to Pass.
   - Celebration of International Women’s Day :
     - Violence against Women must stop through Ratification of C189;
     - The Celebration of May Day May 1st.

### West Africa – Francophone

**Guinea, Mali, Burkina Faso, Niger, Togo, Ivory Coast, Benin.**

There have been ongoing sensitization, information sharing, recruitment and dissemination of Conv. 189. In Guinea, there was sensitization before and after ratification.

Recruitment means more members thus making a stronger union.

1. Organizing and mobilizing add members to Unions.
2. Working conditions through campaigns at least minimum is done for Domestic Workers
3. Out of campaigns of sensitization, employers now know that Domestic Workers have the right to be respected, and the right to Human Rights and Dignity.

The campaigns are for more sensitization and recruitment for discussing and popularizing of Conv. 189. Need to strongly campaign and more advocacies done some in urban and rural areas specifically in the
peripherals. It’s not about stemming the influx of young girls to town, but rather have them understand what to expect as their worker rights.

**Results needed:**
1. Best working and living conditions;
2. The cleaning products which are inhaled during usage as they cause nausea. Some Domestic Workers are on duty from 07.00 a.m. to 23.00hrs.
3. Value should be put to domestic work. When employers leave DW's in their houses, they cook, wash, iron etc. Let them be put on a higher pedestal as they are doing decent work that one should not be ashamed of.
4. Promote domestic work and make it a noble profession.

**Most helpful:** Country contributions:
- Dues are paid to the Federation,
- Through expertise, there is a membership increase/growth;
- Unions are more visible, IDWF has made the unions better recognized.

**Request:** The Francophone affiliates feel they are overlooked when it comes to trainings as those carried out in the Anglophone countries.
- More training will help the Unions be better equipped for the recruitment drive.
- Financial, material, technical and moral support needed from IDWF.
Questions to all the delegates: Does negotiation with Employers take place with regards to, Decent Work and Occupational Safety and Health (OSH)

Ms. Nellie Kahua (NDAWU) presenting group work on behalf of Namibia and South Africa

<table>
<thead>
<tr>
<th>COUNTRY</th>
<th>RESPONSE</th>
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<tbody>
<tr>
<td>NAMIBIA:</td>
<td>There is a tripartite body in place with the State/Employers and Employees.</td>
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<tr>
<td>SOUTH AFRICA:</td>
<td>In the process of establishing a Bargaining Council. In the Federation i.e. COSATU and at the tri-partite plus one body the National Economic Development and Labour Council - NEDLAC there is no seat for Domestic Workers. Furthermore, there is no guarantee when that will be rectified, thus SADSAWU (South African Domestic Service and Allied Workers Union) could not wait for Boards to sit, thus saw the need to do their own campaign.</td>
</tr>
</tbody>
</table>

Ms. Pillay, the facilitator added that seats in the Tripartite bodies are represented by Broader Unions not specifically by domestic worker unions so domestic worker unions still have to lobby the unions sitting on the tripartite structures to address their priorities at national level.
Ms. Mary Dzinyemba (CIAWU) presenting group work for Malawi and Mozambique

MALAWI:

They have a seat. Although TLAC (Tripartite Labour Advisory Council) not functioning as there is no funding. This was started in 2004 as the Employer Consultative Council – ECC. (TLAC = Business Associations, Ministry of Labor and Trade Unions) Lobbying and Endogenous Institutions

MOZAMBIQUE:

i. In Mozambique, the employee is not taken into account. There is a need for coordinating Trade Unions and Employees, but they are not taken into account, they are ignored.

ii. Once they tried to call a meeting (Tripartite) to share experiences, but the only employer who was present was not Mozambican but a Brazilian.

iii. On Commemorative days such as the 16th June, Government officials were invited but none show up. Minister of Labour normally sends a representative. The Mozambican
delegates wanted to know the strategy from other countries on how they managed to get the Employers to attend their events when invited.

**UGANDA**

The Trade Union directly discussed with the Ministry of Labour on lifting the ban to travel to Saudi Arabia by Migrant Domestic Workers, The Union took a stand that unless the MOU was revised to protect the Migrant Domestic Workers nothing would work. Once the MOU was signed including Bilateral Agreements for Jordan, the ban was lifted. During the negotiations, the MOU also had to include the External Recruiting Agencies Associations in Uganda to push for pre migration training as well as addresses of the receiving employers abroad.

**TANZANIA:**

The Union responsible CHODAWU (Conservation, Hotels, Domestic and Allied Workers Union) was part of the Minimum Wage Council but within the Tripartite body, the Union is not active.

**BENIN:**

The Union affiliated to all Co-Federations for all workers at this level. One of their roles is to handle complaints with the Tripartite Committee, meet with the Government, thus they have a platform.

**BURKINA FASO:**

i. There are annual meetings with the Union where all Federations meet every year. The Government meets to discuss claims; the Unions also have a yearly meeting with Employees and Co-Federation Unions on Domestic Workers as they are also in the Private Sector.

ii. Regarding the Conv. 189, there were discussions in the National Assembly for 3 years since 2012 to have it ratified. The Government/State owned the instrument and structure for discussions. Government on Ratification prepared for it in time, but due to Political Issues, the National Assembly was not able to approve the Convention. In November, 2016 the Army took over the Country, and we currently have resumed discussions on Ratification, but the outlook is all positive.

iii. There is also a Labour Consultative Council established by the Government and Employer Unions to discuss rules and labour laws. This innovation was introduced in 2012 by the...
<table>
<thead>
<tr>
<th><strong>Government’s Decree for National Minimum Wages.</strong> Of interest is that the Domestic Workers’ salaries are higher than the minimum wages through negotiations that took place in 2014 when they were reviewed.</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>iv.</strong> It was stressed that Unions should take into their own hands their destiny and not wait for it to be handed over. They should invite Employers to tell them, and should not only rely on donors to get things moving. Through these interventions, they have ironed out the resting day as that was confusing in having two within the week that is on Thursday and on Sunday, which proved difficult in meeting the Domestic Workers together.</td>
</tr>
<tr>
<td><strong>v.</strong> Established now a ‘Listening Centre’ for young girls. This is for girls coming into the urban areas from the rural areas looking for employment. Here they are given a bit of training on the equipment they are likely to use at the work places. The Union has to get services of experts to train these girls. Such Centers are a bit difficult to establish as there is not enough funding.</td>
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<tr>
<th><strong>GHANA:</strong></th>
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<tbody>
<tr>
<td><strong>i.</strong> Ms. Esther Kosi was very thankful to the IDWF and the IUF Women Coordinator for their assistance in setting up the Union to coordinate the Domestic Workers. It was an enormous task that involved using a motorbike to search for the Domestic Workers.</td>
</tr>
<tr>
<td><strong>ii.</strong> On the visibility question, cited were the 2015 1st Founding Congress of DSWU that IDWF supported; the 3rd years of Congress &amp; Formation of the Union also supported by the IDWF and IUF as well as the March 8th (International Women’s Day) whereby they linked with the Association of Journalists, who publicize their activities. The union used the Media through Radio and Television coverage to organize the Domestic Workers</td>
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<tr>
<th><strong>MOZAMBIQUE:</strong></th>
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<tbody>
<tr>
<td><strong>i.</strong> The Union submitted amendment to the Consultative Labour Committee in order that Domestic Workers get their minimum wages integrated. The document was received and it is to be presented in May 2018.</td>
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<tr>
<td><strong>ii.</strong> This will include the Conv. 189, which was also submitted and it will be discussed at that same time. The Mozambican delegates called upon their fellow comrades to pray for them that the Conv. 189 and the Minimum Wage Bill be passed by the Government.</td>
</tr>
<tr>
<td>LIBERIA:</td>
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</table>
| KENYA: | i. The Breast Feeding Bill is in place and it needs to include Domestic Workers. With an eight-hour working time, they need to be released for breastfeeding. There was a rally cry for the African countries to take this up because **DOMESTIC WORKERS ARE MOTHERS TOO.**  
ii. In the Informal Economy Sector, the Domestic Workers Union has been brought on Board thus at their next meeting, the National Domestic councils will be present. |
| IVORY COAST: | i. Minimum wage – the Government does not deal with grass root Union, it prefers the Profession Central Organizations.  
ii. The Employers’ Association Council put the Domestic Workers minimum salary at 60,000/- CFA Francs. This is only on paper but not applicable. The Government is paying its Civil Servants 100,000/- CFA Francs and how would you expect that Civil Servant to pay his/her Domestic 60,000/- CFA Francs meaning they would remain with only 40,000/- CFA Francs. The salary structure is not very clear.  
iii. On the Social Security Service issue, Domestic Workers live in the households where they are fed, medically treated that is why the salary is reduced to between 35,000/- and 40,000/-CFA Francs. The Union is currently fighting for Social Security Coverage and Pension. Domestic Workers are not part of the Dialogue decisions at the Central level. We are just registered, personally we write to the Authorities in order to express the Domestic Workers voices e.g. to the Parliament regarding the Conv. 189. |

|  | **It was agreed that DWs should look beyond the ratification of ILO C 189 and use it as part of the campaign to ensure implementation and enforcement.** |
4.3. CONGRESS PREPARATION

4.3.1. Reflection of Unions on their Affiliation to the IDWF

- Unions to reflect on their Affiliation to the IDWF.
  - Possible changes to the Constitution;
  - What recommendations to be taken to IDWF to look at the Constitutional amendments;
  - Of importance was the beneficial elements, the challenges and changes to recommend

Four areas were noted as pointers to the exercise namely to reflect upon:
  - What have we contributed to the IDWF as Unions?
  - What has been the benefit of our affiliation?
  - What has been the most challenging about our affiliation?
  - Constitutional changes that we would like to recommend to the IDWF.
Delegates were divided into the four zones for ease of reportage. These were done country-wise.

<table>
<thead>
<tr>
<th>COUNTRY</th>
<th>CONTRIBUTION</th>
<th>BENEFITS</th>
<th>RECOMMENDATIONS</th>
<th>CHALLENGES</th>
</tr>
</thead>
</table>
| NIGER:  | - Payment of affiliation fees. In order to be part of the membership.  
- Ability to sensitize Employers and Employees regarding the Federation. | Better visibility of Domestic workers at the , Urban, Regional and International Level.  
i. Received information from IDWF. | i. To the Federation need capacity building of Leaders,  
ii. Moral, Technical, Financial support needed;  
iii. Conv. 189 Ratification and | |
<table>
<thead>
<tr>
<th>Country</th>
<th>Contribution</th>
<th>Benefits</th>
<th>Challenges</th>
<th>Solution</th>
</tr>
</thead>
<tbody>
<tr>
<td>MALI</td>
<td>i. The Contribution of our Affiliation dissemination of</td>
<td>i. Most important benefits are capacity building and training</td>
<td>Implementation of the Convention.</td>
<td>ii. With the Multi sectoral Union, our Union is not</td>
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<td></td>
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<td></td>
<td>iv. Exchange of experiences between countries and at International Level.</td>
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<td></td>
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<td>v. Identified challenge – amount of payment of dues by Affiliates who should it be paid to? (Systematize)</td>
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</tbody>
</table>

- ii. To see changes with employees to know their Worker organization.
- iii. Capacity building of Leaders through training by the Federation.
- iv. Change of behavior now reflected as Domestic Workers are treated with respect as they are aware of where to go to pursue their Rights.
- v. Responsible for the country’s consolidation of Unions as in the past, they were scattered and they are now united under one federation.
- v. Inform more people of the advantage to Unionize.
<table>
<thead>
<tr>
<th>Country</th>
<th>Information on Federation enables growth of members.</th>
<th>ii. Growth of the organization, visibility of affiliation.</th>
<th>a challenge to IDWF.</th>
</tr>
</thead>
</table>
| BENIN:      | i. We also benefit from experience and devotion to activities.  
             ii. Payment of dues early is important as piling up of arrears might result in non-attendance of meetings/training.  
             iii. Visibility of IDWF – The media always covers our events. | i. Attendance of Local, Regional and International events help equip us with tools to train and recruit.  
             ii. Federation facilitated the Union Syndicate. | Some are similar with other countries, Capacity Building is needed for leaders on the Convention 189. |
| BURKINA FASO| i. Unions that joined IDWF are committed to pay the fee.  
             ii. There is visibility of the Federation through the Media Campaign. | Allowed leaders to explain the Rights of Workers, the content of Conv. 189 and has changed the mentality of the Employers towards the Domestic Workers. | Capacity building for Leaders, exchange of experiences between different Regions. Also need Technical, Financial and Moral support. |
| IVORY COAST:| All the contributions by previous speakers also reflect Ivory Coast, thus it will be repetitive. | i. Undertake advocacy to lobby Authorities, training and campaigns that could be covered by |
|   |   | Mass Media to sensitize every one of the union and federation’s existence and activities of the Federation.  
**ii. Obtain letters of endorsement from the federation to assert the power of being part of an international federation of DWs at national level, especially for recognition by national governments.** This could strengthen our negotiations with national governments.  
**iii. For Example:** IDWF have an affiliate Union of Ivory Coast, mandated to represent IDWF in Ivory Coast. This letter/document/certificate if presented at meetings with other Stakeholders (Government/Employers) would ensure that the Union is taken more serious/given recognition. This would be the proof. |
that the Union is an Affiliate to the IDWF. This document can be copied and given to various stakeholders and employers, recognizing members of the Federation mandated to represent Domestic Workers.

| TOGO: | i. All the contributions by previous speakers also reflect Togo, thus it will be repetitive. | i. UITA’s big support in training on key themes.  
ii. Collective Bargaining Agreements (CBAs) negotiations for Domestic Workers’ now include Health and Safety elements being bargained for as well as professional risks;  
iii. Violence against Women at National Level has been discussed and Domestic Workers’ | i. There is need for Technical, Financial support. To have a Resource person for the Implementation of activities on major themes. The Unions get invited to UITA workshops. The Domestic Workers are only allotted 2 places. The Union wants a tailor made program specifically for Domestic Workers on Health and Safety issues. This in-depth training would be very | i. There are NO challenges in the payment of affiliation fees. This was followed by a confirmation that the Togo delegates were in this first meeting and they will be present during the 2nd meeting. |
| **GUINEA**<br>**CONAKRY** | On contribution to IDWF. Everything has been touched upon. | i. Ratification of Conv. 189, financial support is needed in order to be able to strengthen the Domestic Workers nationwide;  
ii. After ratification of Conv. 189, organization of the Migrant Domestic |  |
|---|---|---|---|
|  | Rights are part of the Act.  
iv. At Regional level, the Union has enjoyed IDWF’s support in training | ii. Rights in UITA: speaking collectively, Togo also ask for support for implementation of parallel activities to organize more members.  
iii. For the Domestic Workers, the Union has started some income generating activities for them whilst on holidays such as making of liquid soap, pearls. The challenge is the funding for such trainings. |  |
<p>| Workers’ MOU documentation will start. iii. Campaign on eradication of Child Labour (including Domestic Workers) as children are still being used. iv-v. Grievances – meetings amongst leaders of Domestic Workers. In Africa with Federation leaders in Guinea need to go far for meetings. Members are left behind. iv-v. They were commenting that the choice of locations in countries determine whether the majority of DWs are able to attend or not. So the recommendation was that organizers should always be aware of this to accommodate the majority of workers/members when organizing meetings and activities |</p>
<table>
<thead>
<tr>
<th>Country</th>
<th>Information</th>
<th>Capacity Building through leadership training</th>
<th>Communication and payment of dues.</th>
</tr>
</thead>
</table>
| Liberia     | The first question has already been answered by others.                      | i. Training in different forms. Values of Domestic Workers on Conv. 189.  
ii. The local unions need to know values of properties and life, the discipline required of the Domestic Workers. |                     |
| Ghana       | They are up to date with the Affiliation fees. Stressed that Affiliates to the Union are mandated and those fees assist financially in mobilizing and recruiting members | i. 1st founding workshop was held on September 2013 with support from IDWF  
ii. FNV sponsored Training of Trainers in Accra  
iii. In 2018 same Organization is assisting to keep the Union growing | Link the Union with the IUF Women Project for financial and technical support. An observation was made that membership is not increasing.  
i. There are five regions that have been covered but resources are needed as a Coordinator should be stationed in every region.  
ii. There is a need to consult with the Sub-Chiefs to deny the recruiters access to the young girls being recruited for Migrant Domestic Work abroad. |
| Mozambique  | For the past 5 years, IDWF has shared among other things various reports.     | i. Various capacity building activities, experience sharing | i. Share more regulations about progress achieved on other countries in  
ii. Leaders capacity building training |

MOZAMBIQUE:
For the past 5 years, IDWF has shared among other things various reports.

MOZAMBIQUE:
For the past 5 years, IDWF has shared among other things various reports.
with other countries:
ii. Better communication, monitoring and evaluation and have campaigned for Conv. 189.
iii. Leaders forums with IDWF in Mozambique to strengthen campaign share the communication within Trade Unions.
iv. Outcome within the Planning process, leaders have shown some challenge.

IDWF in order to get their experience for Mozambique.
ii. Strengthen Partnership amongst member countries.
iii. Exchange experience on mobilizing and sensitization and so on.

ZIMBABWE:

<table>
<thead>
<tr>
<th>Share experience and information so as to mobilize Domestic Workers thus carry the IDWF visibility</th>
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<tbody>
<tr>
<td>i. Capacity building;</td>
</tr>
<tr>
<td>ii. Leaders development;</td>
</tr>
<tr>
<td>iii. Enhance visibility</td>
</tr>
<tr>
<td>iv. Moral support</td>
</tr>
<tr>
<td>v. Regional and International participants</td>
</tr>
<tr>
<td>vi. Funding for training</td>
</tr>
</tbody>
</table>

i. Payment of Affiliation fee as there is no adequate funding.
ii. Intensify resource mobilization
iii. Continue with capacity building
### MALAWI:

- **i.** Improved process and communication
- **ii.** Improved International communication
- **iii.** African platform

### SOUTH AFRICA:

- **i.** IDWF President and SADSAWU General Secretary is based there hence there is no question of lack of visibility.
- **ii.** It hosted the IDWF meeting in 2013, which was very much appreciated.
- **iii.** IDWF has added value to the voice of the workers and has united the vulnerable

<table>
<thead>
<tr>
<th>Country</th>
<th>Description</th>
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</table>
| MALAWI    | - Improved process and communication  
            - Improved International communication  
            - African platform  
| SOUTH AFRICA | - IDWF President and SADSAWU General Secretary is based there hence there is no question of lack of visibility.  
              - It hosted the IDWF meeting in 2013, which was very much appreciated.  
              - IDWF has added value to the voice of the workers and has united the vulnerable |  
                  - Reporting;  
                  - Paying affiliates fee difficult due to salaries are low.  
                  - To keep IDWF informed in the Country and region. Update campaigns for websites |
<table>
<thead>
<tr>
<th>ZAMBIA:</th>
<th>i. Domestic Workers to IDWF</th>
<th>Capacity building and creation of website information</th>
<th>Continue with the Capacity Building program. Social Media recommended for use e.g. WhatsApp group for information sharing.</th>
<th>Not much in terms of work but it is getting easier</th>
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<td>i. Visibility to country and members</td>
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<td>NAMIBIA</td>
<td>i. Increase of membership to IDWF.</td>
<td>i. Capacity building ii. Leadership training iii. Exchange with other affiliates and workshop participants</td>
<td>Organizations to share information to the Federation and pay affiliation fees</td>
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<td></td>
<td>ii. Payment of dues</td>
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<td>UGANDA:</td>
<td>i. Payment of Union due – fully paid the workers for 5 years; ii. Recruited Migrant Domestic Workers into the Union; iii. Domestic Workers now sit on the National Executive Council iv. Increase of members and Leaders of Domestic Workers v. Advocacy for Ratification</td>
<td>i. HTS (The Union) visibility ii. Capacity Building for leaders iii. IDWF linked HTS with International Trade Unions in the Middle East iv. HTS and IDWF tools construct My Fair Homes</td>
<td><strong>Constitution:</strong> i. Propose Assistant Coordinator for Africa specifically for Migrant Domestic Workers issues. ii. Rate of fees to be increased iii. Creation of New posts</td>
<td>i. The achievements have not been felt on the ground. The General Secretary – IDWF should visit. ii. There has been no funding for Domestic Workers Rights iii. Africa affiliates are not publicized enough.</td>
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<td><strong>vi.</strong> Campaign to have Domestic Workers covered by the NSSF Act has been implemented.</td>
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| **KENYA:**  
| i. Affiliated to the IDWF and has made good all the remittances.  
| ii. Participates in organization and recruitment for both Domestic Workers and Migrant Domestic Workers.  
| iii. Increased membership.  
| iv. Conv. 189 adoption and campaigns  
| v. Hosting IDWF Capacity building issues. |
| i. Having Regional and International recognition of the Union and Domestic Workers.  
| ii. Exchange programs.  
| iii. Domestic Workers mentorship programs.  
| iv. Support in local events by IDWF  
| v. Capacity building workshops very helpful for organizing and mobilizing.  
| vi. Extensive research – IEC materials. |
| i. Trafficking of Domestic Workers – victims end into forced labour, IDWF should look into that.  
| ii. Advocacy for Conv. 189.  
| iii. IDWF technical assistance reflected  
| iv. Consistence – Migrant Domestic Workers is an issue for own Domestic Workers entitlement.  
| v. Engaging employers, especially good employers Constitution:  
| vi. Page 1 in table of contents No. 5 to read ‘Application fees’  
| vii. Page 3 in Objectives – addition – Promote Leadership of Unions and Migrant Domestic Workers should also feature. |
| i. Inconsistence of Affiliates dues – reluctant, withdrawing from the Sector.  
| ii. Financial constraints to support many programs and exchange for IDWF. |
TANZANIA & ZANZIBAR:

i. Membership fees have been paid.
ii. Awareness to IDWF.
iii. Campaigns for ratification of Conv. 189
iv. Sharing Information and Best Practices

i. Capacity Building
ii. Knowledge and Education
iii. Exchange visits
iv. Support on June 16 for Domestic Workers
v. Visibility and recognition

i. More educational programs and training;
ii. Campaign and Research
iii. Conv. 189
iv. Moral, Technical and Financial support needed

**Constitution:**

v. There should be an added position of the Deputy General Secretary in the IDWF.

### Additional comments from the Delegates:

In Africa, the zone is an Originator, Transit and Destination of the Migrant Domestic Workers. This is a challenge that needs deep dialogues/consultations with respective Authorities.

**Question on requesting for a Sub-Regional office.** The Regional Coordinator explained that according to the Constitution the General Secretary had Coordinators in the different Zones to assist. Regarding the Africa zone, the office was in Dar es Salaam, Tanzania, where the Coordinator came from. For Latin America, the office was based in Mexico.
Ms. Lawson facilitated this session by giving the background to the coming event in June 2018 in that started by explaining that the ILO will have the GBV agenda to discuss in Geneva at the International Labour Conference. The process to have Gender Based Violence on the Agenda included: (i) Experience sharing as an added value from Africa to the Conference; (ii) Video recordings; (iii) Interviews.

It was explained that the ILO was the major partner in the UN agencies that has the mandate of Tripartite (Government/Trade Unions and Employers) whose members meet to discuss the Policies, Workers and the Employment Environment as a whole. She briefly explained the start of the World of Work being a result of Industrialization in Europe in 1919. She explained about the mandate of ILO which includes:

- Creates decent jobs;
- Guarantee rights at work;
- Extend social protection; and
- Promote social dialogue
This is all done in different levels – Global, Regional, Sub-Regional, and at country levels.

Decent work includes Work, Rights, Social protection (i.e. pensions, health insurance, and retrenchment benefits) and social dialogue. The ILO sets International Labour Standards to promote decent work for all as a minimum. In other countries like the Nordic countries, the standards are even higher.

**Process for Standard setting:**

1. Problem is identified it takes 3 years to have it on the Agenda;
2. Put into ILC Agenda by the Governing Body
3. Office prepares law and practice report with questionnaire on content of possible new instrument
4. Report sent to social partners for comments
5. Office analyses comments and prepares proposed conclusions
6. Proposed conclusions are discussed at the ILC
7. Report on summary of discussions and draft instrument
8. Report sent to social partners for comments
9. Office prepares draft instrument
10. Second discussion of draft instrument by ILC
11. Instrument adopted by a 2/3 majority vote.

On the question of the voting for the instrument to be adopted, there are 4 votes per country. The Government has two votes, the Workers one vote and the Employers one Vote. Thus it is very useful/of utmost importance to lobby the Government and the Employer so as to ensure, the sponsored resolutions for the proposed Instrument are voted for in line with the Unions benefit.

Coming back to the question of ending violence and harassment of women and men in the World of Work, on the question of identification of the problem, there is no internationally agreed definition. Even the 8 Conventions Fundamental Human Rights none of them address the Gender Based Violence. The existing instruments only cover specific groups.

Thus the Gender Based Violence as a problem was identified in 2015 and is on track for 2018 drafting of the instrument. Report 5 (i) for Law and Practice was sent out with a questionnaire in May 2017 to the member countries but only 85 countries responded!!
Report 5 (ii) is now out and in June 2018, the International Labour Congress will discuss the Gender Based Violence. The majority of the Governments and Workers wanted a Recommendation and Convention. The Employers only want the Recommendation.

The ILO Secretariat will summarize, the office will prepare a draft and in 2020 the instrument will be tabled for a second discussion with a two-thirds majority vote. It will be discussed in 2020 as 2019 the ILO will be celebrating is 100 years existence. After that it is Ratification and Implementation where the work lies.

The ILO works on particular country requests, works with social partners i.e. the Governments, Employers and Workers. The ILO currently packages Human Rights Conventions together. Breach of these rights can lead to Countries being named and shamed at the International Labour Conference. It is mandatory that even if the Countries have not ratified Conventions, they still need to report on them.

**GENDER BASED VIOLENCE IN THE WORLD OF WORK:**

- What Constitutes Violence harassment against men and women at work?
- No intervention agreed definition.

**Responses from the participants:**

- It is about power relationships – superiority/vulnerability
- Salary levels/wages
- Psychological harassment/Economic power
- Sexual harassment – advances for rewards, pay rise, employments, certain favours.
- Denial of freedom. Arbitrary deprivation of freedom.
- Forced marriages
- Poverty based seeking promotion
- Sexual harassment – reason competence/skills
- Lack of confidence for position one holds.
- Very often subject to interviews;
- Ageism – discrimination
- Maternity (gender ramifications)
- Women are good viz a viz Men are stronger

**ITUC/IDWF DEFINITION:**

**ITUC:**
- Physical abuse/ sexual assault/battered/ attempted murder and murder;
- Sexual harassment, rape, sexual assault;
- Verbal and sexist abuse;
- Mobbing, bullying, coercion, physical abuse, intention and threat of violence;
- Economic and financial abuse, stalking, trafficking;
- Precarious work for Women – OSH, lack of Social Security, lack of or gender exclusion, street harassment, food scraps, **Italian syndrome** (‘feeling persecuted and spied upon, being locked up especially for MDWs)

**ILO:**
- Came up with an endless definition “**a continuum of unacceptable behavior and practices**”

4.4.1. **SHARING OF EXPERIENCES:** The delegates were able to share experience as follows:

**Zambia, Tanzania Guinea Conakry:**

i. Spoke of hidden work

**Zambia:**

ii. The Domestic Employers Association cooperates well with the Unions and it works with respect.

**Burkina Faso:**

iii. Domestic Workers need to know where to go – they lack vital information. They need contracts;

**Kenya:**
iv. There is a violation of Human Rights specifically on the issue of Maternity leave for Domestic workers. There is discrimination as 90 days are not given for the Domestic Workers.

v. Contracts are verbal and day offs are not followed.

vi. Related to poverty as one is in Zambia, Tanzania and Guinea Conakry, Burkina Faso: Domestic work is hidden work thus, information on mistreatment at times does not get known; Domestic workers need to know where they can go thus information has to be disseminated to them;

vii. Domestic Workers are discriminated when it comes to Maternity Leave and payment in Kenya. The constituted 90 days of leave plus breast feeding time off are not given.

viii. Contracts are verbal and days off/rest days at times change.

Case study:

(i) Zambia: One participant recalled the first job where she was locked in the house until she finished her work; her second job the employer was pregnant with older children. They kept piling on responsibilities that did not match with the pay in that she took care of the house, taught at the Day Care Centre and at the same time cooked snacks. Thus she was a housekeeper, teacher and Cook.

(ii) 1st job, the lady used to be locked in the bathroom when she was asked to clean. 2nd job, she got pregnant, but the employer decided to keep her, but put her onto a 2nd job of cooking, then a 3rd one for day care center whilst there was no salary increase for the 3 jobs that she was working at.. She eventually gathered the will to leave the work place. She was a housekeeper, a teacher and a cook.

(iii) Mozambique: Domestic Worker worked for a relative, a brother-in-laws tried to sexually harass her taking advantage of her family’s poverty. A Domestic Worker had to leave her workplace, due to unwanted advances from her brother-in-law. Maria Joaquim
ix. **Kenya**” Working environments are hazardous as was the case of a Domestic worker who had 4 bachelors as employers. Whenever she reported at work, they would be in their underwear, if she was sent to clean the bedrooms, she would find others watching pornographic films also in their underwear, that was a very unbearable environment to work in, as one could be assaulted.” Ruth Khakame from KUDHEIHA

The facilitator asked the delegates to split into 5 groups and discuss:

- What violence/harassment has been generally experienced by individuals
- What violence/harassment has been generally experienced by the unions
- What violence/harassment has been specifically experienced by individuals
- What violence/harassment issues have been specifically reported by union members
- How do unions handle specific cases experienced/reported by members
SHARING EXPERIENCE:

FIVE QUESTIONS FOR DISCUSSIONS AMONGST THE PARTICIPANTS – COUNTRY-WISE:

- Individual Experienced Violence;
- Union experienced Violence
- Specifically experienced by Individuals
- Violence/harassment specifically reported by Union Members
- Union handling of cases experienced reported by Members

Group work on sharing GBV experiences
<table>
<thead>
<tr>
<th>Individual Experienced Violence</th>
<th>Union experienced Violence</th>
<th>Specifically experienced by Individuals</th>
<th>Violence/harassment specifically reported by Union Members</th>
<th>Union handling of cases experienced reported by Members</th>
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<td><strong>Mali</strong></td>
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<td>Employee was denied health rights and sick leave and the employer terminated them. The intervention of the Union plus the Labour Inspectorate ensured the termination being overruled to the employees advantage.</td>
<td>There are many cases. National employers do not submit to cases. It is only the expatriates/non nationals who respond to Unions when called for arbitration.</td>
<td>Domestic workers employed by diplomats were dismissed with getting their dues. It took the Union handling as they were reminded that they were diplomats and it was the Domestic Workers that facilitated the employer’s ability to work. The Employers insulted the Union officials that were protecting the employee but in the end they paid those dues. Union officials also get harassed by employers</td>
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<td><strong>Burkina Faso</strong></td>
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<td>Domestic Workers are marginalized and badly treated. In 2016 there was a Human trafficker selling women to Saudi Arabia, whereby they provided passports, Visas, Work permits. Once in Jeddah, the victim found herself in a Villa with a high</td>
<td>Personal Experience – worked as maid and was harassed on a daily basis. Promises to be given a motorcycle if the Employer’s advances were accepted. Trips arranged with his children to ensure Domestic Worker</td>
<td>Daily basis, interviews are held for both parties to understand in depth the concern before offering expertise With the prejudice faced by members, advocacy in a friendly manner assists.. Talking of sanctions or suspension/or dismissals. If this does not work out, the matter is referred to the Ministry of Labour. The majority of complaints are about Domestic Workers needing leave, rest days and social security, as this is Decent Work for building the nation. If</td>
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barbed wire wall, gated with watchmen. She was asked what she wanted as salary and told to go out to the yard after agreement. She met a lot of women only to later realize she was meant to prostitute herself. She eventually killed herself and by the time news came to Burkina Faso, she had been buried. The news received on a radio led to the perpetrators of Human Trafficking ring in Burkina Faso to be arrested. The investigations is still ongoing but the tragedy is the life that was lost. The victim was aware that Domestic Workers were mistreated, but a friend had just come.

travelled with him leaving the spouse behind. The spouse was terrified of her husband and thus was a silent observer. It was the Domestic Worker that assured the wife that that she would not succumb. At that time the speaker was not aware of Trade Unions. She further wanted to know, what kind of harassment category fitted the wife’s trauma. Cited as double harassment plus GBV.

the Union fails to act in favor of the employee the imminent dismissal is verbal, it is never written. The law covers payment of benefits and compensation. Other employers, threaten employees at the Court. We also ask them to amicably comply as there is the Labour Tribunal, The Judge, the Senator who can be appealed to for conflict management.
back and assured her of work.

**BENIN:**

| As General Secretary, affiliation to the Federation was not accepted. Had to resign and start another Union after consultations with Domestic Workers. What was not acceptable was the word Domestic Workers thus it is known as the National Union of Household Workers. That exclusion meant we were not part of the Tripartite negotiations. With support of IDWF and other networks we are carrying the campaign of Conv. 189 as the Ministry |

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IVORY COAST

1. Young girl aged 21 yrs was raped by employer who was a Police Officer!! The wife told her Mother in Law/ At hospital the Nurse confirmed the rape case. The Union got assistance from the Women Lawyers Association who recorded the nurse’s evidence and took it up with the Commissioner of Police. The family of the deceased came to the Union official requesting that they drop the case. The perpetrator did not live far from the Union official, who fearing for her own family as the deceased family came to her house rather than the office. The Union official husband joined to request dropping of the case, She had no alternative.

2. Lebanese case: A couple (diplomats) left with their
Domestic Worker. After two years, they divorced and because they had confiscated her travel documents, she could not return. Finally she was able to return but after her family paid her return fare to the Lebanese embassy for transfer to where the Domestic Worker was. It was the Union’s intervention with the Ministry of Gender after the Ministry of Foreign Affairs failed. Normally such information is received at a very late stage.

3. Another case, a Domestic Worker who had been employed through an Agency was not paid. Eventually the employer paid after knowing that the Domestic Worker was unionized and said if she wasn’t she would not have been paid. So the Union visibility is enhanced.

**TOGO:**

<p>| 1. Long working hours whilst salaries | Cases are handled by: hearing, recording, discussing issues leading to |</p>
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<td>are not paid until 5 – 10 days later.</td>
<td>these cases., However, Unions have limits towards such handling and other Social actors have to take action.</td>
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<td>2. Case of physical violence where Domestic Workers were beaten badly, bruised physiological violence</td>
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<td><strong>NAMIBIA:</strong></td>
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<td>1. Harassment at work place whereby one woman was abused by 4 employers and ending up getting pregnant without knowing who the father was. The employers who were foreigners left Namibia after she reported to the Union. Police supported together with Women Lawyers Association.</td>
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<tr>
<td>2. Domestic Worker</td>
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was not allowed to use the toilet and was made to go out to the fields. That was denial of a sanitary facility. The Union took up the case, but the Domestic Worker did not speak up as she was afraid to lose her job and the room where she was staying.
3. Basic rights not known. One Domestic Worker was not paid for 1 month because she had been treated at the hospital.

### SOUTH AFRICA

| Sexual harassment and abuse by employer. Trade Union at Cape Town took the case to Court. 4 male |
| Video of the harassment is at the Union Office. Support as Union gave the Domestic Worker fare for every time the Court case came up. This is a Women’s office. |
students accused the Domestic Worker of theft, undressed her forcibly to nudity and could not find the money, she only had 30 Rands for her taxi fare. Employers must treat the Domestic Workers as human beings. The case was postponed for one year and eventually the Human Rights Commission took it up and dignity was given back to the Domestic Workers.

An injury to one is an injury to all. Women need to support one another.

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<th>ZAMBIA</th>
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Chinese nationals owning a one border stop shop lost US$ 100,000/- and accused the Domestic Worker for its loss. She was stripped naked and they changed working conditions through harassment to ensure she left. The Domestic Workers went to the Grievance Body who summoned the
Chinese employers. At the first dialogue, they hinted that they were connected to the State House. The Union wrote a very strong letter to the effect that her image was dented thus 6 Chinese came to the hearing. They pleaded to talk to the Domestic Worker outside and paid her off with US$ 2,500

**MALAWI:**

A Domestic Worker worked for 4 South Africans foreigners on a Building Project. She eventually got pregnant. So she reported to the Union.

There is victim support from the Police as well as Women Lawyers Association.

**ZANZIBAR**

Sexual harassment and abuse, OSH noncompliance as well as unpaid Maternity leave for Migrant Domestic Workers working in Oman is experienced.

As Organizers, there is ongoing lobbying to Private and Government Sectors on awareness campaigns and funding. In one instance, a potential funder invited the Union official to a nice hotel and she
went thinking it was all part of the extended meetings, only to realize that she was expected to spend the night at the hotel room whereby she left.

MENA is a huge problem for Migrant Domestic Workers. A solution needs to be found and Authorities informed.

Sharing of experiences continued:

On Unions dealing with these issues, the facilitator Ms. Judica Lawson mentioned the CMA for Tanzania and CCMA for South Africa as structures that assisted Workers.

Scenario: A Union Official presented with a Sexual Harassment case. With no evidence how does one prosecute/handle?

Response:

Uganda:
- Creation of Awareness is the biggest tool to be used.
- Have the officials understand the procedure of handling grievances, the ABCD’s.
- Have a toll free line that can be called and that is answered/operational at all times.

Zambia:
- Be pro-active in sensitization and have basic knowledge and know the jurisdiction.
- Have a check list for handling such cases/Guidelines/International Labour Standard handbook;
- Where there is no evidence any indicators?
4.4.2. CONCLUSIONS: ON MAKING THE VOICE OF THE DOMESTIC WORKERS HEARD.

- What can the Domestic Workers Union do to prevent and eliminate harassment and violence in the workplace?
- Who will be attending the ILC 2018

1. How is the IDWF mobilizing its membership to attend and speak at the meeting?

**East Africa & West Africa Anglophone countries:**
- Creating awareness through education and training;
- Stakeholders reporting cases and follow-ups;
- Lobbying for engagement of Law, Policies and Regulations
- Advocate and Campaign on GBV

**Southern countries**
- Awareness Campaign on Rights for Domestic Workers;
- Training and development of promotional material
- Collaborate with Stakeholders, advocacy and lobbying
- The use of Hotline

**W. Africa Francophone**
- Educate and train members of the Union and sensitize them on GBV.
- Report and support;
- Whistleblowing practices;
- Sensitize employers/employees
- Break silence – meeting with Workers/Unions/Employers
- Go to Media information on prosecution Communicate by word of mouth, door to door campaigns.
• Establish listening posts and ensure code of work
• Sensitized Traditional Leaders/Community/Religious Leaders and involve them in Whistleblowing.
• Have the Domestic Workers, report on cases.
The Unions should
- Sensitize Workers on their Duties and Rights to employment;
- Defend workers in case of Violence;
- Work with relevant authorities in Human Rights;
- Sensitize the Population and Domestic Workers;
- Strength with Parliamentarians
- Encourage Whistleblowing
- Provide information to Police.
- Union to alert and have green lines/Toll free

Zambia:
- Publicity of successful handling of cases
- Public prosecution by Media
- Whistleblower – protection on victimization

General comments:
- Awareness
- Training
- Communication
- Relations to Employers
- Sensitization.
- Hotline
- Lobbying
- Enforcing the Laws
Zambia offered a concept to be shared by all called **MORE**

M  Mobilize;
O  Organize
R  Recruit and
E  Educate

**4.4.3. WHO WILL BE ATTENDING THE ILC?**

Those who will definitely attend the ILC are Governments, Employers and workers representatives. ITUC is seeking as much documentation as it can get on Gender Violence. This time around the IDWF might have a vote and it will all be with the IDWF support. The Governments will approve the Vote.

Gender Based Violence for all in the World of Work but the most vulnerable are the Domestic Workers.

**5.0. SECOND CONGRESS IN SOUTH AFRICA – NOVEMBER 2018**

**5.1. LEADERSHIP ELECTION TO THE EXECUTIVE COMMITTEE IN AFRICA REGION:**

On presentation to the IDWF Congress, the contents, activities, and methodologies were explained to the delegates; It was confirmed, that those who were present at pre-Conference meeting would also participate in the Congress slated for November, 2018 in Cape Town, South Africa. It was further explained that the Pre-Conference other activity was to endorse two names that would be taken to the IDWF congress. These were nominations for the Regional Representatives to serve on the IDWF Executive Committee for the next five years. Each region will bring two nominees to be endorsed at the conference.
The current Executive committee with 8 other Representatives from other regions has served for first five-year term. The process of getting new Representatives is a very transparent one with an aim to take the Executive Committee at Global level. Ms. Elizabeth Tang the General Secretary based at the Head Office in Hong Kong will be present during the voting. Their nomination/endorsement by this conference should not stop delegates from using their democratic rights or practices to vote otherwise. The proposals for the Regional Executive Committee would be endorsed at the Congress in Cape Town – November, 2018.

The process went on as follows:
Both of the current EXCO members stood before the house;

i. 1st Titular – Ms. Myrtle Witbooi from South Africa, General Secretary of SADSAWU, 1st President of the IDWF. The work she had done on the Convention 189 in South Africa speaks for itself as it is one of the countries that have ratified that Convention.

ii. 2nd Alternate – Ms. Asmaou Bah from Guinea Conakry, General Secretary of SYNEM Guinea and whose country has also ratified the Convention 189. It shows not only the seriousness but the determination to ‘WALK THE TALK’.

(i) Nomination of First titular

Sister Ester Kosi of DSWU-Ghana proposed the name of first titular Myrtle Witbooi and the motion was seconded by Toindepi Dhure from ZDAWU of Zimbabwe.
The house unanimously endorsed the name of Myrtle Witbooi to be the titular from Africa region

(ii) Nomination of Alternate:
Sister Akaffou Emma Sandrine from SYTDTEI-CI of Ivory Coast proposed the name of Asmaou Bah General Secretary of SYNEM Guinea and the motion was seconded by Aissata Sadjo from SYTHOBRA from Niger.
The house unanimously endorsed the name of Asmaou Bah from Africa region
5.2. ELECTION OF LEADERS TO THE AFRICA DOMESTIC WORKERS NETWORK-AfDWN:

The nomination of sub-regional delegates to serve on Africa Domestic Workers Network took place. This was just a platform and not reflected in the Constitution. It is meant to facilitate and ease the work of the region. The Africa Coordinator – Ms. Kanyoka lamented that very little had been done in the past five years by this network. It had been very inactive.

In particular was the case of the East Africa Zone – Ms. Eva Muliro from KUDHEIA Kenya had passed on and Mr. Seif from CHODAWU Tanzania - has left the Union. Active members were Mr. Raimi Fataou from SYNEH-BENIN, Benin, Ms. Esther Kosi from DSWU Ghana and Ms. Hester Stephens from SADSAWU South Africa were active. Others were Ms. Asmaou Bah from SYNEH-GUINEE, Guinea, Mr. Toindepi Dhure from ZDAWU, Zimbabwe and Ms. Akaffou Sandrine from SYTDTEI- CI, Ivory Coast.

Nothing much was done during the five-years and members were asked whether to change the team or add more members to replace those that had died or left the union. The eligible choices to serve the Network had to be chosen from amongst the worker leaders and not the officials. The structure was explained as having 3 members from each zone namely:

- **Francophone** - West Africa;
- **Anglophone** - this combined West Africa and East Africa;
- **Southern** - South Africa - combined both English and Portuguese speakers.
Prior to the nomination exercise, the roles and responsibilities of the members to the Africa Network were listed based on the guide which was developed and agreed in 2013.

- Gather ideas and information and communication as well as have/make decisions within the region;
- Communicate with IDWF Regional Office. (an example was given in that the Regional Coordinator had to use Burkina Faso Union to get the invitations sent through to the Francophone members;
- Assist the Regional Coordinator in corresponding with member Unions;
- Strengthen and build capacity of Affiliates through technical support;
- Approve new Affiliates within the Region;

The African Domestic Workers Network was revived with new members being elected in order to get 9 members. These were from 3 zones namely the West Africa Francophone countries, the East and West Africa Anglophone countries and the South African Anglophone and Lusophone countries. They were tasked to meet and choose amongst themselves a Chairperson, Vice Chairperson and Secretary. They were also to discuss the roles and responsibilities whilst taking into consideration, the first 5 years had passed without any/very little work being done.

The group noted the following in their reflection of the first five years:

- They relied on one-way communication from the Regional Coordinator. Affiliates would respond in their individual capacity or not respond at all instead of coordinating with each other as IDWF affiliate at country and sub-regional level.
- There was no common project driving affiliates to coordinate activities at sub-regional level.
- It was their first experience as the African domestic workers regional network
- There was no team spirit among the elected representatives because people did not understand individual roles, everything was new but now that they know each other better they could work well together.

*The immediate task that the African Domestic Workers Network had set for itself was to follow up on conference actions and prepare for the IDWF Congress in November.*
The Elected members are:

Ms. Asmaou Bah – Chairperson – Guinea
Ms. Hester Stephens – Vice Chairperson – South Africa
Mr. Raimi Fataou – Secretary – Benin
Ms. Esther Kosi – Member – Ghana
Mr. Toindepi Dhure – Member – Zambia
Ms. Akaflou Sandrine – Member – Ivory Coast
Ms. Ruth Khakame – Member – Kenya
Ms. Digna Nicholaus – Member – Tanzania
Ms. Maria Joaquim – Member – Mozambique

Ms. Asmaou Bah as the Chairperson of the Africa Domestic Workers’ network thanked her comrades for their trust in returning them to the representation that they had held for 5 years. She promised not to let them down. They would try all their best in legal ways to defend the Domestic Workers in Africa. Upon return, every one of the members will do what it needs for the Network. She noted that it was a huge responsibility that they were handed.
6.0. CONSTITUTIONAL AMENDMENTS AND PROPOSED REGIONAL RESOLUTIONS TO THE IDWF

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<tr>
<th>RECOMMENDATION AND SPONSORS</th>
<th>SUPPORTING INFORMATION</th>
</tr>
</thead>
</table>
| **1. ERADICATION OF CHILD LABOUR; INTERNAL AND EXTERNAL MIGRATION (Sponsored by Guinea Conakry: Supported by Liberia and Mozambique)** | i. A respect of minimum age for every child, transparency in recruitment agencies  
ii. Collaborate, with competent organizations such as UNICEF, Ministry of Labour, and Ministry of Justice for eradication of Child Labour.  
iii. Sensitization of the population in order to break the silence on Child Labour, mistreatment and to put an end to child exploitation under all its forms |
| **2. MIGRATION (Sponsored by Uganda and supported by Tanzania)** | **On migration it was noted:**  
i. Sensitization campaigns in the country. There is an issue of Immigration challenges visas and Human Trafficking.  
ii. Sexual exploitation  
iii. Document and disseminate folder of list of testimonies of migrant returnees – also have to fight Human Trafficking in the country of **departure, transit** and **destination**.  
iv. Also undertake sensitization campaigns to the population, for re-integration of returnees. Also intercession into life respect for returnees. Sensitization of employer and parents on abuse.  
**In big cities:**  
v. To inform Domestic Workers on the access to legal instruments and on the working conditions and life. These were points noted on the Migrant Workers |
vi. Internal migration is a class issue i.e. Poor people sometimes relatives from the rural areas move to work for their middle-class relatives in the cities and end up in exploitative situations.

<table>
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<tr>
<th>RECOMMENDATION AND SPONSORS</th>
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</tr>
</thead>
<tbody>
<tr>
<td>3. DOMESTIC WORKERS – OCCUPATIONAL HEALTH AND SAFETY (Sponsored by Ivory Coast and supported by Togo)</td>
<td>Two points. Safety and Health at Work places.</td>
</tr>
<tr>
<td></td>
<td>i. Put into place protective measures e.g gloves, disposals in kitchen.</td>
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<td></td>
<td>ii. Declare Domestic Work during <strong>commemorations</strong>?</td>
</tr>
<tr>
<td></td>
<td>iii. Declare Domestic Work at level of Social Security allow maternal and family benefits, Pension and to have Health cover for accidents. Declare incidents of accidents within a specific time frame. On health in work places plan to have a 1st Aid Kit, health check for Domestic Workers every three months. Handling the health care insurance and payment for treatment. Provide sick leave when Domestic Workers get sick and there should be no deduction of days when sick and not working.</td>
</tr>
<tr>
<td></td>
<td>It is necessary to have Domestic Workers sensitized on Occupational Health and Safety.</td>
</tr>
<tr>
<td></td>
<td>Domestic workers are exposed to hazardous chemicals.</td>
</tr>
<tr>
<td></td>
<td>Good health is a necessity, leave and rest. When one is fatigued and does not rest, one tends to fall sick frequently.</td>
</tr>
</tbody>
</table>
### 4, HUMAN TRAFFICKING  
*(Sponsored by Zambia and supported by Zimbabwe)*

Domestic Workers are victims of Human Trafficking. Taken secretly on a pretense of making money resulting into exploitation.

- i. Money given to parents;
- ii. Confiscation of passport;
- iii. Transit country to improve security
- iv. State Agencies to come aboard;
- v. Regulation to target Recruitment Agencies.

### RECOMMENDATION AND SPONSORS

### SUPPORTING INFORMATION

### 5, GENDER BASED VIOLENCE  
*(Sponsored by Ghana. Supported by Kenya and South Africa)*

Victims suffer in family houses, sons, other male members as well as neighbors are at times aware of Sexual Harassment and Rape., Sexual Assault at times end up in unwanted pregnancies, being chased out from the household, infection of HIV Aids, STDs and other diseases.

Male Domestic Workers also suffer the same. When owners leave, they are locked in.

### RECOMMENDATION AND SPONSORS

### SUPPORTING INFORMATION

### 6, DEPUTY SECRETARY GENERAL  
*(Sponsored by Namibia and supported by Malawi)*

Appointment of Deputy Secretary General to IDWF

**SUGGESTED TERMS:**

- i. On a permanently employed basis;
- ii. Act in absence of the General Secretary
- iii. Be based in Hong Kong – IDWF Headquarters
- iv. Should be in an elective position the same as the General Secretary

**TERMS OF REFERENCE:**

- v. Deputy General Secretary should perform duties as assigned by the General


<table>
<thead>
<tr>
<th>RECOMMENDATION AND SPONSORS</th>
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</thead>
<tbody>
<tr>
<td>7. CONSTITUTION</td>
<td>From the cover page:</td>
</tr>
<tr>
<td><em>(Sponsored by Zimbabwe and supported by South Africa)</em></td>
<td>i. The acronyms FITH and FITD to be clarified.</td>
</tr>
<tr>
<td></td>
<td>ii. <strong>On page 1: TABLE OF CONTENTS</strong></td>
</tr>
<tr>
<td></td>
<td>– No. 5 Affiliation to read Affiliation</td>
</tr>
<tr>
<td></td>
<td>iii. <strong>On page 2 – PREAMBLE</strong></td>
</tr>
<tr>
<td></td>
<td>– Definition of terms with their meanings to avoid repetition whenever we are talking about D.W. e.g.</td>
</tr>
<tr>
<td></td>
<td>1. Domestic/Household workers;</td>
</tr>
<tr>
<td></td>
<td>2. MDW – Migrant Domestic Workers</td>
</tr>
</tbody>
</table>
iv. **Include also:**
   1. Mission and Vision of IDWF;

v. - The **objective 2:3** to be removed and be included in the preamble which is on female gender

**On page 3 – NAME**
After defining IDWF, include the Logo, colour and flag which identifies the Federation.

**On page 6 – MEMBERSHIP:**
Review 4.4 – second sentence to read ……*a minimum of 200 members* … (to avoid small Domestic Workers groups which cannot pay affiliation fees)

Review 4.7. “The sub-committee chaired by the Deputy General Secretary shall have the right to suspend a member, and the affected member may appeal to the General Secretary/President, and the Congress expel …… “

**On page 7 – ORGANIZATION STRUCTURES:**
Include

d) Deputy General Secretary

**On page 8 – THE CONGRESS**
Review: 7.3 (a) Affiliates with 201 – 1000 members;
   7.5 Deputy Secretary General (*the flip chart had 7.8 that covers the Congress Agenda*).

**On page 10 – THE EXECUTIVE COMMITTEE**
Review 8.2. ………Seven regions ……MENA region ……..
Review 8.4. – Should an executive committee member retire, be terminated, suspended, insolvency, incapacitated, incompetent …………

The President Ms. Myrtle Witbooi explained the process that entailed those Resolutions to be incorporated at the IDWF headquarters as follows:

The IDWF will mobilize, attend, speak and be part of the Committee.

All the IDWF Executives will be going to the International Labour Conference. The ITUC has a Vote as it represents the Workers. That means needed is the documentation on the Domestic Workers issues. This time around, the IDWF might have a Vote with the IUF offering support. This will be a seven-day period of intense lobbying. Needed to support the resolutions are video evidences of Gender Based Violence that will be used at the International Labour Conference. These testimonies were being processed at the 3 day meeting by Ms. Neema whilst Ms. Assumpta Namaganda from HTS Uganda, took care of the Migrant Workers’ questionnaires.
7.0. CONFERENCE CLOSING REMARKS

The conference was called to a close and the Guest of Honor being the CHODAWU Secretary General – Mr. Said Wamba, who thanked IDWF and WIEGO for facilitating the conference discussions. He hoped that the objectives had been met but of more importance was the implementation part of it. He wished a safe trip back to the delegates.

The President of IDWF – Ms Myrtle Witbooi stressed that the African Network needed support from the Unions to push the Conv. 189 through. She reiterated that it was an end to 3 very good days but reminded the delegates that their work starts now. They needed to plan what was to be done after departure, repeating that funding was scarce so one had to make do with the little in hand.

She also called upon the younger generation to immerse itself in the Union matters as there was time to hand over to them. The three days conference was closed with solidarity song very late in the evening.

_IDWF President Myrtle Witbooi giving closing remarks to the conference._
### SUMMARY OF REGIONAL CONFERENCE DECISIONS AND RECOMMENDATIONS TO BE ACTIONED AND COORDINATED BY THE REGIONAL COMMITTEE

<table>
<thead>
<tr>
<th>Issue</th>
<th>Recommendation</th>
<th>Responsibility</th>
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<tbody>
<tr>
<td>1. Collection of affiliation fees</td>
<td>Develop a systematic way of collection, record progress and include in regional reports for follow-up</td>
<td>Regional Coordinator and implementation in every sub-region</td>
</tr>
</tbody>
</table>
| 2. Sharing resources such as training material and best practice examples | The benefit of networking is to share information and resources that do not always require financial resources for example Ivory Coast already has training material on health and safety for domestic workers that can be shared across the region and would just need to be translated. | • Ivory Coast has the material to share it with the Africa Network committee and the sub-regional representatives to share it among all the unions in their sub-region.  
• Uganda has been successful in MOUs for Migrant Domestic Workers. Same can be shared with the West Africa Anglophone whose... |
countries are beset with ‘Human Trafficking’ in form of MDW’s.

<table>
<thead>
<tr>
<th>3. Ongoing membership support</th>
<th>Establish a helpline</th>
<th>Regional committee to discuss the details of how this will be implemented</th>
</tr>
</thead>
<tbody>
<tr>
<td>4. Communication proves very difficult especially in West Africa – Francophone. ii. Communication amongst the Unions after leaders/representatives attend various interventions</td>
<td>i. Have one country adopt Senegal. ii. Recommend a quarterly report sent to the Regional Coordinator that will underline all the activities undertaken including representation feedback upon returning to respective countries</td>
<td>i. One of the members of the Africa Network Committee from West Africa Francophone to assist flow of information to and from the Regional Coordinator. ii. Union leaders and representative Domestic Workers.</td>
</tr>
<tr>
<td>5. Recruitment of Domestic Workers</td>
<td>Aggressive recruitment needs to be tapped on. Share on the Kenya experience of following the potential members to their homesteads on off days, or in the parks when they are resting between working times. Use the Zambia ‘MORE’ model on Mobilize, Organize, Recruit and Educate.</td>
<td>All Union leaders plus Domestic Workers who are Union members.</td>
</tr>
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**CAMPAIGNS**

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<thead>
<tr>
<th>6. Respect for basic worker rights</th>
<th>Raise awareness among all members of their basic worker rights, share materials that can be used</th>
<th>Sub-regional coordinators</th>
</tr>
</thead>
<tbody>
<tr>
<td>7. Domestic workers maternity benefits and rights are not respected, DWs often have to leave behind their own babies to go and take care of employers babies</td>
<td>Implement a campaign to emphasize that <strong>domestic workers are mothers too</strong> – we should have maternity leave, time to breastfeed babies etc.</td>
<td>Planning at regional level and implementation at sub-regional level.</td>
</tr>
<tr>
<td>8. Ratification of the Convention 189</td>
<td>Intense Lobbying and Advocacy, reaching</td>
<td>African Network Committee plus Sub-</td>
</tr>
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</table>
| in countries that have not ratified | out to Domestic Worker Friendly Parliamentarians, Opinion Leaders, Media fraternity in all its forms – social media not left out.  
ii. Networking, using models of countries that have ratified. South Africa, Guinea and Mauritius. | regional coordinators but with the help of all. |
| 9. Engaging supportive employers | Establish a system of meeting and sharing experiences but also as the first point of contact with regards to grievances (hope it's still the Union’s jurisdiction) | Trade Union leaders but also with the support of Domestic Workers that work for the respective employers. |

**CAPACITY BUILDING:**

| 10. Funding for Technical Skills | Pass out a questionnaire to all Affiliates so as to understand the level/kind of technical skills needed to enable work out a training, albeit exchange between affiliates | Regional Coordinator assisted by sub-regional coordinators and the African Network Committee to hasten the exercise |
| 11. Leadership training | This was raised by the majority of the affiliates as an area of capacity building |

**PROPOSED REGIONAL RESOLUTIONS**

| 12. Eradication of Child Labour: Internal and External Migration | i. Respect for minimum age for every child;  
ii. Collaboration with competent organization e.g. UNICEF, MOL for eradication;  
iii. Sensitization of population | |
| 13. Migration | i. Sensitization campaigns;  
ii. Document and disseminate folder of list of testimonies of migrant returnees;  
iii. Inform DWs on the access to legal instruments and on working conditions and life. | |
| 14. DW’s Occupational Health and Safety | i. Put into place protective measures e.g. gloves, disposals in kitchens plus 1st Aid kits and health checks for Workers;  
Declare Domestic Work at level of Social Security allow maternal and family benefits, | |
| 15. Human Trafficking | DW’s are victims of Human Trafficking so:  
<table>
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<tbody>
<tr>
<td></td>
<td>i. Transit country to improve security;</td>
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<td>ii. State agencies to come on board;</td>
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<td></td>
<td>iii. Regulation to target Recruitment Agencies.</td>
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| 16. Gender Based Violence | Improved working conditions in the sense that DWs are aware of their Rights and legislation protecting them and in cases of injury have the Union leaders contacts for assistance  
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<tbody>
<tr>
<td></td>
<td>ii. Hotline</td>
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| 17. Deputy Secretary General | Be permanently employed;  
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<tr>
<td></td>
<td>ii. Act in absence of General Secretary;</td>
</tr>
<tr>
<td></td>
<td>iii. Based in Hong Kong at IDWF Hqtrs.</td>
</tr>
</tbody>
</table>
|                            | iv. Should be in an elective position such as General Secretary;  
|                            | v. Should be an elective position for 5 years subject to re-election |

### CONSTITUTIONAL AMENDMENTS

| 18. | Various changes on:  
|-----|-------------------------------------------------|
|     | i. Typo errors, and acronyms to be clarified;  
|     | ii. Preamble definition of terms for clarity e.g. Domestic Household Workers and Migrant Domestic Workers;  
|     | iii. Mission and Vision of IDWF  
|     | iv. IDWF Name defined and then to include logo, colour and Flag  
|     | v. Review 4.4. Membership - giving minimum numbers to ensure affiliation fees are met;  
|     | vi. Review 4.7. Sub-committee chaired by the Deputy Secretary General’s powers underlined/added  
|     | vii. **Organization structures** – addition of the Deputy General Secretary position;  
|     | viii. **Congress** -  
<p>|     | Review 7.3 of the Affiliate number – 201 -1000 |</p>
<table>
<thead>
<tr>
<th>Review 7.5 Deputy Secretary General (addition)</th>
</tr>
</thead>
<tbody>
<tr>
<td>ix. <strong>The Executive Committee</strong></td>
</tr>
<tr>
<td>Addition of MENA region;</td>
</tr>
<tr>
<td>Review on No. 8.4 Addition to Executive committee member</td>
</tr>
</tbody>
</table>
## PARTICIPANTS LIST:

<table>
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<tr>
<th>COUNTRY/UNION</th>
<th>S/NO.</th>
<th>GENDER</th>
<th>NAME</th>
<th>DESIGNATION</th>
<th>CONTACT</th>
</tr>
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<tbody>
<tr>
<td>BENIN</td>
<td>1.</td>
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<td>Mr. Raimi S.A.O Fataou</td>
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<td>Contact Information</td>
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<td>Malawi</td>
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<td>Malawi</td>
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<td>Mozambique</td>
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<tr>
<td>31.</td>
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<td>F</td>
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<td>General Secretary</td>
<td>98458386</td>
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<td></td>
<td>33.</td>
<td>F</td>
<td>De Souza Aimee J.B.</td>
<td>Trainer</td>
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<tr>
<td>UGANDA</td>
<td>34.</td>
<td>F</td>
<td>Ms. Namaganda Assumpta</td>
<td>Assistant General Secretary for DWs</td>
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<td></td>
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<td>GeneralSecretary</td>
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<td>37.</td>
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<td>Ms. Dorothy Kasaro</td>
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<tr>
<td>ZIMBABWE</td>
<td>40.</td>
<td>M</td>
<td>Mr. Toindepi Dhure</td>
<td>Assistant General Secretary</td>
<td>+263774075592</td>
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<td></td>
<td>41.</td>
<td>F</td>
<td>Ms. Evelyn Mutambanengwe</td>
<td>Organizer</td>
<td>+263773970505</td>
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</table>
For the Opening Day: 24th March 2018

<table>
<thead>
<tr>
<th>TANZANIA</th>
<th></th>
<th>Mr. Said Wamba Said</th>
<th>General Secretary - CHODAWU</th>
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<td>General Secretary - TUCTA</td>
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<td>42.</td>
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<td>Ms. Anne Mbise</td>
<td>Project Officer - FES-Tanzania</td>
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<th>ILO – TANZANIA, BURUNDI, KENYA, UGANDA AND RWANDA</th>
<th>43.</th>
<th>M</th>
<th>Mr. Wellington Chibebe</th>
<th>ILO Country Director for Eastern Africa</th>
<th>ILO office Dar es Salaam</th>
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<tr>
<td>ILO- Tanzania office</td>
<td>44</td>
<td>M</td>
<td>Patrick Rutabazibwa</td>
<td>Programme Officer</td>
<td>ILO Office Dar es Salaam</td>
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</table>
At the closing of the 3 day pre-Conference – 26th March, 2018 at the Holiday Inn Hotel, Dar es Salaam, Tanzania

TANZANIA OYEEE !!!!! AMANDLA!!!! SALUT KAMARA!!!!! AFRICA OYEEEE!!!