

IDWF Regional Workshop on Supporting the ILO Convention & Stopping Violence Against Domestic Workers,

Negombo, Sri-Lanka, 21 – 22 April 2018

Workshop Report

A regional workshop on supporting ILO Convention and stopping violence against domestic workers was held at the Paradise Beach Hotel in Negombo, Sri Lanka on 21-22 April 2018. It was organized by the IDWF and sponsored by the Bread for the World and the Solidarity Centre. There were 40 participants. 26 of them were representatives of IDWF affiliates in Asia (see the full list in [Appendix VIII](#)). Among them, 23 were females and 3 were males. All together there were 14 domestic workers at the workshop. There were resource persons: 4 from IDWF, and 3 from the Solidarity Centre. The workshop chief facilitator was Niken Wulan, the IDWF program officer.

The workshop was conducted in English with simultaneous interpretation in 6 languages: Bangla, Korean, Hindi, Tamil, Bahasa Indonesia and Nepali.

Objectives:

The main objective was to develop an action plan to stop gender-based violence against domestic workers in Asia to be implemented by the IDWF and its affiliates in the next 3 years focusing on:

- National advocacy plans
- Engagement in the ILO process

Programme and timetable: see [Appendix I](#)

Day One, 21 April 2018

1. Opening

The Workshop was open by a welcome remark by Sathyapani Sarasagopal, President of Domestic Workers Union (DWU), Sri Lanka. She welcomed everyone to come to Sri-Lanka and looked forward to the exchange later on.

Phobsuk Gasing (Dang), Executive Committee member of IDWF thanked everyone for participating in this meeting. She emphasized the importance of the unity of domestic workers. The regional meeting would enable us to learn and exchange with each other and to generate a collective voice.

Alonzo Suson, the country program director of Solidarity Centre in Sri Lanka, said they were excited to support IDWF to train affiliates to fight against gender-based violence, and to make use of ILO conventions to protect Domestic Workers' right. He said the Solidarity Centre, together with the Global union federations, would create big support to ensure a convention against violence and harassment at work. He reminded the leaders to think about the direction of IDWF and the leadership: Power is the key.

Elizabeth Tang, General Secretary of the IDWF, thanked every one of the DWU and the participants. She thanked the Solidarity Centre and the Bread for the World to make the workshop possible with the financial contribution. This year in November IDWF would have a congress. She emphasized the importance of Congress as the highest governance body of IDWF. On the second half-day of Day 2 and the Day 3, it would be a Pre-Congress meeting.

2. Introduction of Participants and Expectation Check

The participants introduced themselves by mentioning their names and positions at the unions. Fish added that representatives from Nepal had not arrived due to flight delays.

Niken then introduced the workshop program. She then invited the participants to share their (1) expectations for the workshop and (2) what should be the “Take Away” to their organizations after the workshop. Participants were invited to write the answers in cue cards in either English or their own languages. The cue cards were then posted onto the wall ([Appendix II](#)). Most of the expectations were to learn about Gender Based Violence, Legislation, the method to train up the leaders and recruitment of new members. On the “Take-away”, most participants wished to bring what they would learn and teach their members and to bring back a plan to stop GBV.

During the tea break afterwards, the participants took a group photo.

3. Session 0. Understanding Gender

This session was to build a common understanding of gender stereotypes and their impact on the lives of domestic workers.

Niken led an interactive game assessing gender stereotypes. Each participant held cue cards with an adjective written on each card. They put the cue cards under the categorization of “Males”, “Females”, and “Males and Females”. Niken then read the cue cards one by one and reviewed the categorization of male and female “characteristics”. She suggested that almost all of these gender “characteristics” were socially constructed, rather than biologically inborn.

4. Session 1. IDWF and Gender-based Violence faced by domestic workers

The session was to identify the main forms of GBV faced by domestic workers in Asian countries.

Fish reported that IDWF did a baseline study with IDWF affiliates in Asia on GBV. The report of the baseline study was written by Nina Langit of LEARN, Philippines. Through Skype, she reported the finding of the baseline study. She presented the methodology, limitation and main findings of the research. (see attached the presentation). [A written report](#) was circulated to the participants before the meeting.

The participants were then divided into 6 groups to discuss (1) What is missing in the report (2) Top 5 forms of GBV and (3) Their successful experience of fighting against GBV.

After the group discussion, the group went for a lunch break. SEWA sang a song for the group before the groups’ reports started.

Each group made reports on the discussion. (Group reports: [Appendix III](#))

Participants suggested that the following were missing from the report:

- GBV specifically faced by migrant domestic workers;
- Legislations and policies on GBV in different countries;
- How to distinguish GBV from other forms of violence;

Top 5 forms of GBV faced by domestic workers which were mostly mentioned by the groups were:

- Sexual abuse;
- Economic abuse;
- All kinds of discriminations;
- Physical abuse;
- Psychological abuse.

Successful experiences against GBV mentioned are mainly on:

- Campaigns for legislations, policies, authorities to accept complaint reports etc.
- Case handling;
- Training.

One group reported that they were not clear whether general labour abuses, e.g. unpaid wages, no food, etc., should be regarded as gender-based violence.

The participants broke for a tea break. Novelita led a warm-up game “Siomai, Siopao and Sumen” before the session continued.

Are general labour abuses gender-based violence?

Elizabeth answered the question brought forward to the meeting before the lunch break - *are general labour abuses gender-based violence?*

Elizabeth said that the answer was yes and no. One should look at the motivation of the perpetrator and see whether he/she did it because of gender role. Also, since domestic work was women’s work, most issues that domestic workers faced were gender-based. Domestic workers were mostly women.

5. Session 2: The ILO Standard-setting Process and the Report on “Ending Violence and Harassment in the World of Work”, 2017 - 2019

The objective of this session was to introduce the ILO Standard-setting Process and the ILO second report (Yellow Report) on Violence in the World of Work – what was there for domestic workers and implication on our advocacy.

A one-page of an “Overview of the ILO 2nd Report (Yellow Report) on Ending Violence and Harassment in the World of Work” was distributed to the participants. ([Appendix IV](#))

Elizabeth reported that the ILO was in a standard-setting process on Ending Violence and Harassment in the World of Work. Last year the ILO sent out questionnaires, asking the member states (government, workers and employers) on the opinion of the form and content of the instrument. The responses were included in the [2nd report \(Yellow report\)](#). Most responses supported the instrument should be in the form of a convention.

Two suggestions from the IDWF were being included in the ILO Yellow Report. The first was the inclusion of employment agencies as employers. The second was that private home inspection should be in place to strengthen the monitoring of employers. The Yellow report with a draft instrument would be debated in the coming up International Labour Conference in June. We would need to:

- 1) Lobby our governments to send somebody who was interested in this topic, and to attend the committee meeting on Ending Violence and Harassment in the World of Work.
- 2) Lobby our national trade union centres to include domestic workers in the workers’ delegation and to sensitize our trade union delegates on the issues.

Finally, she suggested that the objective of the IDWF campaign on this was also to strengthen the capacity of the affiliates. Affiliates would be more capable of addressing the issues effectively to achieve legal reform and changes in social norms.

6. Session 3a: Campaigning against GBV – what can we do?

Muna of the Solidarity Centre facilitated this session. She wrote the word “Advocacy” on a flip-chart paper. She asked the participants to think about “What is the one word you would associate with when

we talk about advocacy?” Participants wrote the one word on Post-it and stuck it around the word “Advocacy”. These were elements and activities on advocacy: strength, struggle, fight, speak, voice, recognize, Legal protection, awareness, lobbying, campaign, organizing, rights, People, policy, politicians, and governments. Participants were asked for examples of advocacy campaigns. Christy shared the experience of the campaign for Sexual Harassment Act in India.

Niken then briefed participants on how to make SMART Plans. SMART plans mean that when we were making plans, they needed to be Specific, Measurable, Achievable, Realistic and Time-bound.

The participants were divided into 5 groups to formulate their plans to fight against GBV on the national and regional level. Alonzo suggested narrowing the big goal of ending GBV into smaller objective – how to gain an ILO convention? We needed to find out the plan, from now until June 2018, to pressurize our governments to support a convention.

The 5 groups had their discussion. They submitted their group results to Daphne so that she would compile them in the evening today.

Fish also asked for 5 volunteers to form a group to discuss and suggest advocacy messages on IDWF campaign against GBV. The messages had to be eye-catching and based on the discussion the group had today.

The session ended at 5:30pm and Day One thus closed.

Day Two, 22 April 2018

The session started at 9 am. Clara led a warm-up exercise and demonstrated some useful acupuncture points for health.

Fish then welcomed two representatives from HUN, Nepal, who arrived late because of flight delays. She recapped the discussion yesterday.

6. Session 3b: Campaigning against GBV – Our Key Activities

Daphne reported a plan compiled from the group discussion on the national and regional campaign against GBV. ([Appendix V](#))

The plan had 3 main goals, namely:

- The inclusion of domestic workers’ objective in ILO standard setting processing in ‘ending violence and harassment in the world of work.’
- Adopt and implement the National and Local Laws on Protecting of Women against GBV
- Ratify and pass National Legislation on Protecting of Women against GBV

Fish and Niken facilitated the discussion on the compiled plan. Participants agreed to the overall direction of the plan.

IDWF Campaign Plan against GBV

Fish then reported the IDWF’s plan on a campaign against GBV. IDWF would bring 4 delegates per region to attend the upcoming ILO conference to participate in the tripartite discussion on ‘Ending Violence and Harassment in the World of Work’. The GBV-ILO questionnaires, process and sample

letters for lobbying work could be found at IDWF web page: <http://bit.ly/2xeHTM7>.

With the support of the Bread for the World, German funding, the IDWF would have domestic workers leadership to campaign for ending GBV. The project timeline was from May 1, 2018, to Apr 30, 2021.

The following activities would be organized:

- 1) Increased awareness of GBV
 - Regional meetings
 - National advocacy campaigns
 - Campaign materials (logos, stickers, DW Platform of demands, video clips)
 - Participation of domestic workers leaders at the ILO Conference
- 2) The formation of a regional Committee of domestic workers Leaders
 - To monitor the IDWF GBV Campaign:
 - To have monthly communications and annual face-to-face meetings

IDWF delegation to the ILC

Elizabeth suggested the following criteria of the delegates:

- Domestic workers preferred
- Inspiring personal story
- Pleasant personality and ready to express even in front of governments & employers
- Support of her own organizations
- Balanced Subregional representation
- Some Knowledge of English preferred

If affiliates would like to send their representative to attend the ILC, they should submit names on or before 29 Apr 2018 to Fish.

Participants were asked to discuss with their members of their organizations on the campaign plan against GBV. It was hoped that the affiliates would come up with follow-up actions in their countries.

The advocacy message

The advocacy message working group then reported their proposals ([Appendix VI](#)):

The participants were asked to vote for the message (or slogan) that they liked most during the tea break. In the end, the advocacy message (slogan), '*Zero Tolerance on Gender-Based Violence for Domestic Worker in Work Place*', was chosen. The selected advocacy message would be further discussed with other regions to create a robust global advocacy message in 2018 – 2019.

This session ended at 11 pm. The IDWF Pre-Congress meeting started later on after the tea break.

7. Evaluation

Evaluation forms were distributed to the participants to express how they found the workshop. Most participants were satisfied with the workshop. All of them expressed that they found the learnings from the workshop was useful. See the evaluation result in [Appendix VII](#).

**IDWF Regional Workshop on Supporting ILO Convention & Stopping Violence Against Domestic Workers
Negombo, Sri Lanka, April 21-22, 2018**

☞ Program DRAFT ☞

Day 1: 21 Apr 2018	
IDWF Regional Workshop on Supporting ILO Convention & Stopping Violence Against Domestic Workers	
08:30	Registration
09:00	Welcome Remarks <ul style="list-style-type: none"> - Domestic worker leader, DWU, Sri Lanka (<i>tbc</i>) - Phobsuk Gasing, executive committee member, IDWF - Alonzo Suson, Solidarity Centre Introduction to Program <ul style="list-style-type: none"> - IDWF Introduction of Participants
09:45	Expectation check on GBV workshop
10:15	Tea Break
10:45	Session 0: Understanding Gender
11:05	Session 1: IDWF and GBV faced by domestic workers <ul style="list-style-type: none"> - Background: IDWF campaign and engagement on ILO standard setting process on “Ending Violence and Harassment in the world of work”. - Report sharing of the baseline study on IDWF affiliates, Asia on GBV
11:20	- Types of GBV and major issues (mixed group discussion)
12:30	Lunch
13:30	Session 1: (con’t) Group report Rap-up
15:15	Tea Break
15:30	Session 2: The ILO Standard-setting process on “Ending Violence and Harassment in the World of Work”, 2017-2019 <ul style="list-style-type: none"> - Brief introduction to the ILO and its standard setting process; - Highlights from the ILO 1st (white) and 2nd (yellow) reports on “Ending Violence and Harassment in the World of Work” - Q&A - Plenary discussion: our governments’ responses and our lobby work

16:30	Session 3a: Campaigning against GBV – Our campaign objectives - Briefing on how to make plans - Group discussion: what should we achieve to fight against GBV on national and regional level? - Working group formed to discuss on advocacy message
17:30	End of the day
Day 2: 22 Apr 2018	
09:00	Re-cap from yesterday
09:15	Session 3b: Campaigning against GBV – Our key activities -Report from the group discussion -Regional objectives -Group discussion: Key activities
10:15	Tea Break
10:30	Session 3b (con't): Reports from the groups
11:30	Session 3c: Campaigning against GBV – IDWF draft plan - Key advocacy messages - Implementation - Time-line
	<i>End of Regional Workshop on Supporting ILO Convention & Stopping Violence Against Domestic Workers</i>
12:30	Lunch

Day 1, Expectation check: What will you take for your organization

GBV Related:

- To participate, engage and campaign for ratification of the ILO standard of ending violence and harassment
- Knowledge, Experience, Knowledge Sharing, Increase member participation on the gender based violence
- If we want to stop GBV on DW, we must to united power
- we take initiative about stop GBV of our DW and take action
- Want to learn the techniques of stopping GBV against the DW and want to apply these techniques / strategies in my country
- To share and help each other to eliminate all forms of GBV
- working on Violence and Harassment issue on DW
- To rethink, reflect on GBV and other kinds of violence against DW and devise strategies to tackle their problem
- To learn and teach the co-union members how to stop discrimination / violence on domestic workers and bring change
- To encourage the workers to voice out and point our the verbal, physical, sexual violence faced at workplace
- To aware the workers that it is not normal that DW could be abused
- Share cases and experience from different countries
- To rethink, reflect on GBV and other kinds of violence faced by DW and develop strategies to tackle this problem

Membership related:

- To increase the domestic worker
- Motivate DW and increase the member
- Share to target group in my countries
- Share the strategies from different countries to increase members
- I want to develop my union to promote our members & want to promote our members with this learning

Legislation related:

- Lobby for our central government
- share cases and experience from different countries

Direction and Plans:

- make action plan and proposals
- Clear and understand the direction of IDWF
- To introduce the plan of action in our work

Others:

- Consolidated next steps and being back the energy

Appendix III

Group Discussion on 1) What is missing in IDWF report of survey on GBV; 2) Top 5 GBV faced by domestic workers; 3) Successful experiences in fighting against GBV

Group 1: Philippines and Indonesia (Report by Sulartin and Novelita)

Group 2: Tamil speaking group (report by Banumanthi and Sathya)

Group 3: North India (report by Leema and Pooja)

Group 4: NDWT Thailand, CDWN Cambodia, NHMC South Korea, and FADWU Hong Kong (Report by Kyan Par and Dang)

Group 5: Bangladesh (report by Murshida)

Group 6: Male participants group (reported by Abul)

1) What is missing in the report?

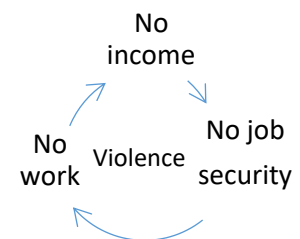
Group 1: Mechanism to handle the domestic worker cases in different countries, and best practices.

Group 2:

- Overseas migrants who are subject to many forms of violence;
- The legislations dealing with GBV in different countries

Group 3:

- Physical violence
- Sudden termination
- Discrimination on the basis of class / caste status
- False and frivolous cases filed usually against domestic workers



Graph by Group 3

Group 4:

- Present the report to all members and let them understand the report;
- What is specific about GBV that is different from other kinds of violence

Group 5:

- How to change the mindset of the employers;
- Migrant domestic workers should also be taken into account and then the breakdown and data should be given for each group.

Group 6:

- Need to change the mindset of employers;
- Need to recognize domestic workers as workers

2) Top 5 forms of GBV cases:

Group 1:

- Psychological
- Physical
- Sexual
- Economic

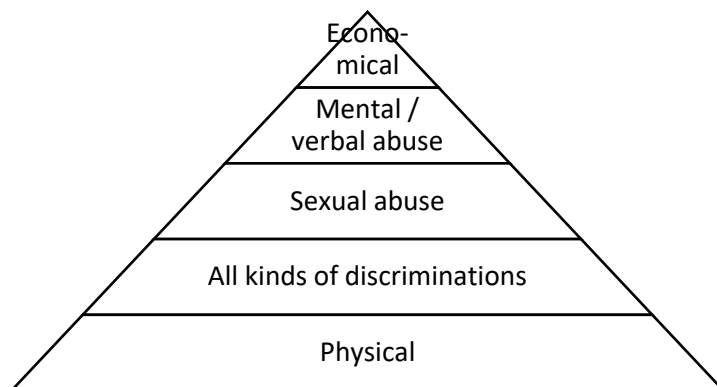
- Food, accommodation arrangement
- No privacy
- Social (Pressure, underestimated discrimination by society, like neighbourhood)
- Confiscation of documents (ID Cards, Passport, Contract)
- Union busting
- Verbal

Group 2:

- Verbal abuse
- Physical abuse
- Psychological
- Sexual harassment
- Wage discrimination / gender based wage

Group 3:

Top 5 forms of violence



Group 4:

- Sexual Harassment (No private room, employers present at home naked)
- Pressure on the worker because of the tension between the husband and wife in the employing household – Jealousy of the wife.
- Money exploitation by employment Agencies and middlemen.
- Slavery – domestic workers are treated as property of employers;
- ? Poor quality of food, under-payment of wages, long working hours – are these gender-based violence?
- ? Racial and gender discrimination is gender-based?

Group 5:

- Psychological harassment – cellphones not allowed;
- Sexual harassment;
- Not given food / quality food
- Medical treatment deprived
- Comfortable shelter deprived

- Physical harassment

Group 6:

- Social caste and ethnic discrimination
- Patriarchic society
- Class
- Lack of access to justice
- Lack of education
- Lack of safe sleeping room
- More work, less salary;
- Open to hire and fire;
- Abusive employers are not held accountable.

3) Successful experiences in fighting against GBV

Group 1:

- Campaign
- Case handling service (report, complaint, recovery, litigation process until the court)
- Hotline
- Paralegal team that assist and rescue domestic workers

Group 2:

- Handle cases of wage discrimination and false accusation of theft
- Murder cases: DWU intervened to get the accused arrested after long campaign and protests;
- Lobbying and advocacy with the government to include domestic workers in the purview of Sexual Harassment Act 2013 to protect women in the work place.
- Training and awareness on violence: domestic workers are empowered to fight against violence cases.

Group 3:

- Case 1: A 60-year-old woman leader was rescued from captivity. She was safely brought back to her village. And got her wages released.
- Case 2: Wages of one member were not duly paid. We reported to the police and got her salary released.
- Case 3: We made complaint of a victim of rape. Case got registered, and the victim got compensation of 1 lakh. The case is still at court.
- Case 4: A live-in domestic worker was raped and murdered. The police was not recording the case. The domestic workers group organized protest and rallies. The group finally got the police to file the complaint. Pressure on the authority to file complaints through collective voice was put on.
- Case 5: False case of stealing of Rs 1 lakh was filed on a very old and honest worker. She was taken to the police station and was beaten up. The union approached other employers of the domestic worker and got positive statements recorded. Meanwhile the employer found the money at home.

No domestic workers now work at her house now. Domestic workers are all unionized and black-listed her.

- Campaign and training: The “My Fair Home” campaign

Group 4:

- Teach members that we are not part of the employers’ families. The employing households are client / customers. Always refer to contract. (South Korea);
- Cooperative support domestic workers. It chooses not to do referrals of workers on unreasonable job orders and negotiate. (South Korea);
- Push for the laws and regulation in Hong Kong against illegal practices by employment agencies:
 - o Imprisonment increased to 3 years;
 - o Fine increased to HKD350,000
 - o Revoke of license of employment agencies by the government;
 - o Got good media coverage, employers and law-makers’ support in the campaign
 - o Built good relationship with law-makers (Appreciation, recognition of them and keep meeting them).
- Make use of firing cases to fight for compensation (Thailand).
- Strive for National Security Fund for informal workers which domestic workers can get access to hospital. (Cambodia)
- Provide training to members about GBV. It is especially needed to tackle social taboos and the feeling of embarrassment when workers talk about it.
- #Metoo campaign perhaps is a good opportunity for our campaign, but we need domestic workers to understand.

Group 5:

- In Dhaka, a female domestic worker was unpaid for 4-5 months. No proper food and shelter were provided. When she asked for her unpaid wages, employer did not agree. After that, the worker refused to work. Then, the employer filed a case against the worker for theft of gold valuables. NDWWU president and vice-president (of that area) helped that worker. They proved that the employer was lying. They rescued her (from getting arrested as well as from employer’s house) and helped her to get back her unpaid wages.
- Another domestic worker was raped and physically tortured by her employer in Dhaka. The worker came to NDWWU office to ask for help. NDWWU arranged a meeting with the employer and got a big compensation. Not sure if this was a successful case or not.

Group 6:

- Saving organizations
- National Policy on domestic workers in Bangladesh
- Minimum age 18 years in Sri Lanka

Appendix IV

Overview of the ILO 2nd Report (Yellow Report) on “Ending Violence and Harassment in the World of Work”

- Elizabeth Tang

The ILO released the report on March 7, 2018. This will be discussed at the 107th Session of the International Conference (ILC) in Geneva, during May 28 - June 3, 2018.

The content of the report is based on the replies to the ILO Questionnaire sent to its constituencies (governments, employers and workers) in July - September 2017.

Among total replies: governments 85; workers 179; employers 29

48 governments are in favour of "a convention supplemented by a recommendation". They are: 11 from Latin America, 1 from N. America, 2 from the Caribbean, 15 from Europe, 11 from Africa, 2 from Asia and the Pacific (India and Indonesia) and 5 from the Middle East and the Gulf.

In general, the Report contains much of the “workers” demands. For example, gender-based violence, the need of mainstreaming gender in the instrument and domestic violence have come in a strong way.

However, many Governments and Employers still oppose to Convention and even if there will be one, it should be “of light touch”.

(3) IDWF Achievements in the White Report - Specifics to Domestic Workers

We sent our report to the ILO in September 2017 based on the replies to the ILO Questionnaires from our affiliates. Two suggestions are being included in the White Report

Question 11 : *employment agencies has been included in the terms of “employer”.* This is in particularly crucial to protect migrant domestic workers in the migration process.

Question 20 : *private home inspection as a form of monitoring laws and regulations.*

(4) Next Steps: to defend the text to achieve a C+R

1. We need to find if our governments intend to participate in the Committee and to persuade them that will present to ensure that they have the appropriate expertise in their delegations (e.g. reps form Gender Commissions/Ministries; OSH experts – but who see the wider view of OSH issues – etc.)
2. Gather information / data/ cases : bad and good especially around the IDWF achievements on the White Report.
3. Build capacities : to document, to speak and to lobby
4. To share information and build common position with partners/allies
5. others

Consolidated Objective and Activities

<u>Objective</u>	<u>Strategies</u>	<u>Activities</u>	<u>Who</u>	<u>Timeline</u>	<u>Resources</u>
Inclusion of DW's objective in ILO standard setting processing in ending violence and harassment in the world of work	Lobbying the government Officials	<ul style="list-style-type: none"> - Meet the government officials - Submission of Sensitization Memorandums by IDWF and affiliates to ASEAN, SAARC, Employers association and UN - Taking the collective voice from grassroots & feeding into the discussion - Collect Data, cases and studies 	All affiliates in their own regions	Before the ILC	<ul style="list-style-type: none"> • Common Letter from IDWF • Money and cooperation from IDWF • Memorandum, Meeting Case Studies with the details of affected person)
	Create awareness in DW	<ul style="list-style-type: none"> - Training seminars for DW - Awareness building through poster and pamphlet - Have focus group discussion and signature campaigns to create grassroot members awareness 	All affiliates in their own regions	After the ILC (Continuous training is needed)	<ul style="list-style-type: none"> • Module from IDWF • Trainers, Translation and Training materials • Financial support • Field Visit, Group Meetings
	Create awareness in public and seek Media's attention	<ul style="list-style-type: none"> - Poster, Leaflet and Printing - Use 'International Days' to seek support and create noise (e.g. International DW Day, Human Rights Day, Migrant Day) - Make Use of Social Media with Strong Slogan worldwide 	All affiliates in their own regions with their local trade union	Campaign before the ILC while continuous campaign with the international dates	<ul style="list-style-type: none"> • Money and Common Materials for the lobby and media's attention • Financial Help • Short Video, Hand Showing Campaign • Newspaper Clips

<u>Objective</u>	<u>Strategies</u>	<u>Activities</u>	<u>Who</u>	<u>Timeline</u>	<u>Resources</u>
	Seek Support from Trade Union and Employers	<ul style="list-style-type: none"> - Meet the Trade Unions - Create Leaflets for Employers to explain why need 'Private Home Inspection' - Regional level discussion among different organization 	<ul style="list-style-type: none"> • Affiliates need to meet Trade Unions by ILO • Employer by government • Networking Meeting and Employer Meeting 	Need to communicate with trade union and representative of employer before the ILC	<ul style="list-style-type: none"> • IDWF and ITUC
	Capacity Building	<ul style="list-style-type: none"> - Equip affiliate and DW with Resources and Information - Public Speaking Training and Lobbying Skills - Strengthen our info – system to gather data 	IDWF	After ILC (May) May 2018 - 2019	<ul style="list-style-type: none"> • Money to gather case studies, Tickets, Research Documentation from IDWF
Adopt and implement the National and Local Laws on Protecting of Women against GBV	Lobbying the Government Officials	<ul style="list-style-type: none"> - Meet 10 Members of Parliament - Meet Labour Officials - Collect 10,000 Signatures until Dec 2018 - Poster Campaign - Demonstration - Human Chain - Prepare a research document on GBV in DW and submit to the government - Collect Models / Samples of other adapting government 		After ILC by June 2020	<ul style="list-style-type: none"> • Cooperation from IDWF, Info on GBV, Data Survey and Money • Technical Support • Materials Support
	Create awareness in DW	<ul style="list-style-type: none"> - Awareness Training to Members - Street Play - Leaflet Printing 	All affiliates in their own regions	By June 2020	<ul style="list-style-type: none"> • Money, Local NGO • Training Materials and Resources Poster

<u>Objective</u>	<u>Strategies</u>	<u>Activities</u>	<u>Who</u>	<u>Timeline</u>	<u>Resources</u>
	Create awareness in public and media	- Signature Campaign	All affiliates in their own regions	By June 2020	<ul style="list-style-type: none"> • Members contribution • Common Letter
Ratify and pass National Legislation on Protecting of Women against GBV	Campaign to the Government	Representation submission demanding law (types of memorandum to be decided after the outcome of ILO) Demonstration	All affiliates in their own regions		<ul style="list-style-type: none"> • IDWF and ILO and Trade Union
	Create awareness in DW	<ul style="list-style-type: none"> - Training for DW - Awareness among Employers 	All affiliates in their own regions	After ILC	<ul style="list-style-type: none"> • Training Materials & Resources
	Seek Support of stakeholders	- Seek the Support from Union Leaders and Media for the campaign	All affiliates in their own regions	After ILC	<ul style="list-style-type: none"> • IDWF and ILO • Support from other organization

Appendix VI

Advocacy Messages for IDWF campaign against GBV - Proposals from the Advocacy message working group:

(The numbers in brackets were the votes from the participants)


- Start Fighting to Stop Abuse! (7)
Stop abuse, stop abuse
Not continue in the future
- Start fighting to end gender base violence! (8)
- Stop violence against domestic workers! (9)
- Reach out to stop abuse (2)
- To stay equal to live equal (3)
- Law possible, gender equality feasible! (5)
- Women workers make the world! (5)
- Let know gender abuse (5)
- Gender base violence is Not a taboo! Not a taboo!
- Zero tolerance to work place gender violence (10)

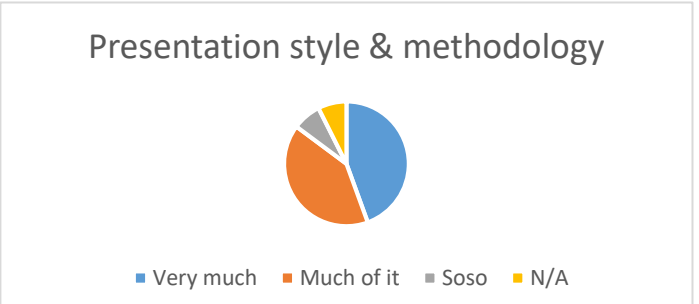
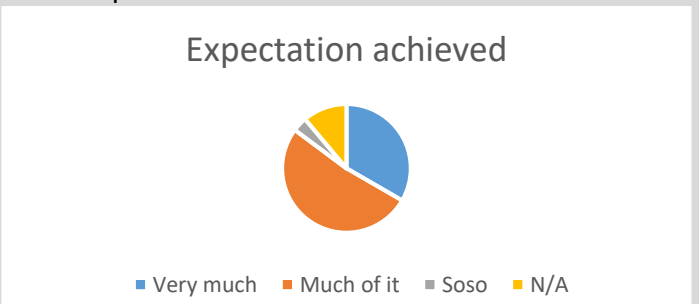
IDWF Regional Workshop on Supporting the ILO Convention & Stopping Violence Against Domestic Workers





Negombo, Sri-Lanka, 21 – 22 April 2018

Evaluation Form – <<RESULT>>

Please for each question, please rate from 1 to 5, 1 being none or the least; 5 being the most.
And put a “✓” for your answer to each question.

		5 😊😊 Yes, very much	4 😊 Yes, much of it	3 😐 Soso, Not so much	2 😞 No, Little	1 😞😞 No, none	0 N/A
A)	On the training:						
1)	<p>Did the program achieve the stated objectives?</p> <p>Objective achieved</p>  <p>■ Very much ■ Much of it ■ Soso ■ N/A</p>	13	12	1			1
2)	<p>Was the presentation clear to you?</p> <p>Clear presentation</p>  <p>■ Very much ■ Much of it ■ Soso ■ N/A</p>	14	13				
3)	<p>Was the quality of training materials good?</p> <p>Quality of Training material</p>  <p>■ Very much ■ Much of it ■ Soso ■ N/A</p>	9	13	1			4

		5	4	3	2	1	0
		😊😊 Yes, very much	😊 Yes, much of it	😐 Soso, Not so much	😞 No, Little	😞😞 No, none	N/A
4)	<p>Did you understand the training materials?</p> <p>Understanding of Training materials</p>  <p>■ Very much ■ Much of it ■ Soso ■ N/A</p>	12	10	1			4
5)	<p>Was the presentation style and methodology good?</p> <p>Presentation style & methodology</p>  <p>■ Very much ■ Much of it ■ Soso ■ N/A</p>	12	11	2			2
6)	<p>Did the program achieve what your expectation of the workshop?</p> <p>Expectation achieved</p>  <p>■ Very much ■ Much of it ■ Soso ■ N/A</p>	9	14	1			3
7)	<p>Do you think what you have learnt will be useful to your union / organizational work back home?</p> <p>Useful for your organization</p>  <p>■ Very Much ■ Much of it</p>	15	12				
B)	Logistics arrangement:						

		5 😊😊 Yes, very much	4 😊 Yes, much of it	3 😐 Soso, Not so much	2 😞 No, Little	1 😞😞 ● No, none	0 N/A
8)	<p>Before you come to the workshop, was the logistics information, arrangement clear and adequate to you?</p> <p>Pre-arrangement for logistics</p>  <p>■ Very much ■ much of it</p>	21	6				
9)	<p>Was the food and lodging arrangement okay for you?</p> <p>Food & lodging arrangement</p>  <p>■ Very much ■ Much of it ■ Soso ■ N/A</p>	15	9	2			1
10)	<p>Was the meeting venue okay for you?</p> <p>Venue Location</p>  <p>■ Very much ■ Much of it ■ N/A ■</p>	17	9				1
11)	<p>Was the interpretation service good?</p> <p>Interpretation Service</p>  <p>■ Very much ■ much of it ■ Soso ■ No, little ■ N/A</p>	13	9	2			3
C)	Overall						

		5	4	3	2	1	0
		😊😊 Yes, very much	😊 Yes, much of it	😐 Soso, Not so much	😞 No, Little	😞😞 ● No, none	N/A
12)	In general, are you satisfied with the program? <div style="border: 1px solid black; padding: 10px; text-align: center;"> <p>Overall the level of satisfaction</p> <p>■ Very much ■ much of it ■ Soso ■ no, little</p> </div>	19	5	1	2		

P.S. N/A = Box is not to be filled or filled two boxes

Total 27 filled evaluation forms and 4 forms are written the comment as below,

- 1) The ID card could be more better.
- 2) Thank you to IDWF for letting me understand about GBV.
- 3) It was very useful and knowledge.
- 4) Very Good arrangements, but we could have had a small session on the proposed convention on GBV. Thank you so much.

**Regional Workshop on Supporting ILO Convention & Stopping Violence Against Domestic Workers
Negombo, Sri Lanka, April 21-22, 2018**

☞ Participants List ☜

Name	Position
Bangladesh	
National Domestic Women Workers Federation (NDWWU)	
• Abul Hossain	Advisor
• Murshida AKTER	General Secretary
• Manika BEGUM	Central Committee Member
Cambodia	
Cambodia Domestic Workers Network (CDWN)	
• Von Samphous	President
Hong Kong	
Hong Kong Federation of Asian Domestic Workers Unions (FADWU)	
• Phobsuk GASING, Dang	Chairperson
• Victor WONG	Organizing Secretary of Hong Kong Confederation of Trade Unions (HKCTU)
Indonesia	
National Network for Advocacy for Domestic Workers (Jala PRT)	
• Lita Angraini	National Coordinator
• Sulartin	
India	
National Domestic Workers Federation (NDWF)	
• Leema Rose George	
• Clarammal Panipitchai	
• Banumathi VELU	
National Domestic Workers Movement (NDWM)	
• Christin M.H. Antony	
• Sunita Musmat	
Self-Employed Women's Association (SEWA)	
• Kamla DEVI	
• Uttra BISWAS	
• Pooja SHARMA	
South Korea	
National House Managers Cooperatives (NHMC)	
• Hyeonmi Youn	
Sri Lanka	
Domestic Workers Union (DWU)	
• S. Vaneeswary	
• Sathyapani Sarasagopal	

Name	Position
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Nepal

Home Workers Trade Union of Nepal (HUN)

- Chandra Sagar Lama President
- Gyanu Maya Kshatri General Secretary

Malaysia

Asosasyon ng mga Makabayang Manggagawang Pilipino Overseas (AMMPO)

- Jeana Ausmolo PAYAS Chairperson

Philippines

United Domestic Workers of the Philippines (UNITED)

- Novelita PALISOC President
- Himaya MONTENEGRO Deputy General Secretary

Thailand

Network of Domestic Workers in Thailand (NDWT)

- Kyan Par

International Domestic Workers Federation (IDWF)

- Elizabeth TANG General Secretary
- Fish IP Regional Coordinator (Asia)
- Niken Arjan Wulan Program Officer
- Daphne Ip Project Manager

Solidarity Center

- Alonzo Glenn Suson Country Program Director, Sri Lanka
- Fizer Mohammed Labour Program Officer, Sri Lanka
- Muna Rehman Program Officer

Interpreters

- Sifat Sharmin AMITA Bengali - English
- Eun Soo LEE, Toto Korean - English
- Ankita UPRETI Hindi - English
- Sunita RAI Nepali - English
- TriLangLink Company Tamil - English
- Lita Anggraini Bahasa Indonesia - English