

**International Domestic Workers Federation**



# **Resolutions**

*Adopted by the 2<sup>nd</sup> IDWF Congress 2018,  
Cape Town, South Africa*

## ***Foreword***

*By Myrtle Witbooi, the President,  
Carmen Britez, Vice President  
and Elizabeth Tang, General Secretary*

The IDWF is a growing movement of domestic workers. The second Congress in Cape Town, South Africa gives us inspiration and renewed energy to fight for our dignity, rights and freedom. Eighteen resolutions have been adopted. They are the goals and the concrete guides for our program of action in the next 5 years.

### **Federation Development**

- Concerned resolutions: 5, 6, 7, 8, 11, 13 and 16

In the next 5 years, we have to craft and implement a strategy mobilizing the entire organization to contribute towards its long-term sustainability. This will involve putting in place a financial system which is fair, accountable and efficient. At the same time, the IDWF will invest more in organizing, to work with our affiliates for a solid and strong base. Emerging issues such as employment through online platform, environment protection, health and safety at work, etc., will be included in planning.

## **Combating Gender-Based Violence and Discrimination**

- Concerned Resolutions 1, 9, 10

Gender-based violence and discrimination are commonplace among domestic workers due to gender, class, race, ethnicities, religions and age. The IDWF needs to develop policies, education tools and campaigns to raise awareness and address them. On immediate terms, the IDWF will participate actively in the ILO process for an international convention to address violence in the world of work.

## **Addressing Specific Needs of Domestic Workers in the Care Economy**

- Concerned resolution 2, 3, 4 & 5

In the care economy, domestic workers, should be part of a comprehensive system, recognized and protected as care providers. At the same time, their care needs (e.g. child care) need to be addressed too. Migrant domestic workers call for our added attention in this regard. The IDWF will work collaboratively with the ITUC and the GUFs to strengthen organizing and campaigns for a comprehensive care system for the benefits of all.

Finally, the IDWF will work with its affiliates to achieve ratification of the C189 in at least 10 countries in the next 5 years (refer to Resolution 12 & 14). To do this and in all its programs and campaigns, the IDWF will strengthen partnership with its allies, especially those representing the informal sector (resolution 15).

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# **1. Composite Resolution on Human Rights and Anti-Discrimination: Building an Inclusive Global Union**

*Based on proposed resolutions on The Fight Against Anti-Black Racism, Recognizing the Rights of Indigenous Domestic Workers and Fighting against Discrimination and Recognition and Empowerment for LGBTQI Domestic Workers by affiliates in Latin America, North America and Caribbean.*

## **Whereas**

- Every domestic worker, just like any other workers in the society, is entitled to a job with decent wages and working conditions, basic human rights protection, and the right to be treated as an equal member of the human family, regardless of gender, race, colour, creed, ethnic origin, caste system, gender identity, sexual orientation, religion, ability, family status and age.
- Yet globally, domestic workers are subject to rampant discrimination, exploitation, harassment, violence, human trafficking; and human right abuses in the hands of government policies, employers and the practices of employment agencies, very often condoned by governments.
- In order to eradicate these gender, racial and economic injustices, such as gender-based violence, the super exploitation of migrant domestic workers, etc., we need to acknowledge that domestic workers are in an unequal power relation because the societal system is grounded in colonialism, male domination, racism and class exploitation.

- It is also critical to recognize the following:
  1. The lived experiences of Indigenous domestic workers worldwide who are subject to ongoing colonization through neoliberal agenda, destruction and privatization of lands and denial of basic services,
  2. The global phenomenon of anti-Black racism.
  3. The disproportionate high levels of oppression and discrimination experienced by LGBTQI domestic workers
  4. The human rights abuses and deplorable working conditions for Dalit women based on gender, class and caste systems.
  5. Islamophobia suffered by women domestic workers of Muslim faith.
  
- Given the current global political context of rising hate crimes and sentiments of anti-Black, anti-immigrant and refugees; anti-Semitism and anti-Muslim, and anti-LGBTQI communities, there is an urgency for IDWF as a global federation to reject the politics of division, learn from resistance movements of racial and gender justice across the globe, and continue to build a united and inclusive global union in the best interest of domestic workers.

*Therefore, be it resolved that:*

- IDWF affirms our commitment to the principles of human rights, anti-discrimination and inclusion. The diverse membership representation of our global federation must be protected, promoted and embraced.
- IDWF as a global federation of domestic workers stand against any abuses of human rights and discrimination in our workplaces, in the communities and in the society.
- IDWF Executive Committee to be mandated to draft a comprehensive anti-discrimination and human rights policy with action plan and present it for review and adoption in the next Congress 2023.
- In the next five-years, given our limited resources and capacity, IDWF will engage in educational activities, based on a three-pronged approach, on learning about anti-discrimination and human rights:
  1. To create more support and education tools so we can be better allies for each other,
  2. Through IDWF's priority campaigns, to integrate and reflect the experiences and activities of various groups of our membership, who face multiple systems of discrimination and oppression;
  3. IDWF will actively support and participate in campaigns led by ITUC, ILO, IUF, WIEGO, etc. that have the capacity and resources to move this important agenda forward.

## **2. Quality Child Care for Domestic Workers**

*Proposed by the Jamaica Household Workers' Union, endorsed by Affiliates of Latin America region*

### **Recognizing:**

Quality child care centres are necessary for their ability to give children a good start in life;

### **Reaffirming:**

Quality child care promotes the well-being of children and responds to the needs of domestic workers so they can fully participate in and contribute to the economic and social life of their community;

### **Realizing:**

Quality child care is a significant industry, producing jobs and revenue across borders, and linkages to the rest of the economy that support other industries and stimulate even more economic activity; and

### **Acknowledging:**

Child care is recognized in ILO Convention 102 on Social Security, ILO Convention 156 on Workers with Family Responsibilities, and ILO Convention 183 on Maternity Protection as key relevant labour standards.

### **THEREFORE BE IT RESOLVED:**

That IDWF must campaign vigorously for the provision of good quality, affordable public child care centres as one important way the state can support women domestic workers increase incomes, and redistribute child care responsibilities between women, men and the state.

## **RECOMMENDS:**

That IDWF must press for affordable quality child care services as part of national social protections systems in the world, if that does not already exist, campaign for such policies to be developed and implemented.

That IDWF must press for affordable quality child care services as part of national social protections systems in the world, if that does not already exist, campaign for such policies to be developed and implemented.

That IDWF must give strong support to initiatives that guarantee public child care provisions and protect the rights of domestic workers as a way to create new decent work opportunities in the care sector and other sectors of the economy through multiplier effects.

That IDWF must call on governments to support gender responsive quality public child care services for all workers as an immediate and necessary investment to promote gender equality, protect women workers' livelihoods and improve the quality of women's work; and

## **BE IT FINALLY RESOLVED:**

IDWF adopts Quality Child Care for Domestic Workers as part of its long-term goals and the aforementioned actions.

### 3. Rights of Domestic Workers in a Comprehensive System of Care

*Proposed by the IDWF Executive Committee*

#### **The 2nd IDWF Congress:**

**Recognizes** the current global discussion on "Care Work and Care Jobs - for the Future of Decent Work"<sup>1</sup> which embraces a broad definition of "care" work which includes

- paid and unpaid care work
- *direct*, personal and relational care activities such as care for children or the elderly AND *indirect* care activities such as cleaning and cooking
- institutional care and care in private homes
- arrangements of care which are paid and/or organized by society or privately - or both
- different employment relationships, either public or private and either through direct employment or triangular employment relationships
- a whole range of skills, among others special skills such as medical skills or those skills which are related to the complexity of home economics

**Acknowledges** the complexity of the "care" issue globally and the requirement to address the scope of care and care needs of a society by the need of its individual members.

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<sup>1</sup> ILO (2018), Geneva. *Care Work and Care Jobs For the Future of Decent Work*

**Reaffirms** that domestic workers are providers of personal and household service in or for private homes within an employment relationship, and on an occupational basis. Domestic workers can provide either direct or indirect care services, and very often both, depending on the place in the world and the socio-economic context. They work directly for households, or through public or private intermediaries. According to the ILO, there are 70 million domestic workers over the age of 15 working directly for private households. They therefore make up roughly 22.7% of the global care workforce (which number 308,6 million).<sup>2</sup> Thus, domestic workers are by definition an essential part of the global care workforce. Rather than defining domestic work according to tasks, the distinguishing feature of domestic work is the work place (see definition in Article 1 of the ILO Convention 189 Decent Work for Domestic Workers). The ILO reports<sup>3</sup> that domestic work amount to at least 2.1 per cent of total global employment, only taking into consideration those domestic workers who are hired directly by a private household.

**Reaffirms** the fact that domestic workers find themselves at the low end with regard to working conditions. The ILO estimates that 75% of the sector is informal, thus only 25% of the global workforce are covered by labour laws and social protection. In particular live-in domestic workers often suffer from the most vulnerable conditions, such as long working hours, no or little rest time, no privacy and very little income - or sometimes no income at all but only compensation for the work done by providing food and shelter. The work situation is also characterized by a dual dependency relationship: economically and personally. Live-in domestic workers face special problems when they reach retirement age. In addition to their care needs

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<sup>2</sup> See Footnote No. 1

<sup>3</sup> see Footnote No. 1

because of their age, they are facing the problem of the lack of proper housing.

**Notes** that many domestic workers are migrant workers. The ILO estimates that about every 5th domestic worker in the world is a migrant domestic worker. There are regions with higher proportions of domestic workers. In high income countries about 80% of the domestic workers are migrant domestic workers. The migrant domestic workers work either legally in a country, or they are without documents. If they work informally, they are "illegal" in a double sense: because of their migration status and because of their informal work. Thus making them in particular vulnerable and open for abuse.

Migrant domestic workers contribute to the income of their families and societies of their home countries by sending remittances. Thus they are contributing to the common goods of the countries of origin and destination but they are often not receiving the level of protection they are entitled to.

Internal migration (rural-urban) is often neglected when migrants' issues are addressed generally. Internal migrant (domestic) workers are sharing many aspects of discrimination and exploitation generally, which are also valid for cross boarder migrant workers.

**Realizes** that domestic workers are not only providers of care services but that domestic workers and their families have also care needs, which need to be addressed by societies/governments.

**Stresses** that domestic workers should be part of a comprehensive system, providing care for all who need care, preferably organized as a public service.

## **IDWF therefore demands from governments:**

- To develop a comprehensive care system for its citizens to address the care needs of the population as part of a public service system
- To include domestic workers in a comprehensive system of care as providers and as recipients of care
- To properly address the housing situation of retired live-in domestic workers
- To have special protection and programmes in place for migrant domestic workers
- That workers' rights of undocumented migrant workers need to be respected.
- Immigration laws which provide for legal channels to enter and work in a country
- To ratify and implement ILO Convention 189 to ensure minimum labour and social protection for domestic care workers

**IDWF and its affiliates declare** that they seek the collaboration with other Global Union Federations<sup>4</sup>, which will set up a global task force on "Care". IDWF will participate with the aim to include home care workers into the global agenda on "care" and to fight for the improvement of their living and working conditions by at the same time ensuring our solidarity with all workers in the care sector.

*Final update 31 Oct 2018*

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<sup>4</sup> *Public Services International (PSI), UNI global union (UNI), International Union of Food, Agricultural, Hotel, Restaurant, Catering, Tobacco and Allied Workers' Associations (IUF), Education International (EI) and the International Trade Union Confederation (ITUC)*

## 4. Developing Solutions to the Care Crisis

*Proposed by the National Domestic Workers Alliance (NDWA)  
and United Domestic Workers of America (UDWA)*

**Whereas** the world's population is aging, and virtually all countries are experiencing a rise in the aging population,

**Whereas** more and more seniors are people with disabilities, as seniors live longer lives,

**Whereas** the growing aging population requires a growing care workforce that is adequately trained to provide the needed care,

**Whereas** providers of care for seniors and people with disabilities are underpaid, underappreciated, and overworked around the globe,

**Whereas** few governments have designed adequate solutions to what will soon become a care crisis in the absence of new policies and programs to benefit both recipients and providers of care,

**Be it resolved that the International Domestic Worker Federation and its affiliates commit to:**

- Documenting case studies of governments that are successfully meeting the care crisis,
- Developing innovative policy and/or private-sector solutions to the care crisis, while valuing the importance of public sector leadership and effective public input and oversight,
- Pressuring the state to implement solutions that will provide adequate care for the aging population that will ensure that care work is safe, dignified and well-paid, and that will include training and career advancement for workers.

## **5. Protection of Migrant Domestic Workers**

*Proposed by IDWF affiliates in Latin America, North America and the Caribbean; Uganda Hotels, Food, Tourism, Supermarkets and Allied Workers' Union (HTS-Union); Conservation, Hotels, Domestic, Social Services and Consultancy Workers Union (CHODAWU), Tanzania*

### **NOTING:**

Global capital and neo-liberal policies have exacerbated poverty and deepened social inequality producing increased internal and international migration.

The number of international migrants has doubled over the past 45 years, with women making up more than half the estimated 191 million international migrants, most of them engaged in domestic work.

The majority of migrant domestic workers lack labour rights such as minimum wages, leave and social security. They are isolated at work, face language barriers and often have no right to organize and join a trade union. They face hazardous working environments including discrimination, racism, xenophobia, gender based violence and even death. They are exploited by unscrupulous recruiting agencies and their passports are often taken away.

The ILO has adopted conventions intended to protect migrant workers, such as Migration for Employment Convention, 1949 (Revised) (No. 97) and the Migrant Workers Supplementary

Provisions) Convention, 1975 (No. 143) and Domestic workers Convention, 2011 (No. 189) and accompanying Recommendations. However, most countries have not put in place instruments to protect migrant workers, especially in the MENA region where the ILO estimates that 2.1 million people are engaged in domestic work.

### **APPRECIATING:**

The work done by IDWF together with its affiliates in supporting and protecting the rights of Domestic Workers; IDWF has been able to organize and serve domestic workers in more than 50 Countries, including those representing migrant domestic workers.

### **CONGRESS RESOLVES:**

#### ***IDWF will:***

- Campaign with its affiliates for the rights and protections of migrant domestic workers, including:
  1. Combat human trafficking
  2. protection against forced labour
  3. ratification and implementation of C189 especially the protections contained therein for migrant domestic workers;
- Prioritize the affiliation of migrant domestic workers' organizations and provide capacity building programmes for migrant domestic workers;

- Convene gatherings of migrant domestic worker leaders at regional and international levels to encourage the exchange of organizational strategies and political advocacy;
- Establish strong links with MENA Trade Unions/Associations and NGOs so they can help solve the problems and deal with the abuse suffered by migrant domestic workers.

### **FURTHER RESOLVES:**

#### ***IDWF will support its affiliates to:***

- Carry out research on the scale and nature of domestic workers' migration, the implications on social care provisions and the impact of migration on less researched migration corridors;
- Develop strategies to organize migrant domestic workers;
- Empower and build the capacity of migrant domestic workers from both the origin and receiving countries;
- Raise the awareness of governments, private employment agencies and the public of the situation of migrant DWs in origin and receiving countries;
- Push governments in origin and receiving countries to negotiate bi-lateral agreements or a memorandum of agreement protecting migrant domestic workers, and to regulate private employment /recruiting agencies.

## 6. To Promote Environmental Protection through Waste Reduction and Recycling

*Proposed by IDWF affiliates in Latin America, North America and the Caribbean*

**Considering** the commitment in the IDWF Regional Meeting to a resolution on the Environment;

**Celebrating** the support of the Ministry of Environment and Natural Resources in the Dominican Republic to our campaign "Don't Hit Me!";

**Considering** that many of us domestic workers used to work the land as farmers with our families and we suffer the impacts of the contamination of our lands, rivers and seas.

**Considering** that our families and communities are among the first affected by pollution and the lack of application of environmental legislation in our countries

**Considering** that in many Latin American countries, hazardous chemicals are thrown into the wild, often with serious consequences for humans and the natural environment by causing a chemical risk.<sup>5</sup> Depending on the product, the

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<sup>5</sup> *Activities producing chemical waste include cleaning with chemical products; welding tasks; casting operations; distillations, rectifications and extractions; and, teaching and research activity in laboratories, among others. In the absence of proper techniques to dispose of chemical waste, the latter is being deposited in the oceans, rivers, lakes, fields, neighborhood roads, among others, and end up in our drinking water, in children's playgrounds, farm land or in the food we eat.*

consequences can be serious health problems for the workers and the community and permanent damage to the natural environment. Nowadays, almost all workers are exposed to some type of chemical risk because dangerous chemicals are used in almost all branches of industry.

**Calls** on affiliates to:

Adopt measures to reduce the risk of contamination, such as:

- Workshops to raise awareness of chemical products;
- Environmental education talks;
- Recycling workshops;
- Strategic alliances with the Recyclers movement (the Recyclers movement forms part of the informal sector);
- Monitoring the reforestation and beach cleaning work that is being done in conjunction with the Ministry of the Environment; and,
- Transforming our homes into ecological homes.<sup>6</sup>

We are working on the development plan for ecological homes, an Ecological Home is one that cares about the care of the environment and is responsible for the use of resources within your home.

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<sup>6</sup> *Being an Ecological Home implies actively contributing to the care of the environment through small actions that generate a positive impact for the planet. Small changes in our consumption habits of resources can make a significant difference to decrease the constant damage we cause to the environment.*

## **7. Building Power for Domestic Workers in the Online Economy**

*Proposed by the National Domestic Workers Alliance (NDWA) and United Domestic Workers of America (UDWA)*

**Whereas** new advances in technology have given rise to online platforms that act as either large-scale employers or intermediaries between domestic workers and employers,

**Whereas**, similar to multinational corporations, online platforms operate across multiple countries,

**Whereas** the long-term impacts of the entrance of online platforms into the domestic work industry are as yet unknown,

**Be it resolved that the International Domestic Worker Federation and its affiliates commit to:**

- Advocating for domestic workers in the online economy to be covered by the same rights and protections as all workers
- Setting fair standards for all domestic work jobs acquired through online platforms
- Researching the impact of the online (“gig”) economy on the domestic workforce

- Organizing domestic workers aggregated on online platforms, and when necessary designing new forms of worker voice and organization
- Sharing information across borders and working together in the spirit of international solidarity, especially in the context of, but not limited to, negotiating agreements
- Advocating against any actors who seek to dilute or erode regulatory protections for workers

## **8. On Domestic Workers Health and Safety**

*Proposed by the Domestic Workers Union and Informal Economy Workers of Ivory Coast- SYTDTEICI, on domestic workers health and safety*

The Working Group is composed of:

**Mrs. DOUAI**, Secretary-General

**AKAFFOU** Sandrine, Deputy Secretary-General

**KOFFI** Sandrine, Organizational and Mobilization Officer

**KANTE** Awa, in charge of Internal and External Migrants

**KOUASSI** Aya Joceline, Social Officer

Acknowledgments to all those brave workers who have agreed to contribute to this project:

### **WHY WE NEED HEALTH AND SAFETY AT WORK**

**Emphasizing** that domestic work consist of sweeping, cleaning, washing clothes, washing dishes, cooking, gardening, doing many other household chores, taking care of the most vulnerable members of our society such as children, elderly, sick and disabled people, using housekeeping chemicals without any protection, having their lives exposed to several risks:

**Reaffirming** our desire to contribute to our protection in this difficult situation since our society does not offer support or protection in our work environment:

**Recalling** that ILO (International Labour Organization) has repeatedly stated that, unless it is expressly within the scope of the application of a Convention or Recommendation, domestic workers are covered by international instruments,

- Convention 155 concerning Occupational Safety and Health, in 1981
- Convention 183 concerning Maternity Protection, in 2000
- Convention 189 concerning decent work for domestic workers, in 2011

The Convention 189 in its article on safety and health of workers for social protection in its Article 14: the international labour standards of ILO on health and security at work (C155 R 164), safety of workers and work environment:

### *Analysis of occupational risks and working conditions*

**Expressing our fears** at the sight of risk inventory as respects to the following:

- Risks related to equipment
- Risks related to substances
- Risks related to physical conditions of work
- Risks related to the organization of work (schedule, content of tasks, no leave, etc)
- Risks related to traffic; handling and storage

Other risks related to exploitation in all its forms, with regard to all its elements we may say that domestic workers are also victims of occupational diseases:

- Security factors
- Ergonomic factors
- Psychological and sociological factors

Since he or she may use chemicals; carry heavy loads; cutting equipment; gas; repetitive actions and falls as a result of bad facilities of household equipment; circulation, handling and poor storage of several effects, domestic workers do not work in good conditions.

From all these observations we kindly propose and ask the following resolutions:

- Taking into account the health and safety of domestic workers in their duties
- Development of an instruction manual of occupational safety education at work for domestic workers.
- Training on health prevention and occupational safety for domestic workers.
- Raising awareness as well as education on the use of protective equipment by domestic workers.

We invite the committee, in particular the members of the Bureau, to take constructive decisions and to pass on our resolutions by taking into account specific cases, occupational diseases of domestic workers.

We thank IDWF for this initiative.

Group of IVORY COAST & TOGO

**RECOMMENDATION:**

We recommend that:

The International Domestic Workers Federation gives certificates to each affiliated union (per country) in order to facilitate the access of their affiliated members to the authorities in the various countries.

## **9. Eradication of Child Labour**

*Proposed by SINED (National Trade Union of Domestic Workers), Mozambique*

First we would like to clarify the child labour concept. Child labour is any activity developed by children and adolescents that damages their well-being and compromises their education, health and insertion in society. Also, it can be defined as being the form of work performed by children and adolescents below the minimum legal age allowed to have access to work. Child labor is a problem of extreme social and economic relevance that requires urgency in its study and search for sustainable solutions, since it compromises a significant portion of humanity that is responsible for the future survival of the states that are part of planet Earth.

In Mozambique the minimum age established by law is 15 years old and it is forbidden for employers to hire minors who have not reached that age to perform domestic work, except when the respective legal representative gives authorization — being prohibited, however, the hiring of minors under the age of 12 years.

### **Causes, effects and impact of child labour**

The factors that favor the occurrence of child labour vary according to the region. The key point of child labour is strongly linked to poverty and education. Poverty is one of the most relevant factors. The circumstances in which child labour is involved are several, specified and distinguishable. However, studies have shown that poverty is the most prominent reason.

Decisions on child labour and schooling are taken by parents — in case of poor families, the child becomes a part of the process of generating income for the family.

### **Main effects**

In Mozambique they discussed that children and adolescents involved in child labour generally suffer from serious health problems and are deprived of certain basic rights such as access to education, decent housing, food, clothing, games, leisure etc. Studies have also found that children's basic rights, consecrated in current international and national norms, have been systematically violated by adults, with arguments allegedly based on principles or cultural factors.

### **Effects of child labour**

The effects of child labour are:

- Education — increased illiteracy, increased abandonment;
- Loss of eminent, scientists and artists, among other types of professionals;
- Loss of human talents and abilities;
- Low level of intellectual poverty and reasoning;
- Degradation of rationality level of individual and collective thinking that slows down the development of the child's learning and socialization;
- Difficulties in school performance — for children who are still in school, the longer they work, the lower their grades;
- Morbidity of citizens;
- Mental deformation of citizens;

- Perpetuation of maltreatment;
- Poorly nourished citizens;
- Increase in occupational risk diseases;
- Increase in rates of HIV / AIDS infections due to child prostitution;

### **Socio-economic effects**

The socio-economic effects are:

- The child earns less than an adult;
- They have fewer opportunities to reveal themselves and demand fair labour rights and compensatory wages;
- Children work domiciled and do not receive wage.

### **Relevant actions for child labour eradication**

The actions to eradicate child labour are:

- Promoting awareness workshops in the communities on the harms of child labour;
- Inspection of night-houses where children go in search of drugs, drinks, and prostitution opportunities;
- Encouraging families to invest more in their children's education so that they remain in school until they reach legal age to work;
- Issuing rigorous guidelines and develop regulations related to the recruitment / placement of children in the formal and informal sectors;
- Updating child labour laws on the national legislation and promote it;

- Elaborate and adopt a list of hazardous work in the national legislation;
- Providing alternative income generation programs or educational opportunities for children at risk;
- Improving mechanisms for controlling entry and exit of children involved in child labour, with particular regard to trafficking of minors;
- The application and dissemination of laws by the community and religious authorities, competent governmental institutions and society in general, in a collective and articulated manner.

### **Strategy**

- Campaigns;
- Access to education and vocational training;
- Strengthening family capacity through alternative forms of income for the family affected by child labour;
- Sensitization and communication for behaviour change.

*Maputo, April 20th 2018*

## **10. To Eradicate Gender Based Violence**

*Composite Resolution proposed by: Kenya Union of Domestic, Hotels, Educational Institutions, Hospitals and Allied Workers (KUDHEIHA Workers) and Domestic Services Workers Union (Ghana)*

### **NOTING:**

That the Declaration of Philadelphia (1944) states that all human beings, irrespective of race, creed and sex, have the right to pursue both their material well-being and spiritual development in conditions of freedom and dignity, of economic security and equal opportunity;

That, as violence is flagrant violation of such human rights and is incompatible with decent work, this question must be addressed as a matter of urgency from a gender perspective;

### **Further Noting:**

Women constitute a vulnerable group with some 35% of women in the world having suffered physical violence, and that a majority of women domestic workers are victims of gender based violence (GBV).

This violence can be physical, verbal and/or sexual. Physical abuse includes assault and battery, which sometimes leads to death. Domestic workers are always insulted by their employers, including female employers, at the workplace, using words such as “You dog, rat, cow”, which lowers their self-esteem. They are victims of sexual harassment by the immediate employer, the family and even neighbours. They request sexual services and make unwelcome advances in return for salary increases,

employment and to prevent dismissal. Some domestic workers even get pregnant or acquire sexually transmitted diseases (STD) and are left to suffer by themselves.

Domestic workers also face economic and financial abuse through unpaid or underpayment of wages. In the case of migrant domestic workers some employers withhold wages and some employment agencies exploit them, requesting higher fees for job placement in Gulf countries. To make matters worse victims hide cases of gender based violence, and even when reported to various authorities the perpetrators are not convicted, causing harm to society and workers at large.

Gender-based violence in the workplace tends to reflect the violence perpetuated more widely in society. Potentially, it can affect anyone, but it has a disproportionate impact on specific groups in low paid jobs, such as domestic workers, with gender, race, ethnic origin, social background and poverty being key factors in unbalanced power relations.

### **Recognizing:**

That governments have a major responsibility to promote a general climate of zero-tolerance of violence; that social dialogue and collective bargaining at all levels is important in establishing appropriate systems.

### **Welcoming:**

The outcome of the ILC 2018 first discussion on Violence and Harassment in the World of Work, which supported the adoption of a Convention and a Recommendation on this issue.

## **CONGRESS RESOLVES:**

### **That IDWF will:**

- Intensify actions to create the necessary visibility to show the true dimension of gender-based violence;
- Support and participate in advocacy campaigns and programmes to eliminate violence and harassment against women and men in the world of work;
- Continue to support the demand for an ILO Convention and Recommendation on Violence and Harassment in the World of Work, with a special focus on gender –based violence;
- Participate fully with affiliates in the processes before and during the ILC, 2019 where the instrument should be adopted;
- Continue the IDWF/IUF work with global unions on an agreement to combat sexual harassment.

### **IDWF will urge affiliates:**

- To prioritize GBV at work and develop and implement action plans to truly combat this scourge;
- To collect data which allows us to identify and map the different types of violence, regional differences, the most vulnerable groups and activities that are exposed to the greatest risks.

## **11. Appointment of an Assistant General Secretary**

*Proposed by Namibia Domestic Allied Workers Union (NDAWU)*

### **Welcomes:**

That the launching of the IDWF in 2013 was an important moment in the history of the Labour Movement.

### **Notes:**

That as of April 2018, the IDWF has 67 affiliates from 54 countries, representing over 600,000 domestic/household workers' members. Most are organized in trade unions and others, in associations, networks and workers' cooperatives.

### **Further notes:**

That the number of the affiliates of the IDWF has grown rapidly in the past five (5) years as a result of increase in demand by trade unions and others, globally.

### **Resolves:**

That the Executive Committee shall appoint an Assistant General Secretary due to the fact IDWF has grown and hence the General Secretary is so occupied that she needs an assistant GS to run office in her absence, secondly this will be in line with the succession plan of IDWF

### **Calls on IDWF:**

- To mandate the newly elected Executive Committee to appoint the Assistant General Secretary
- To support that the Assistant General will be based at IDWF head Quarters in Hong Kong
- To support that the Assistant General Secretary shall perform duties as assigned by the General Secretary
- To support that the Assistant General Secretary shall act in the absence of the General Secretary

## 12. On Ratification of C189

*Proposed by IDWF Executive Committee*

**Recognizing** the significant improvement in the lives of millions of domestic workers with the adoption of the C189 at the International Labour Conference in 2011, and the subsequent ratifications in 25 countries and legal reforms and enactment of policies, legislations and regulations in over 50 countries;

**Noting** that domestic workers in many places of the world still lack basic human and workers' rights protection such as minimum wage, weekly rest, maternity leave and others owing to the fact that domestic work is not recognized as work but women's work and hence not valued;

**Acknowledging** that domestic workers everywhere are organizing to make changes resulting in unity worldwide and the growth of the IDWF;

**Welcoming** the support and solidarity from trade unions, other civil society organizations, international agencies and others to share and strengthen domestic workers' plights and advocacy;

**Reaffirming** the IDWF objective to achieve rights, dignity and respect of all domestic workers, the Congress resolves that they will work closely with all its affiliates through effective campaigns and other actions to achieve at least 10 ratifications by the year 2023.

### **13. Consolidating the Base of the IDWF and its Affiliates**

*Proposed by Self-Employed Women Association (SEWA), India*

**Recognizing** the core of the unions affiliated to the IDWF is the membership of domestic workers;

**Whereas** the solidarity of the members has to be built up and sustained;

**Understanding** that the local units form the base of the union organisations;

**It is resolved that in the coming years:**

- The IDWF promotes and implement measures to assist affiliates with knowledge and skills to build local units among the membership;
- Trains members in ways to sustain these units, maintaining records and developing a rotation of leadership; and
- Activates a true process of democratic participation from below where members participate actively and collectively with a sense of sisterhood and a workers consciousness.

**Resolves** to build a wider awareness about the informal sector and its issues among the domestic workers.

**Commits** to promoting alliances of the domestic workers with other workers in the informal sector.

## 14. Focusing on the Role of the State in Protecting the Rights of Domestic Workers

*Proposed by Self-Employed Women Association (SEWA), India*

**Recognizing** that domestic workers are in an employment relationship;

**Aware** that domestic workers may work in two or more households with multiple employers;

**Cognizant** of the fact that in countries even with large populations of domestic workers, the labour laws neither exist nor being implemented rendering domestic workers without rights and social security;

**Enthused** by the advances made by some domestic workers to negotiate with employers for better conditions of work through the My Fair Home Campaign;

**Encouraged** by the positive reaction of some employers to the demands of the workers;

**Resolves** that the IDWF and its affiliates to work together to

- Call upon governments to be proactive in enacting legislations, developing safeguards for the domestic workers and subsidizing the social security benefits of this sector;
- To implement campaigns such as the My Fair Home campaign to encourage and advance the demands on employers to contribute towards the social security of the worker.

## **15. On Solidarity with the Labour Movement through Collaboration Especially with the Informal Sector**

*Proposed by Self-Employed Women Association (SEWA), India*

**Acknowledging** that the domestic workers fall under the informal sector with many have worked in various trades within the informal sector;

**Recognizing** that the informal sector workers form the majority of the workforce in many parts of the world, especially in Asia, Africa and Latin America, is growing;

**Concerning** about the fact that labour law in the world focuses on the formal sector workers leaving workers in the informal sector for the major part are unprotected;

**Resolving** that the IDWF will prioritize its objective as stipulated in its Constitution article 2.6 that reads: “to build solidarity with the labour movement and collaborate with trade unions and allies across sectors, especially with other informal and precarious workers organizations at all levels.

## **16. A Sustainability Strategy for IDWF**

*Proposed by IDWF Executive Committee*

### **The 2nd IDWF Congress**

**Realizes** the crucial importance of sound finances for domestic workers organizations at all levels. Domestic workers are at the bottom of income earners and are struggling to maintain their own organizations at local and national level. Many members of IDWF are found in low-income countries.

**Realizes** that there are different sources of income for IDWF and its affiliates, namely income from affiliations fees and income from project funding and other donations.

**Acknowledges** that self-sustainability of IDWF and its affiliates, based on membership dues, cannot be reached in the near future although it will remain a long-term goal.

**Acknowledges** therefore that IDWF and its affiliates will rely on additional income by donations for activities and projects.

## **Affiliation fees and other sources of income**

**Acknowledges** the following principles of affiliation fees in IDWF:

- Affiliation fees are the basis for a democratic, independent workers' organization
- Affiliation fees should be ideally the main source of funding, covering all costs of democratically agreed operations of IDWF and thus ensuring the sustainability of IDWF
- Affiliation fees contribute to the IDWF objective in Article 2.1 of the Constitution: "The objective(s) of the IDWF shall be to help build strong, democratic and accountable domestic/household workers' organizations which protect domestic/household workers' rights everywhere."

**Acknowledges** the following principles for other sources of income:

- Generating income for IDWF and its affiliates through greater contribution from the affiliates who are more financially established, project funding and other donations.
- Need for raising money from donor organizations as an additional source of income for IDWF and its affiliates. Fundraising is not only an obligation of the IDWF leadership but also a responsibility of IDWF affiliates.

## **Based on the above, the 2nd IDWF Congress**

**Determines** that developing sustainability strategies will be one of the priorities for the next 5 years in IDWF.

**Adopts the following Action Plan towards a sustainability strategy for IDWF and affiliates:**

**1. Improving Financial Systems**

- The IDWF ExCo will design and implement a 3-5-year project which assists affiliates – through capacity building - to improve their financial systems and increase their income through various sources, among them membership fees. The project will include a substantial number of affiliates in Africa, Asia, Latin America and the Caribbean.
- The project will include the development of a new system for the calculation and collection of IDWF affiliation fees, which has broad acceptance amongst its affiliates and which should be ready for adoption at the Congress in 2023.

**2. Improving Income of IDWF and its affiliates until 2023**

- IDWF affiliates are committed to increase their contribution (affiliation fees), so that IDWF income through affiliation fees will comprise 5% of the total income by 2023.
- The IDWF ExCo will ensure sound financial management, including spending resources strategically.

### **3. IDWF Sustainability Fund**

- The IDWF will create a sustainability fund in order to increase the financial stability of IDWF.
- The sustainability fund will be generated from greater contribution from affiliates who are more financially established, donations and project reserves. The IDWF will publish a separate report on the sustainability fund including sources of incomes annually.
- The IDWF ExCo will be responsible to set up the sustainability fund and operationalize it by the end of 2020; with definition of its objective, principles and methods on donation collection and spending.

## **17. Emergency Resolution (1): In support of Central American migrants and condemning the US government border militarization**

*Proposed by IDWF affiliates in Latin America and North America*

**The IDWF stands** in solidarity with women, children, men, and families of Central America as they seek to build lives of dignity and security, in their home countries, and as migrants deserving of refuge abroad.

**The IDWF echoes** the demands of its North America affiliates - the UDWA and NDWA – as well as the broader labor and immigrant rights movements in the United States, that migration is a human right. IDWF stands in solidarity with the majority of American citizens who reject hate and discrimination, oppose their government’s policies and welcome all refugees

**The IDWF calls** on the US government, and all governments in the region, to uphold their treaty obligations to respect the right to seek refuge, and to protect the human and labor rights inherent to all people

**The IDWF calls** on the US government to end the detention of migrants and refugees, stop propping up repressive governments in Central America, to reunite all children and families separated by immigration authorities, to cease the deportations, de-fund the for-profit detention machine, and de-militarize the southern border.

**SPONSORED BY:**

UDWA, United Domestic Workers of America – USA

**COSPONSORED BY:**

ASTRADOMES,  
Asociación de Trabajadoras Domésticas,  
Carmen Cruz Presidenta – COSTA RICA;

SINACTRAHO,  
Sindicato Nacional de Trabajadores y Trabajadoras del Hogar –  
MEXICO;

RMEHAC,  
Red de Mujeres Empleadas del Hogar A.C. – MEXICO;

SIMUTHRES  
Sindicato de Trabajadoras del Hogar Remuneradas Salvadoreñas  
– EL SALVADOR;

NDWA,  
National Domestic Workers Alliance – USA;

FETRADOMOV,|  
Federacion de Trabajadoras Domesticas y Oficios Varios de  
Nicaragua – NICARAGUA;

SINTRADOMGRA,  
Sindicato de Trabajadoras Domesticas de Granada –  
NICARAGUA;

SITRADOMSA,  
Sindicato de Trabajadoras Domesticas, Similares, y a Cuenta  
Propia – GUATEMALA

## **18. Emergency Resolution (2): On Solidarity with the Working Class in Brazil**

*Proposed by Federação Nacional das Trabalhadoras Domésticas (FENATRAD), Brazil*

**Whereas**, Brazil has just elected a President of neo-fascist, sexist, racist and anti-worker tendencies representing a real risk to human and labor rights of the working class and especially those that are contemplated in the Convention 189 for domestic workers.

**It is resolved that IDWF and its affiliated organizations commit to:**

- The IDWF congress releases a statement to the Brazilian government to express our deepest concert and to demand for respect of human and trade union rights.
- Participate in solidarity actions with the working class in Brazil and with Lula abroad, together with the International Trade Union Confederation, the Trade Union Confederation of the Americas, Global Unions Federations, and national trade union centers, and other allies.
- To call upon the ILO and UN to closely monitor the situation of trade union and human rights.

# International Domestic Workers Federation



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