

International Domestic Workers Federation

Five Years a Federation

The IDWF Second Congress 2018



United and Strong

EQUAL RIGHTS, RESPECT AND JUSTICE FOR DOMESTIC WORKERS



To enable us to hold our second Congress in Cape Town, South Africa, on 16-19 November 2018, many organizations and individuals gave us a lot of support. The IDWF would like to express our appreciation especially to:

South African Domestic Service and Allied Workers Union

ACVCSC Service Union

Community House

Olof Palme International Center

Foundation to Promote Open Society

NoVo Foundation Fund of Tides Foundation

Ford Foundation

Swedish International Development Cooperation Agency, Sida

Solidarity Center

Women in Informal Employment: Globalizing and Organizing (WIEGO)

International Union of Food, Agricultural, Hotel, Restaurant, Catering, Tobacco and Allied Workers' Associations (IUF)

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With appreciation for the team of notetakers: Professor Eileen Boris, Professor Katherine Maich, and Professor Mary Romero

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IDWF was formed at the founding Congress in 2013 in Montevideo, Uruguay, with 48 affiliates. As of October 2018, it had grown to 69 affiliates (trade unions; associations, networks, and workers' cooperatives) from 56 countries, representing over 500,000 individual domestic worker members.

1er Congreso Internacional de la Red de Trabajadoras Domésticas
Montevideo, del 26 al 28 de octubre de 2013



Montevideo
Capital
Iberoamericana
de la Cultura
2013





Building on Our History

The International Domestic Workers Federation (IDWF) celebrates five years as the only global union in the world led completely by women. As a membership-based organization of domestic workers and household workers, the IDWF grew out of the International Domestic Workers Network (IDWN), which formed in 2009 in Geneva.

In these early stages of organizing an international movement, leaders set their sites on the achievement of a global policy on domestic work. In 2010, they organized around the International Labour Conference to set the terms for the first global policy on domestic labor. In 2011, the IDWF celebrated a momentous victory when the International Labour Organization adopted Convention 189 on Decent Work for Domestic Workers.

Since that time, the IDWN leadership decided to transform itself to become a global union federation uniting all domestic workers to achieve dignity, rights, and freedom. IDWF was formed at the founding Congress in 2013 in Montevideo, Uruguay, with 48 affiliates. As of Oct 2018, it had grown to 69 affiliates (trade unions; associations, networks, and workers' cooperatives) from 56 countries, representing over 500,000 individual domestic worker members. Led by an all-woman Executive Committee of 13 representatives, the IDWF is the only transnational body representing domestic workers worldwide.

From November 16 - 19, 2018, the IDWF held its second Congress in Cape Town, South Africa, where 207 delegates and observers joined from five continents. This report summarizes key features of this Congress, including addresses delivered by labor leaders and allies worldwide, the outcomes of eight workshops, and the adoption of a series of constitutional amendments, resolutions and the election of the Executive Committee of the IDWF. This Congress set the stage for the next chapter of domestic workers' global organizing, in the larger political, economic, and geographic climates that place new demands on workers, women, and migrants worldwide.

The IDWF Second Congress 2018

The Symbolism of South Africa

Community House in Cape Town, South Africa, served as a cornerstone of the struggle to end apartheid. Its walls are covered in tributes to worker struggles worldwide.



Myrtle Witbooi, IDWF President, opened the Congress by acknowledging the significance of Community House, and the loss of so many lives in the struggle to end apartheid. She urged workers to “be proud of who you are, and proud of our struggle.” As she declared, “We are not free yet. We want to be free. I want to say who I am when I leave.” As she turned to the work ahead, Witbooi recognized the need to continue to assure that the rights earned through the Decent Work for Domestic Workers Convention, asserting.



“C189 belongs to us and we are not giving into any government.”

Congress Chronicles

In this symbolic second Congress in Cape Town, 110 delegates from 62 domestic worker organizations gathered to share progress, join in solidarity, and set the agenda for the future of international domestic worker organizing. They were joined by 97 observers from a range of organizations.

The Congress agenda included:

- Opening Statements & Welcome Addresses
- Adoption of the Congress Agenda
- Approval of the Election Committee
- Keynote Address by the IDWF President
- Report of the General Secretary
- 8 Educational and Planning Workshops
- Special Addresses
- Adoption of Resolutions as Federation Priorities
- Adoption of Constitutional Amendments
- Election of Executive Committee
- Solidarity Dinner

Highlights and key messages from each portion of the Congress are outlined here to provide summary of the Congress events and a context for the outcomes of the meetings.



Our Opening Messages

Friday, November 16, 2018

Hester Stephens President, South African Domestic Service and Allied Workers Union



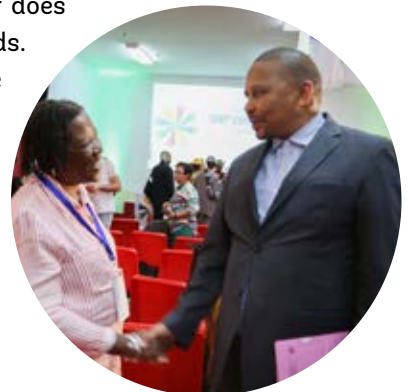
The Congress opened with the South African national anthem, followed by an address by Hester Stephens, who welcomed delegates to her country. Stephens set the stage for her address with a reflection on the struggle to organize domestic workers, and a celebration of the 5,000-strong organization in post-apartheid South Africa. She lauded the gains of Convention 189 internationally, recollecting her own historical experience where domestic workers had no legal protections for so many years. Her speech connected workers throughout the world, proclaiming “our success is your success.” The next step, according to Stephens, is to make sure that the newly recognized rights could be made reality through implementation.

Nkosi Phatlekile Holomisa Deputy Minister of Labour, South African Labour Ministry

With a focus on protections in practice, Deputy Minister Holomisa acknowledged that domestic workers comprise a significant portion of the workforce in South Africa. He acknowledged that the South African government has taken advantage of reports issued by IDWF. As he recognized the importance of domestic worker in daily society and the global economy, he critiqued the cruelest forms of denial of social justice in the lack of recognition for this sector.

In South Africa, Deputy Minister Holomisa outlined key challenges in implementation, including a contested minimum wage reality and complexity of workers employed in several different households. He recognized that often workers are not aware of rights, yet at the same time, he suggested that the Department of Labour does not have the capacity to monitor employment in private households. The reality that those making law and enforcement decision, he noted, also contributes to slow speed of progress in many cases.

In closing, Deputy Minister Holomisa encouraged attendants to stand up to be counted, referencing the 1956 historic women’s march in South Africa led by many domestic workers. As he asserted, **“Domestic workers are not mere bystanders in the struggle for freedom and social justice.”**





Zingiswa Losi President, Congress Of South African Trade Unions (COSATU)

The first woman trade union president in South Africa's history greeted delegates on behalf of the 1.7 million members of COSATU. She offered a compelling account of domestic work in the context of the larger labor struggle. The COSATU mantra, "an injury to one is an injury to all" rang throughout President Losi's address. As she stated, **"For the working class unity is not an option but a necessity."**

President Losi referenced the trade union history and its connection to the struggles of domestic workers. She noted that COSATU emerged as male institution, yet it evolved to represent men, women, and LGBTQIs. Yet, the struggle for full inclusion for queer populations, as she noted, continues throughout governments across Africa. She noted that as we look at the varying levels of treatment for workers, worldwide, we must examine the larger systems that determine and enact rights.



Domestic workers' existence stems from a history of low wages, sexual harassment, and high rates of gender-based violence. The requirement to travel to long distances to attain work has hurt children, and harmed women's overall quality of life. The historic low wages play a large part in the challenges South Africa faces in setting and implementing a national minimum wage standard. Similarly, the focus on a campaign to address occupational injuries has reproduced former conditions whereby many domestic workers have been fired. Even though such legal measures are in place, registration for unemployment insurance and maternity benefits continues to be a site where power imbalances limit domestic workers' access to established rights. At the same time, pensions are very limited for domestic workers, leaving them highly dependent upon employers' relative benevolence upon retirement. With the live-in nature of the occupation, domestic workers continue to face challenges in assuring decent housing standards.

Pia Stalpaert Executive Committee, IUF, President of the ACVCSC Service Union, Belgium



Pia Stalpaert drew upon the founding congress to draw comparatives to the progress of domestic workers. As she noted, the 2013 Montevideo gathering brought together 180 domestic worker leaders from around the world as the largest gathering of its kind. The IDWF’s success in the past five years is clear—thanks to domestic workers! With over 200 representatives, Stalpaert emphasized the 5-year Congress focus on discussing challenges and consulting on strategies and solutions. As the organization shared knowledge, it affirmed the goals set out in 2013. According to Stalpaert, key issues for the 2018 Congress included: discrimination (especially toward migrants and minorities), identifying the next countries for the ratification of Convention 189, establishing a rights-based framework to grow the care economy, and building a strategy to achieve an new ILO convention on violence.

With more than 67 million care workers worldwide, the need to assure labor protections continues to grow. In order to achieve a united, strong, platform of equal rights for domestic workers, Stalpaert suggested an organizational focus on increasing mentorship, organizing migrants, and building the international capacity. In working together, she emphasized the shared capacity to realize these goals. **“Why, because domestic workers deserve it and they count on us!”**

Sally Roever International Coordinator, Women in Informal Employment: Globalizing and Organizing (WIEGO)



As one of two original pillars of support for the IDWF, WIEGO supports informal workers worldwide, from street vendors, to waste pickers, to homebased workers, as well as domestic workers. Approximately six out of every ten works are informal, according to Roever. Twenty years ago, they demanded visibility. This led to the coordination of workers, across the global south and north. The Congress, according to Roever, represented another valuable and symbolic gathering that would advance the larger rights and recognitions for domestic workers and the informal economy more broadly.

Roever drew upon a story with IDWF President Myrtle Witbooi to capture a message for the Congress. She recollected waiting to leave a large convention center in Washington DC when torrential rainfall began. As she was deciding what to do, Myrtle approached her and said, ‘you just have to go straight through it.’

This message carried her thinking about the movement, and the Congress. We can't just stand around for better conditions to make it easier,' she said. You just have to face it directly. In the larger circumstances, workers face an extremely difficult path. The space for civil society organizing is closing in many countries. With many harsh conditions in the larger world, Roever contended, **"we see domestic workers leading us through the rain."**

Myrtle Witbooi IDWF President

The federation's first president, Myrtle Witbooi, culminated the welcoming remarks with a direct message to domestic worker delegates. "If it wasn't for you, we would not be standing here. I am a domestic worker and am proud of it. We are not free. So many chains. We want to be free. We came and we are going to free ourselves. Convention 189 belongs to us and we are not going to give it governments. Convention 189 is ours and we worked hard for it and we want it now."



Her address chronicled the victories of domestic workers reaching the ILO. Once "slaves of the nation," the international movement of domestic workers began in 2006 in Amsterdam and reached the ILO in 2010. Even though we domestic workers had to sit and follow the rules of order, they ILO heard our voices. She then contended, "We shook the foundations of the ILO" in moving closer to freedom and justice for domestic workers. This victory formed the foundation for the founding of a Federation. Witbooi recounted, "We went to Uruguay because the President there was a worker president. It was a proud moment for us. Domestic Workers had a federation, formed by women." The meaning of this organization, as she contended, would expand according to the individual and collective input of everyone present at the Congress.

With so many victories to celebrate, Witbooi reminded Congress that "the Struggle continues." Convention 189 needs a home in every country. We need to change conditions for migrant workers. Yet this can only happen, she reminded, if we are united. Our focus must "always be about the workers." She reminded the entire delegation of a core perspective—"nothing for us, without us."

"What are we going to do in the next five years?" she asked. It is about women going to their governments and asking them to sit down and listen to the perspectives of domestic workers. The Federation is going to speak for domestic workers, yet it also needs each member to "organize, organize, organize!" Part stage-setting, part call to action, her speech ended with a reminder to **"make sure you do not lose touch with workers."**



A virtual message from

Sharan Burrow

General Secretary of International Trade Union Confederation

A message of support and solidarity from the largest trade union confederation arrived alongside these opening speeches. Sharan Burrow linked domestic worker rights to movements to increase wages and health protection. She emphasized the need to keep organizing, particularly in the existing global climate. Burrow reminded domestic worker leaders that they are part of a global union effort to end corporate greed, address climate change, protect displaced people, and fight for social justice worldwide.



Elizabeth Tang

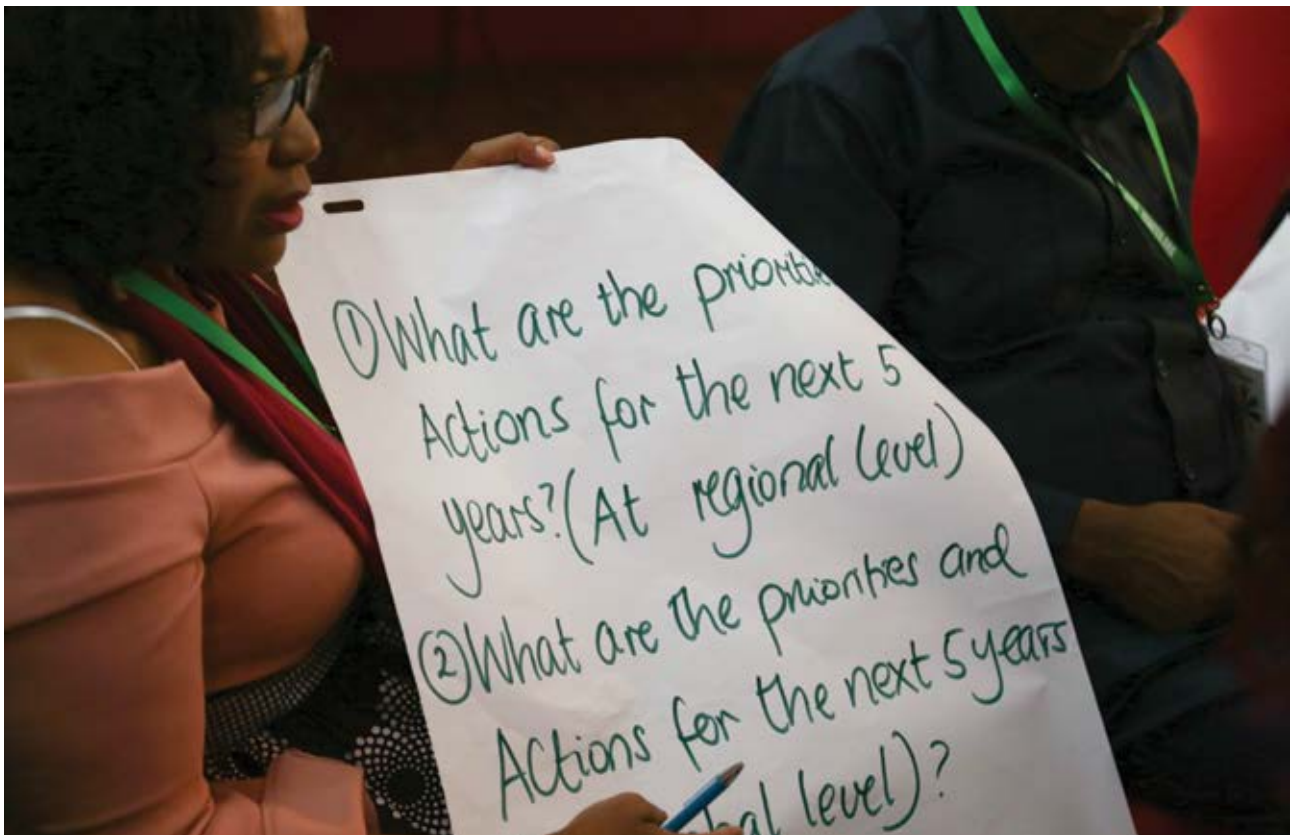
Report of the General Secretary

In order to establish the IDWF’s five-year plan, Elizabeth Tang began with a recognition of the many accomplishments of these first five years. She noted the establishment of the federation, a focus on capacity building, an ability to organize migrant domestic workers, and a number of successful campaigns for ratifications as the anchors of the IDWF’s first five years of success. As measurable steps in developing the organization, Tang noted the establishment of a formally recognized and staffed secretariat in Hong Kong, which moved the organizational operations from the International Union of Food Agricultural, Hotel, Restaurant, Catering, Tobacco and Allied Workers’ Associations (IUF) office in Geneva to Hong Kong. These first five years also saw the establishment of regional coordinators in Asia, Africa, Latin America, the Middle East and Europe, as one of many successful efforts to establish the framework for a long-term

organizational operation. She noted that the IDWF did not organize the first Congress; rather, they attended to launch the organization.

Yet as she later noted, **“today we organized this Congress”** through the full operations of the IDWF and the expansive efforts of the South African host groups. These measures marked measurable progress and a path toward the future progress.





Moving forward, Tang noted the following goals:

- Representation at all levels by 2020
- Double membership to over 600,000, even where domestic workers are not allowed to organize
- Improved structures to become larger and more democratic through combined efforts
- Ongoing focus on organizing migrant workers
- Continued efforts to ratify Convention 189

Her closing remarks encouraged a future of growth, expansion, and success. As she exclaimed,

“We have commitment, courage, and perseverance,”

with a vibrant promise to move forward as a Federation.

Workshops: Dialogue for the Federation's Future

The Congress focused on eight workshops themes as central reflections of the larger priorities in domestic worker organizing worldwide. Each theme was chosen from among the proposed resolutions from the affiliates and Executive Committee in the months leading up to the Congress. The purpose of the workshops was to allow for democratic discussion and delegate input on the eight central priorities for the future. The results of each workshop were shared in the larger Congress discussions and integrated in the strategic planning efforts of the executive body.

Gender Based Violence Workshop

Gender-based violence is a pervasive experience effecting domestic workers worldwide. The isolation of the private workspace leads to multiple forms of sexual harassment, physical, and emotional abuse. Delegates from Kenya noted new patterns of abuse with the practice of hiring hourly domestic workers. The transient nature of these forms of employment, coupled with the short-term nature of the labor transaction, has led to higher levels of rape and sexual abuse within the sector. Delegates noted the importance of awareness and response to these regional patterns with high levels of impact in relation to these new trends.

Workshop delegates stressed that gender-based violence is not physical alone. Psychological

abuse pervades the experiences of domestic workers. The process

of recruitment and travel to seek employment outside of

one's own residence comprise forms of psychological

violence. For example, being misled is a form

of violence. Many domestic workers report their

experience of being told they will work in a hotel

and arriving to a household employment

context where they are unable to leave.

These forms of psychological violence play

out across domestic workers' lifespans.

Very often, the trauma that results from

these forms of abuse is passed on to the

children of survivors. In the case of domestic

work, geographic separation leads to increased

levels of struggle.





“When an employer forces me to have sex, because I am shy I might think it is just usual.”

The following questions guided this workshop:

1. What kind of preventions do we need?
2. What is needed to provide an effective protection? (policies)
3. How can the reporting of GBV be enhanced? (dispute mechanisms)

Participants responded with suggestions that cut across these three levels of prevention, protection and reporting. Concrete recommendations included:

- Hearing the testimonies of domestic workers to understand the type of violence they have faced
- Enforcement of the required 18-year-old minimum age for domestic work
- Development of a system of anonymous reporting, such as a free hotline
- Inspection mechanisms in homes for reporting
- Increased education about the violations of sexual advances in the workplace
- Work with local NGOs to increase awareness and response mechanisms
- Formation of support groups for victims and non-victims



- Global campaigns on domestic workers' experience of gender-based violence
- Extensive use of social media education campaigns on Facebook and Twitter
- Use of Whatsapp group to build emotional and practical support for leaders
- "Let us make gender-based violence our song in the media."
- Build stronger links with committed institutions and organizations that can support domestic workers rights and enforcement of protections
- Maintain records for cases for formal response systems and overall advocacy

This workshop fed directly into a major resolution focused on gender-based violence and wider levels of discrimination. As a result of the Congress focused dialogue from this workshop, a focus on addressing gender-based violence became a priority for the IDWF's future planning. The organizational goals that emerged from the Congress noted a particular emphasis on direct work with the ILO in the latest Convention standard-setting process:

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.

Organizational Sustainability Workshop

This workshop focused on approaches to assuring the sustainability of the IDWF. Its focus on finance related directly to the overall goal of assuring the viability and impact of the IDWF in the future. The session opened with a question about “the significance of money.” This led to a sharing on how various organizations acquired funding. Throughout the session, parallels were drawn between the local and national levels of organization and the larger needs of the IDWF. An opening pie chart visual showed that only 1% of the income received by the IDWF comes from membership dues. Thus, in order to assure sustainability, the session focused on the wider need to develop a sustainable funding strategy for the organization’s future.

Participants identified the following sources of funding for their organization:

- Funding from IDWF
- Funding from other organizations, namely feminist/women’s organizations
- One-time membership fees
- Funding from private foundations, development funds, and trade unions in European and the US
- Fundraising from selling foods

In addition to funding, participants recognized the services offered by external people and individuals as part of the larger process of sustainability. Such contributions included volunteer services, such as those offered by feminist lawyers and researchers, and in-kind resources such as office space and telephone usage.



When looking at the larger picture of sustainability as a whole, however, input from this workshop brought to light the reality that participants’ organizations sometimes generated funding when they sold things through micro-projects. As a result, brainstorming focused on the mechanisms to grow membership for increased dues and generate new projects that would offer larger assurances of sustainability. Ideally, these two forms of support would mutually reinforce one another, as assure a longer-term sustainability for the organization.

Organizing Workshop

This workshop departed from the perspective that the primary role of unions and the IDWF is to develop worker power on the ground, grow (at scale), and sustain a vibrant and militant membership throughout time. Efforts to increase both the membership and overall movement of domestic workers are based upon continued attention to practices of organizing. This workshop took a close look at the existing context of organizing at the local levels, with attention on the impact of increased affiliate membership on the overall organization. The following questions guided group discussions:

1. What is “organizing”? It sometimes means different things to different people. What does organizing mean to you?
2. What is the role of the organizer? The leader? We are all leaders. What is our role?
3. How do we bring new members into the organization?
4. What is the model for democratic structures for membership-based organizations?

The themes that emerged focused on:

- political education;
- new models of recruitment; and
- support for the organizers.

Education is vital to the process of growing workers’ rights. Communication and relationship building are the building blocks of education. Participants stressed that communication takes many forms, whether through a booklet on protections and rights that workers can keep in their bag with them at all times, or increased face-to-face contact to build trust in the membership process. The importance of getting to know workers personally—through their personal histories and stories—has been a pivotal component of the recruitment process.

New models of recruitment allow organizations to draw from the existing forms of success with increased attention to the tools available through social media. Practices focused on education, incentives, door-to-door campaigns can be expanded through the platforms available with social media connection. As participants these forms of connection “give workers the tools to defend their rights and fight.” Also, related organizations, such as women’s rights groups and sometimes faith-based networks can provide resources for potential membership growth.



Support for the organizers is critical to assuring sustainability at all levels. The workshop emphasized the importance of balance and well-being, particularly when the task of organizing is so large. Relying upon colleagues and support networks in the broader organization is key to longer-term sustainability at both individual and structural levels. As one participant shared,

“this is what it means to be a union—we help each other in a time of difficulty.”

Participants noted that the IDWF is a global family, and its ties can build another means of assuring support for organizers.

Participants from 5 regions (Asia, Africa, Latin America, Europe, North America) joined. Therefore, the richness of exchanging ‘local recipes’ for effective recruitment as well as identifying common challenges to activate and grow a militant membership became central highlights. The session provided a critical forum for discussion and a sounding board among domestic worker organizers who referred to the IDWF as “one big family” striving in unity, under the same goals and vision.

The conversation concluded with a focus on practical and strategic tips in the realm of organizing. Participants emphasized the importance of transparency and accountability at all stages of the union’s operations and organizing. The establishment of clear strategies around regular meetings and new membership recruitment meetings was seen as very important for the overall process. Participants recognized that organizing is not easy. Yet, as one member expressed, “we do it until we do it.” Many participants agreed that they maintain that kind of approach and attitude in their daily work. At the same time, they identified the importance of finding a “sweet spot” in “the magic place of organizing” since the domestic work sector is so different to others. Participants noted the importance of balancing the ongoing need to organize with continued focus on love and care—both individually and organizationally.

Migrants and Refugees Workshop

In some places around the world, much of the focus of domestic worker organizing since Convention 189 has turned to the integration of migrant workers. As one participant noted, “migration affects everyone in the world.” The world migrants and refugees’ crisis has resulted in a displacement of people for several reasons— wars, including civil wars, land use, economic inequality, and climate change. This creates a new need to focus on refugees and migrants within the domestic labor sector. Outreach efforts among unions have been backed by international priorities to address the rights of migrants in the informal economy. These priorities emphasize the interconnected nature of migration with related human rights issues, such as trafficking and child labor.

The obstacles to inclusion, however, present extensive challenges in principle and practice. As one participant noted, “we cannot overlook the fact that migrants work for half of the salaries.” Without citizenship in larger contexts of xenophobia and anti-immigrant policies, domestic workers’ marginalization multiplies. South African domestic worker leader Hester Stephens noted, “They [migrant domestic workers] are very scared to be exposed.” Discussions focused on a vital need to bring domestic workers together, regardless of immigration status. As one participant stated, “We need to be more inclusive—[they are] not just domestic workers, but human beings.” A need for strong indicators of solidarity between migrant and non-migrant workers is critical to union organizing across borders to address existing divisions.

To address this global concern, participants generated the following responses to these strategic workshop questions:

What are the main obstacles and challenges to organizing migrant domestic workers?

- Stigmatization and the challenges of coming out as a migrant domestic worker
- Interactions with agents and agencies
- Isolation, in combination with fear of exposure
- Lack of connection to domestic workers in receiving countries, which leads to uncertainty in the decision to migrate and much vulnerability upon arrival
- Limited data on the story of migrant domestic workers and their representation in numbers
- Racism—migrant domestic workers need education on racism
- “Undocumented domestic workers” in some regions are reluctant to join the union for fear of deportation
- Severe obstacles in fighting for freedom to own their own documents
- Kafala system mentalities “like owning the worker, literally” preclude protections



What advocacy strategies and methods can you share?

- Develop new research to understand the larger picture of migration
- Design in-depth post-arrival orientation seminars
- Establish online migrant recruitment advisor, with mechanisms to “rate your employer”
- In the USA, domestic worker organizers condemned larger anti-immigrant practices and policies to link the sector to larger political movements
- Link to welcome organizations to prepare a list of all kinds of services that migrant domestic workers can access
- Work with employer organizations to emphasize the value of providing time for orientation through welcome organizations
- Create general awareness about migration in the public realm
- Build awareness among migrants around complaint mechanisms

- Create advocacy campaigns that push for agreements to Convention 189
- Build a strategy against the state separation of documented and undocumented
- Establish a support line for migrant workers
- Communicate directly with migrants through social media
- Meet migrants in embassy spaces to mobilize
- Build means to register migrant workers with local trade unions
- Participate in coordination efforts between originating and destination countries
- Collaborate with other global organizations, such as the International Organization for Migration
- Build initiatives to connect migrants with organizations of other workers

Guinea Confronts the Source of Migrant Struggles

Asmaoubah Doukoure, leader of SYNEM union of Guinea, shared her organization's approach to identifying the source of domestic workers' migration struggles. With many women leaving West Africa for jobs in the Middle East, Doukoure develop a strategy to block the human trafficking network systems that lead to migrant exploitation. She revealed their strategy, "Our union is working with national security, to stop taking women trafficking to Gulf states. From 2016-2018, we dismantled 10 networks and we developed a lot of sensitization campaigns, so that parents could stop sending their children." These efforts demonstrate the power of domestic worker organizing in getting to the source of the worst forms of human rights violations.





Domestic Workers Speak: Migration's Greatest Risks

“Even though we are told what we will, do, we end up in prostitution.”

“If you are in Saudi Arabia, you end up in a house where you are not allowed to leave.”

Occupational Safety and Health Workshop

The nature of household labor exposes workers to dangerous conditions. According to the ILO (2016), 90% of domestic workers are excluded from social security protections. In cases where they suffer from illness, injury, and even death because of work, they rarely get compensation for income loss and medical treatment. This larger context set the stage for the focus of this workshop.

Moderators led this workshop through an exercise that asked participants to draw a physical body and then locate areas of the body where domestic workers would experience pain. After the exercise, participants identified common experiences and developed approaches to addressing pain associated with occupational safety.

Participants generated the following discussion points:

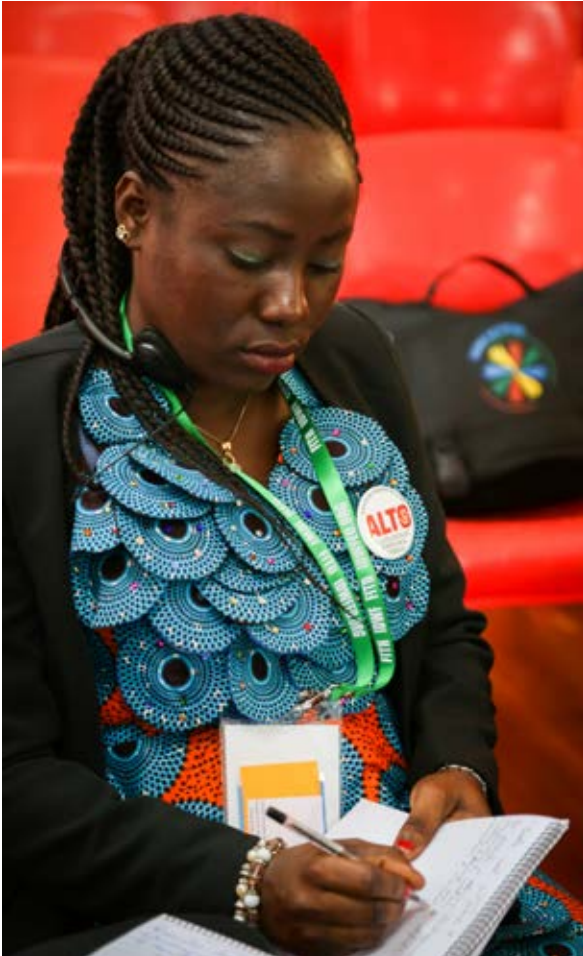
1. Health issues in the occupation are both physical and psychological.
2. Commonalities of pain, often in the back, feet, and shoulders, are related to the similarities of job tasks such as carrying children and standing and walking throughout the day. Differences in areas of pain or intensity of pain reflect varied job requirements across the globe, such as elder home care, use of chemicals, and dusting ceiling, windows or high objects.
3. Use of bleach and other chemicals damages nails, injures eyes and hands. Worst, natural disasters and environmental contamination increase workload and work hazards for domestic workers.
4. Workers are not trained in ergonomics. Sometimes they are not given instructions to use household appliances, which increases the risks of work accidents in homes. In addition, they are not always provided adequate and appropriate equipment for heavier and repetitive work, such as lifting the elderly and cleaning. As a result, they can easily suffer from musculoskeletal injuries or pain.
5. Indecent working condition such as work stress and long working hours result in domestic workers' experiences of lack of sleep and headaches.
6. Many countries do not include domestic workers under the national occupational safety and health legislation because the job is not considered work. As a result, governments argue that they cannot regulate the conditions within private homes. Consequently, workers are not compensated for the loss of income during their recovery from injuries, nor do they receive health insurance to pay for medical bills.



“I fell down from the third floor while I was cleaning the windows of the house. My ribs were broken. I went through three times of operations. For two years I was in need of care. In Turkey, domestic workers are not recognized as workers. Thus, I do not get any compensation.”

Minire Inal, a domestic worker from IMECE, Turkey

7. Convention 189 ratifying countries, such as Argentina, South Africa, and Belgium, recognize domestic workers and provide more Occupational Safety and Health (OSH) protection for domestic workers. Domestic workers are covered under social security in Argentina, which assures protection for workplace injuries. In South Africa, Compensation for Occupational Injuries and Diseases Act (COIDA) has recently been amended to cover domestic workers. In Belgium, the service voucher system includes social security for domestic workers and OSH training.
8. A few unions have developed manuals of best practices, including a list of the household hazards of chemicals, trainings, and social dialogues on OSH.
9. The workers' fight for health insurance coverage is weakened without access to statistics on injuries and hazards in domestic work.



Recommendations:

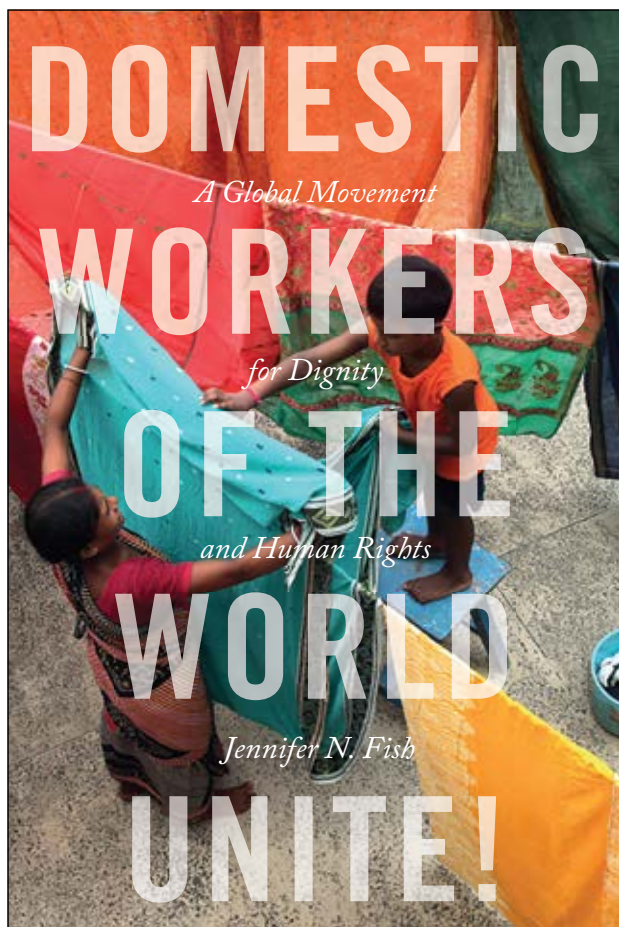
1. Compensation for injuries on the job and long-term insurance is a priority
2. Research on the impact of OSH hazards in domestic work and prevention methods, which would also serve as a lobbying tool
3. **Train** domestic workers on health and safety through use of a manual, and develop an understanding of domestic worker OSH issues on OHS
4. **Produce** info-graphics, campaigns tools and social media campaigns to bring together awareness of domestic work and the particular OSH hazards in this sector

Convention 189 Workshop

On June 16, 2011, domestic workers won the first international policy protections through the recognition of the International Labour Organization's Convention 189 on Decent Work for Domestic Workers. Since this celebrated victory, 28 countries have ratified Convention 189, assuring that their national legal frameworks are in line with the protections assured in this international set of standards. Yet increased ratifications are central to assuring the widest impact of this international policy victory. This workshop focused on mechanisms to increase awareness around Convention 189 and promote ratification. As one participant shared, "we want to use C189 to make the law better so that domestic workers have more rights, whatever the situation is."

The conversation began with an overview of what the convention means in terms of assuring basic rights at the country level. In some cases, existing laws were made easier given the international backing of the convention. In other countries, efforts to ratify necessitated larger awareness campaigns to build the potential for ratification. The workshop dialogue clarified the meaning of ratification by confirming that the lawmaking bodies of each country must approve the convention by agreeing to its terms. Following ratification, governments must apply the principles of ratification in their legal frameworks and enforcement mechanisms.

The workshop drew attention to Recommendation 201, in relation to the wider convention. This recommendation supports Convention 189 in efforts to protect domestic workers even in places that have not ratified. Key issues in relation to the terms of protection for domestic workers included: the use of agencies, migration, social security, minimum wage protections, and working hours. The discussion included an emphasis on the IDWF's political responsibility to support countries where workers are less organized, in order to reach Convention 189. In some countries, participants stated that employers want to maintain abusive situations in order to refute the protections of Convention 189. In this sense, participants insisted, "**we need solidarity!**"



Measuring our Victories:

Countries that have ratified Convention 189

Argentina

Belgium

Bolivia

Brazil

Chile

Columbia

Costa Rica

Dominican Republic

Ecuador

Finland

Germany

Grenada

Guinea

Guyana

Ireland

Italy

Jamaica

Madagascar

Mauritius

Nicaragua

Panama

Paraguay

Peru

Philippines

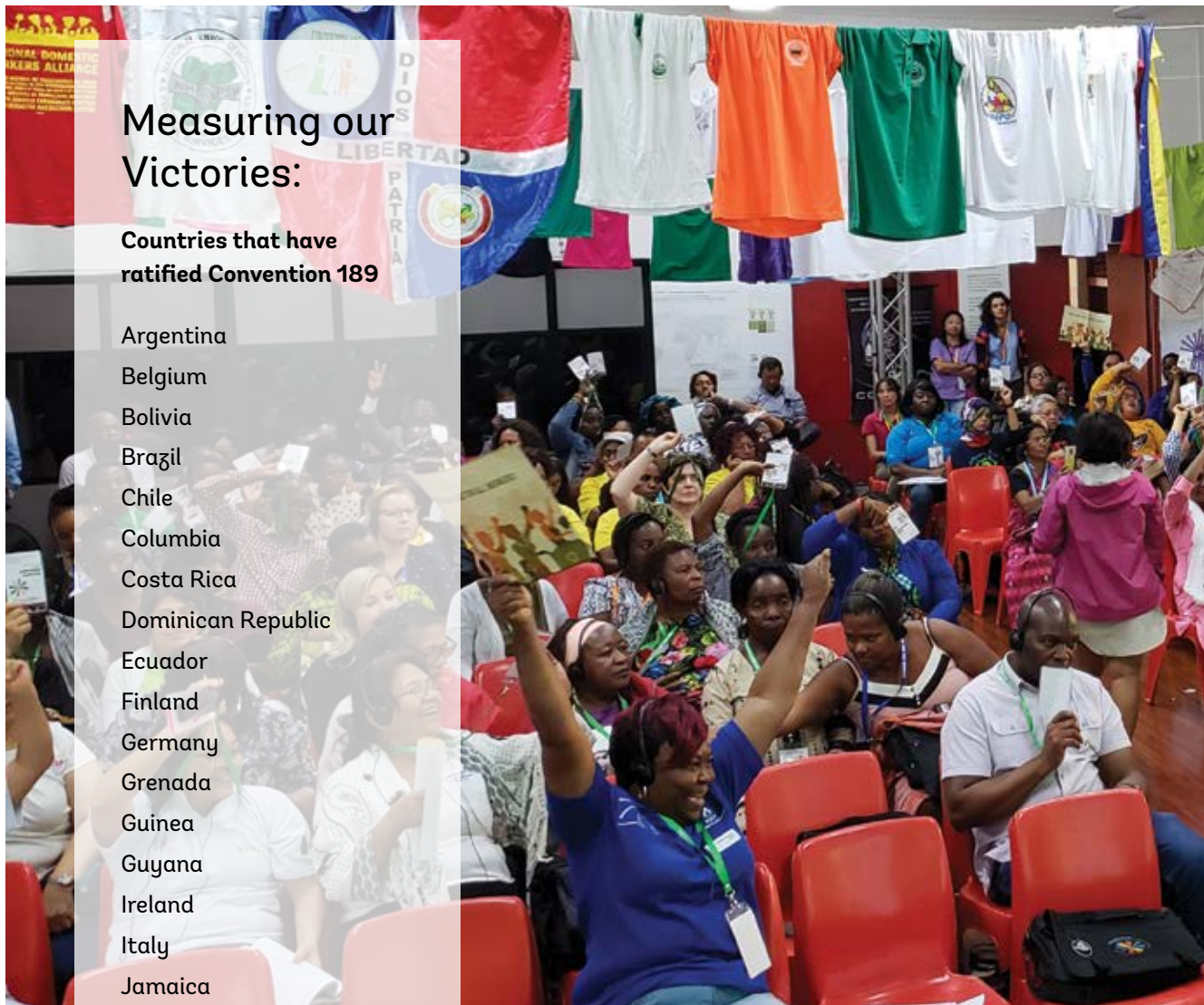
Portugal

South Africa

Sweden

Switzerland

Uruguay



For a comprehensive history of domestic workers' historic role in realizing Convention 189, read [Domestic Workers of the World Unite! A Global Movement for Dignity and Human Rights](#).



Care Crises and Care Workers Workshop

With increased needs for care work and a rapidly growing aging population, domestic work is shifting in form and location. The global gap in care work provides opportunities for domestic workers. Yet, protections have not paralleled the demand for care. While elder care is growing, child care needs are also expanding such that many domestic workers “become like a mother” to children, providing emotional, as well as physical labor. The capacity to receive quality care increases the lifespan and overall quality of life for recipients. Yet, disproportionately, those who provide care, especially migrants, face tremendous social costs in terms of lack of protections, exploitation and interlocking forms of abuse. This disparity places sharp ironies on the notion of “care” and its relative costs.

Participants in this workshop responded to the following questions:

- What you do as a care worker?
- Who is a care worker?
- What is care work to you?

Responses identified important themes that traced the shifts from domestic work to care work. Many recognized that the notion of a “homecare worker” is closely associated with images of a sister, wife, and mother. Some suggested that “every woman is a careworker.” Yet the roles are most closely associated with unpaid care.

Today, domestic workers are asked to care for: children, elders, animals, family members, and households. They must provide social support, emotional upliftment, and education. Participants equated their roles to those of nurses, doctors, teachers, nannies, health care workers, cooks, personal attendants, hairdressers, and child care providers. This intimate work involves caring for people with disabilities, elder /senior care, care for animals, cleaning, cooking, caregiving, hairdressers, home care, and personal attendant care. Direct support for people with disabilities comprised a very specific form of care work, according to respondents. Discussions identified particular challenges for careworkers whose work is at times collapsed with that of charity or volunteer labor. Carework can sometimes be seen as “not a real job.” These realities identify a clear need to re-imagine domestic work as care work, and to allocate appropriate resources for mandatory skills in the profession.

The general concept of care work includes institutional health care workers. Yet this broad definition is not the same as that used in Convention 189: in C 189 the defining feature is the place at work, namely the private household, whether employed directly via a household, public sector, an agency or an intermediary.

To address this shift in labor and advocate for increased protections, participants suggested building a care workers’ task force at the global level for collaboration. Such a network could allow for the sharing of technologies to reach those in homes, cross-border collaboration, and national platforms for care built from the ground. This process would promote solidarity across sectors, including care workers’ organized in the public or private spheres. At the same time, a network approach assures the integration of a gender perspective for unions and organizers. Companies that provide care services, including those operating via on-line platforms could be reached through a collaborative approach, for example, by entering into negotiations for a collective agreement. This process would assure a wider protection for domestic workers through a centralized network approach. This collaboration could then be reproduced at the national level, in order to integrate protections for workers within the changing terms of the care economy.



Addressing Discrimination Workshop

Discrimination takes multiple forms in the context of domestic labor. The concentration of domestic workers from the Global South produces sharp race, gender, class, ethnicity, immigration status, and nation divides in the household and across sending and receiving nations. Power relations between domestic workers and employers are structured by these larger contexts where economically disadvantaged women of color often face severe violations to their health, work safety, physical, and emotional wellbeing. Participants in this group reflected on the interlocking negative associations with discrimination. They noted that the negative feelings surrounding discrimination are multiplied with the occupation's isolation. In many instances, domestic workers could not find anyone to share their problems and experiences. One participant characterized the "stigma of being a domestic worker" as core component of an overarching lack of access that comes from class discrimination.

This workshop focused on solidarity as a means of confronting discrimination in the workplace. Participants were asked three questions to generate discussion:

1. When did you need solidarity? As an individual? As a domestic? As a woman?
2. Who did you ask for solidarity? How did you approach them?
3. What was the result? How did you feel when giving or receiving solidarity?



Responses indicated key similarities in the experiences of discrimination. Class discrimination from employers to workers comprised a common theme built into the nature of the work. The history of slavery and servitude underpinned existing discrimination according to race. Workshop participants noted the distinct forms of racism toward indigenous domestic workers, often from the same country as their employers. Participants shared that some domestic workers “pursued indigenous solidarity in their own groups” as a means of building strength against this form of injustice. Sexual identity and sexual orientation emerged as identifiable forms of discrimination within the industry. In many cases, queer domestic workers face another layer of extreme isolation and fear about identifying within the workplace and surrounding community. One participant noted, “As a transgendered person, the only comrade was from another union.” Religion was also discussed as a source of discrimination, particularly when workers do not share the same religious belief system as their employers.

Although policy protections are in place at the national and international levels, domestic workers’ ability to access their rights is more directly determined by the levels of discrimination they face. Participants reflected on the need to change unjust legislation to access domestic workers’ full rights as a first step in their struggle; however, they also identified that the real struggle and colossal challenge for domestic workers is to challenge the different systems of oppression (patriarchy, classism, racism, and homophobia) that render domestic workers vulnerable to systemic discrimination and inequality. This workshop underscored the reality of the ongoing struggle to realize rights, as discrimination shadows access to the promises of justice. Its outcomes were used to discuss the principles and basis for a resolution presented to the whole congress on the topic of discrimination and its link with the Gender Based Violence resolution.

Congress Special Addresses

Claire Hobden

Technical Officer for Vulnerable Workers,
International Labour Organization



As the lead ILO official responsible for the implementation of Convention 189, Claire Hobden began her address by reflecting back 15 years to her work in New York City as an organizer for domestic workers' rights. At that time, politicians were largely unaware of organizing among domestic workers and domestic worker organizations were just beginning to make international links.

As she echoed pride in domestic workers' progress, Hobden emphasized that the movement still needs to assure that the convention protections become a reality for domestic workers.

Hobden identified three areas of concern, including:

1. **Care economy:** The ILO defines care work as direct—the care of children and elderly, and indirect—such as cleaning houses. There are 310 million care workers and 70 million domestics in the care economy. This is a sector to continue to grow. As long as domestic workers are not protected by law, we are all impacted.
2. **Occupational Safety and Health:** Very little knowledge exists in this area. We need broader understanding to generate solutions.
3. **Violence and Harassment at Work:** The ILO is considering new measures to speak to governments, employers and organizations about this issue. We need a strong instrument to document these interlocking violations.

Change in these priority areas holds promise because of the history of domestic worker organizing.

In this movement, she reminded, “the road is long.” In 2019, the ILO will see its 100th anniversary. Founded to achieve social justice, Hobden noted that we need partners like the IDWF to make these commitments a reality. Speaking directly to domestic worker leaders, she closed with a call to action, asserting, “We have a new opportunity at the ILO’s 100-year anniversary to shape the agenda for all workers.” This new opportunity will require your capacity to organize, your thinking, and your innovation, to relate to the real problems we face in the world of work. As she proclaimed, “All care workers need you and all society needs you.”



“Domestic workers have the capacity to change the labor movement.”

Shawna Bada-Blau Executive Director, Solidarity Center, USA.

As a representative of one of the largest worker organizations in the US, the Solidarity Center holds a long-standing record of support for the global labor movement. Shawna Bada-Blau called for “solidarity because the economy is global.” She recognized the strategic sisterhood and brotherhood in the room as the future of the international labor movement. Yet, barriers are pervasive in economic and political systems. She shared, “we see just what you see—wealth is being concentrated, and that leads to the consolidation of political power in the hands of fewer and fewer people. That’s as true in the US as it is in India or Brazil.”

In addition to serious threats to workers’ rights, we have seen a global crackdown on human rights everywhere—through xenophobia, gender inequality, anti-gay and trans bias, reduction of civil rights. In this larger context, labor rights are the most frequently violated set of human rights. She noted that 65% of countries excluded some group and 85% deny the right to strike. These larger labor injustices form the context in which domestic worker organizing must expand in strength and numbers.

Domestic workers have the capacity to change the labor movement, she contended. The proud traditions of organizing, rooted in liberation movements worldwide, can become the source of greater strength. Bada-Blau drew examples from leading activists in Brazil, who fought for civil rights and democracy under previous dictatorships. She named the incredible risks leaders took in South Africa to organize domestic workers under apartheid. In the United States, the National Domestic Workers Alliance became courageous champions in fighting for the rights of immigrant workers in US when our government turned to overlapping forms of punishment for immigrants. When domestic workers in the US stood up for Black lives, fought the oppression of immigrants, and led coalitions against anti-worker politicians, they showed that we can win!





Sofia Eriksson International Secretary of Kommunal, Sweden

Sofia Eriksson addressed the Congress with an emphasis on the important connections between domestic work and gender equality. As she shared, gender equality is the cornerstone of Swedish society, where all have the right to work and support themselves, balance work and family, and live without abuse. Yet in Swedish society, one in five women suffer from men’s violence.



She recollected her own experience in a destructive relationship as her own “nightmare.” During this time, Eriksson also worked full time as a domestic worker and caregiver. Her recollections included constant fatigue at work and an unfocused state because of the trauma she faced. Eriksson noted being very afraid of making mistakes at work, particularly in giving medication correctly.

She asserted, domestic violence does not stop at the front door, it follows you all day, particularly when you never feel safe in your own home. Eventually she escaped this abuse, through help from friends and family. She was also a member of the union, yet she did not think that would help. Yet, her union offered a free hot line, and provided ten meetings with a psychologist. This process helped changed her behavior, outlook, and opportunities. She called upon members of this Congress to tell “your sisters’ stories” as part of the process of empowerment, both individually and collectively. She closed by sharing the deep inspiration she found in witnessing the domestic workers’ international movement and the collective potential of joining a movement “among fighters.”

Special Address **Marieke Koning** International Trade Union Federation (ITUC)

As the lead liaison between the IDWF and the ITUC, Marieke Koning greeted the congress delegation with enthusiasm and support for this new day of organizing. She congratulated the group, seven years after the 2011 convention victory, noting that with five years as a congress, 25 countries had ratified (at the time), bringing the assurance of collective bargaining, and expanded laws and protections in over 50 countries.

Koning offered several concrete suggestions to strengthen the organization and the movement.

- Be visible—make the most of social media and websites.
- Develop more reports to share with the wider world of comrades and colleagues.
- Continue to work from the grassroots level, where you have proven to be most effective.
- Develop a guide to assist our affiliates in helping migrant domestic workers, particularly in Gulf Countries.
- Build our global agenda on care as a vital dimension of the future of work.

Koning assured the congress of the ITUC's real commitment to working together. She called for an International day for all care workers. She also reinforced the importance of trade union leadership across sectors. As she noted, "Some of you are being elected to other bodies. We want to see you as leaders of national trade union centers." The future of the trade union movement will be based on women's leadership, a horizon she deemed inspirational for the wider labor and human rights movements. Women have increased 30% in the highest level positions, yet we need to go much further. Domestic worker leaders will be pivotal to this process. In order to realize collective bargaining power, everyone has to be counted and recognized as leaders. Koning closed the session by asking delegates to continue to join campaigns and related struggles for protections. She noted the important involvement of domestic workers in the 2019 ILC convention addressing gender-based violence. With the assurance of ongoing support by all global union federations, the IDWF can continue to emerge as a model of feminist trade union organizing and the future of the movement.

Summary of Resolutions

Prior to the Congress, affiliates discussed and drafted resolutions for adoption at the Congress. Through this, they set the priorities and future direction of the IDWF. While the themes and issues were shared and deliberated at the workshops on day one and two; they were formally voted on by all the delegates.

1. Composite Resolution on Human Rights and Anti-Discrimination: Building an Inclusive Global Union
2. Quality Child Care for Domestic Workers
3. Rights of Domestic Workers in a Comprehensive System of Care
4. Developing Solutions to the Care Crisis
5. Protection of Migrant Domestic Workers
6. To Promote Environmental Protection through Waste Reduction and Recycling
7. Building Power for Domestic Workers in the Online Economy
8. On Domestic Workers Health and Safety
9. Eradication of Child Labour
10. To Eradicate Gender Based Violence
11. Appointment of an Assistant General Secretary
12. On Ratification of C189
13. Consolidating the Base of the IDWF and its Affiliates
14. Focusing on the Role of the State in Protecting the Rights of Domestic Workers
15. On Solidarity with the Labour Movement through Collaboration Especially with the Informal Sector
16. A Sustainability Strategy for IDWF
17. Emergency Resolution (1): In Support of Central American Migrants and Condemning the US Government Border Militarization
18. Emergency Resolution (2): On Solidarity with the Working Class in Brazil



Resolution Input from our Delegates

Throughout the resolution adoption process, delegates offered input on each proposal, which resulted in the final set of resolutions. Domestic worker leaders spoke out in response to each resolution. Here are some of the responses shared by delegates within the Congress.

Juana del Carmen Britez, UPACP, Argentina:

“Our work in what we are doing not saying. We do not grow alone we grow together.”

Ernestina Ochoa, IPROFOTH, Peru:

“We were here since 2006...We want to speak for selves by ourselves. Each one of you is a history, each tear of yours. We have this little baby that was born is now walking for ten years.”

Paulina Luza Ocsa, CCTH, Peru:

“We cannot allow indigenous groups be diminished. Make sure they are not excluded.”

Hester Stephens, SADSAWU, South Africa :

“I hear the word racism and it hits me. I did not have a voice under apartheid. Let us break the work of racism.”

Creuza Maria Oliveira, FENATRAD, Brazil, in support of the emergency resolution.

“We also support the motion because we know that there is a neoliberal project to get rid of the rights of the population. We should support each other.”



Summary of Constitutional Amendments

Proposals to amend the Constitution were adopted to help to clarify and strengthen the stipulations for the governance of the organization. Affiliates submitted their suggestions for constitutional amendments prior to the Congress, where the final determinations are solidified. Apart from the main linguistic changes and a refined Definitions of Terms, the adopted amendments help to strengthen the role of women leadership of the IDWF and its objective to represent all domestic workers, including migrant domestic workers.

See the list of Constitutional amendments here:

<http://idwfed.org/en/resources/constitution-of-the-idwf-2019>

Constitution

Constitution

Constitution



Constitution

2019

Constitution

International Domestic Workers Federation

Constitution

Constitution

Constitution

English

Constitution



Regional Highlights

The Congress included a celebration of all regions through song, skit, music and dance.

Many delegates shared traditional dress, while others celebrated the victories they experienced in their countries and regions.

These images share highlights from the regional performances throughout the Congress.







Election of the Executive Committee

The Congress elected the next Executive Committee members and Office Bearers.

We celebrate these leaders of the next chapter of domestic worker organizing.

Office Bearers

President: Myrtle Witbooi, SADSAWU, South Africa

Vice President: Carmen Britez, UPACP, Argentina

General Secretary: Elizabeth Tang

Executive Committee Titular Members

Novelita Valdez Palisoc, UNITED, Philippines

Shirley Pryce, JHWU, Jamaica

Grace Papa, CSC A&S, Belgium

Gilda Victoria Blanco Franzua, NDWA, USA

Executive Committee Alternate Members

Asmaou Bah, SYNEM-GUINEE, Guinea

Gyanu Maya Kshastri, HUN, Nepal

Norma Nelson, ATLU, Antigua & Barbuda

Wendy Paula Galarza Quinonez, FILCAMS CGIL, Italy

Andrea del Carmen Morales Perez, FETRADOMOV, Nicaragua

Doug Moore, UDWA, USA

This Congress reflects the collective work of all IDWF affiliates, Exco members and staff.

In addition to the elected positions, we recognize the extraordinary contributions of our committed members of the Secretariat, all of whom made this Congress possible.

Secretariat

General Secretary: Elizabeth Tang

Accounting Officer: Ivan Wong

Administrative Officer: Phyllis Law

Communication Officer: Yee Ting Ma

Field Organizer: Bariyah

Migration Expert: Marie-José Tayah (until July 2018)

Network Facilitator – Latin America: Sofia Trevino (part-time, seconded from WIEGO)

Organizational Development Officer: Carmel Purkis (March 2018-March 2019)

Program Manager – Middle East and North Africa: May Abi Samra (Sep 2018-March 2019)

Program Officer – Africa: Deograsia Vuluwa

Program Officer – Asia: Niken Wulan (part-time)

Project Manager: Daphne Ip

Regional Coordinator – Africa: Vicky Kanyoka

Regional Coordinator – Asia Pacific: Fish Ip

Regional Coordinator – Europe: Karin Pape (part-time, seconded from WIEGO)

Regional Coordinator – Latin America: Adriana Gabriela Paz

Regional Coordinator – Middle East and North Africa: Mariela Acuña (until March 2019)

May Abi Samra (since April 1, 2019)

Training Officer: Erlinda Binti Joseph (Lindu) (part-time)



Solidarity Dinner

To close this historic event, the Solidarity Centre and Community House hosted a Solidarity Dinner. Delegates, observers, and local partners joined in celebration of the inclusion of domestic workers in the health and safety law in South Africa, all of the Congress achievements and the future of domestic worker organizing. Myrtle Witbooi toasted the evening, filled with dance, South African cuisine, and so many celebrations.

Participants – delegates and observers

AFRICA

COUNTRY	NAME	POSITION	ORGANIZATION
Bénin	Fataou Assika Olabiya	Secrétaire général	SYNEHM BENIN
	Raimi Sourakatou		
	Karamatou Sidi	Secrétaire de la communication	
Burkina Faso	Rasmane Nana	Secrétaire General Adjoint	SYNEMAG-B
	Josephine Andrea Zongo	Secrétaire Chargée De L'Organisation Des Femmes	
Ghana	Esther Kosi	General Secretary	DSWU
	Eva Abla Attakpah	Chairperson	
Guinée	Asmaou Bah	Secrétaire général	SYNEM-GUINEE
	Aissatou Lamarana Diallo	Membre exécutif	
Côte d'Ivoire	Chiadon Marcelline Adopo Epse Douai	Secrétaire général	SYTDTEI-CI
Kenya	Albert Njeru Obed	Secretary General	KUDHEIHA
	Ruth Namachanja Khakame	Kudheihia's-National Domestic Workers Council Chairperson	
	Janet Wandoe Mwamburi	Domestic Workers Sector Assistant General Secretary	
Liberia	Marthaline T Cole	President	DOWUL
Malawi	Mary Mlambiwa Nakwenda Dginyemba	General Secretary	CIAWU
	Mary Banda	Regional Chairperson	
	Anefa Chagunda	Organiser	
Mali	Hatouma Samoura	Secrétaire Administrative	SYNTRADOM
Mozambique	Maria Joaquim	General Secretary	SINED
	Rosa Maria Paliche Bambamba	Treasurer	
	Laura Tembe Manhica	Officer for Labour Issues	
Namibia	Nellie Dina Kahua	General Secretary	NDAWU
	Magdalena Job	Vice President	
Niger	Aissata Sadjo	Secrétaire Geerale A L'Organisation Des Travailleurs Domestiques	SYNTHOBRA
	Hamidou Nouhou	Secrétaire General Adjoint	
Nigeria	Gabriel Kayode Ojo	Desk Officer in charge of Domestic Workers	NUHPSW
Senegal	Alima Elisabeth Sane	Secrétaire général	SYNTRAD



COUNTRY	NAME	POSITION	ORGANIZATION
South Africa	Myrtle Witbooi	General Secretary	SADSAWU
	Hester Stephens	President	
	Gladys Mnyengeza	Treasurer	
	Eunice Dhadhla	Assistant General Secretary	
	Thuli Maphumulo		
	Zwane Siphwe Maria Goodness		
	Ngcobo Constance Zamdile		
	Sosiba Manyunu Florence		
	Cornelus Carta De Conducao		
Tanzania	Saidi Shabani Wamba	General Secretary	CHODAWU
	Digna Nyenganyenga Nicholas	Domestic Worker's Leader	
	Efrasia Antoni Mkude	Domestic Worker's Leader	
Toga	Essi Yayra Kotor épse Goeh-Akue	Secrétaire général	SYNADOT
Uganda	Mauku David Stephen Mugole	General Secretary	HTS-UNION
	Josephine Achayo	National Executive Member	
	Immaculate Kataba Mugole	Member	
Zambia	Dorothy Kasaro	Trustee	UHDWUZ
	Ruth Sakala	Women Chairperson	
	Liywalii Liywalii	General Secretary	
Zanzibar	Fransisca Camilius Clement	Coordinator	CHODAWU-Z
Zimbabwe	Toindepi Dhure	Deputy General Secretary	ZDAWU
	Evelyn Mutambanengwe	National Executive Member	

ASIA

COUNTRY	NAME	POSITION	ORGANIZATION
Bangladesh	Amena Bagum	President	NDWWU
	Murshida Akter	General Secretary	
	Jobaida Pervin	Working President	
Cambodia	Samphous Von	President	CDWN
Hong Kong	Parichat Jaroennon	EXCO Member	FADWU
	Phobsuk Gasing	Chairperson	
India	Pushpa Saravanan	Animator	NDWM
	Clarammal Panipitchai	State Coordinator	
	Uttra Biswas	Vice President Delhi	SEWA
	Meena	Executive Board Member of SEWA Madhya Pradesh	
	Sonia George	Members of the National Council of SEWA representing the sector of domestic workers	
Anita Sinha	Organiser Of Domestic Workers		
Indonesia	Winarsih	Organizer	JALAPRT
	Sulastri	Organizer	
Malaysia	Jeana Ausmolo Payas	Chairperson	AMMPO
Nepal	Chandra Sagar Lama	President	HUN
	Gyanu Maya Kshatri	Secretary General	
Philippines	Novelita Valdez Palisoc	National President	UNITED
	Himaya Derama Montenegro	Deputy Secretary General	
South Korea	Jaesoon Kim	Ansan Branch Representative	NHMC

CARIBBEAN

COUNTRY	NAME	POSITION	ORGANIZATION
Antigua & Barbuda	Norma Nelson	Chairperson for Domestic Workers	ATLU
	Andie-D Mara Stephen	Coordinator for Domestic Workers	
Jamaica	Shirley Lee Pryce	President	JHWU
	Nicola Morine Lawson	Vice President	
	Eligabeth Linnett Warren née Watson	Member	
Trinidad & Tobago	Judith Ann Adeltrude Hinds	Vice President	NUDE



EUROPE

COUNTRY	NAME	POSITION	ORGANIZATION
Belgium	Grace Papa	Trade Union Officer	CSC A&S
	Bart Herman Vannetelbosch	National Secretary	
	Pia Maria Stalpaert	President	
	Kimberly Feys	Activist / Shop Steward	
	Sylwia Pane	Activist / Shop Steward	
Italy	Wendy Paula Galarza Quinonez	Funzionario/Regional Officer	FILCAMS CGIL
	Sara Liliana Gomez Guzman	Officer	
	Luciana Mastrocola	Employee	
Netherlands	Maria Lourdes Villanueva	Secretary	FNV
Turkey	Minire İnal	Founder	IMECE

LATIN AMERICA

COUNTRY	NAME	POSITION	ORGANIZATION
Argentina	Gabriel Enrique Vazeilles	Revisor De Cuentas	UPACP
	Lucia Adela Sanchez	Vocal Segunda	
	Juana del Carmen Britez	Secretaria De Actas Y Organizacion Y Correspondiente	
Brasil	Maria Noeli Dos Santos	Secretaria de Articulaco Regional	FENATRAD
	Luia Batista Pereira	Secretaria General	
	Creuza Maria Oliveira	Presidenta	
	Cleide Silva Pereira Pinto	Conselho fiscal	
Chile	Katty Beatriz Astete Segura	Afiliada	FESINTRACAP
	Ruth Solar Olate Moreno	Secretaria General	
Colombia	Yenny del Carmen Hurtado	Presidenta	SINTRASEDOM
Costa Rica	Maria del Carmen Cruz Martinez	Presidenta	ASTRADOMES
	Luz Marina Ruiz	Afiliada	
Repblica Dominicana	Candida Castillo	Secretaria De Finanzas	ATH
	Elena Andrea Perez Garcia	Secretaria General	
	Ruth Esther Diaz de Medina	Secretaria General Adjunta	UNFETRAH
	Lilliam Marrero Perez de Perez	Secretaria General	

COUNTRY	NAME	POSITION	ORGANIZATION
El Salvador	Aida Evelyn Rosales de Ramos	Secretaria General	SIMUTHRES
Guatemala	Fidelia Castellanos Hernández de Subuyuj	Secretaria General	SITRADOMSA
México	Petra Hermillo Martínez	Cordinadora Regional	RMEHAC
	Maria de La Luz Padua Orihuela	Secretaria General Colegiada	SINACTRAHO
	Norma Palacios Trabamala	Secretaria de Organización	
Nicaragua	Andrea del Carmen Morales Perez	Secretaria General	FETRADOMOV
	Yadira Gomez	Secretaria de Relaciones Internacionales	
	Dolores del Carmen Roblero	Secretaria General	SINTRADOMGRA
Paraguay	Librada Besnilda Maciel Sanabria	Secretaria General	SINTRADI
Perú	Paulina Luza Oca	Vicepresidenta De CCTH	CCTH
	Maria de Los Angeles Ochoa Lujan	Secretaria De Defensa	FENTRAHOGARP
	Adelinda Diaz Uriarte	Secretaria General	
	Clementina Serrano Mejico	Presidenta	IPROFOTH
	Maria Ernestina Ochoa Lujan	Socia	
	Obdulia Guevara Neyra	Secretaria General Adjunta	

NORTH AMERICA

COUNTRY	NAME	POSITION	ORGANIZATION
USA	June Elizabeth Barrett	Domestic Worker Leader	NDWA
	Antonia Eduvina Pena Gonzalez	Organizadora lider	
	Gilda Victoria Blanco Franza	Organizadora	
	Karina Maria Muñiz-Pagán	Field Coordinator	
	Linda Louise Burnham	Senior Advisor	
	Douglas Moore Jr	Executive Director	UDWA
	Editha F Adams	President	
	Maria Isabel Serrano	Executive Board Member	
	Rosa Beltran	Board Member	
	Florence Corene Crowson	Executive Board Member	
	Maria Molina	Executive Assistant	



GUESTS (OBSERVERS)

NAME	ORGANIZATION	POSITION
Saliem Patel	IFWEA	Education Program Manager
Eileen Boris	University of California, Santa Barbara	Hull Professor and Distinguished Professor of Feminist Studies
Barbro Budin	WIEGO/IDWF Advisor	Board Member
Susanne Ludwig	DGB-Bildungswerk	Director Centre of excellence overseas projects
Sally Roever	WIEGO	International Coordinator
Celia Mather	Consultant	Freelance
Marieke Koning	International Trade Union Confederation	Policy Advisor
Jana Silverman	Solidarity Center	Country Programs Director for Brazil and Paraguay
Bama Athreya	US Agency for International Development	Senior Specialist Labor and Employment
Krishanti Dharmaraj	Center for Women's Global Leadership	Executive Director
Claire Hobden	International Labour Organization	Technical Officer on Vulnerable Workers
Alexis De Simone Pereira	Solidarity Center	Senior Program Officer
Erin Radford	Solidarity Center	Senior Program Officer, Middle East and North Africa
Jennifer N. Fish	Old Dominion University	Writer and Professor
Mary Romero	Arizona State University	Professor
Aurora Hueriga	CCOO de Construcción y Servicios	Consejo Federal
Pilar Exposito	CCOO de Construcción y Servicios	Secretaria de Mujeres Igualdad y Movimientos Sociales
Anna Perttula	Trade Union Solidarity Center of Finland SASK	International Officer
Mary Ann Abunda	Sandigan Kuwait DW Association	Founding Chairperson
Frewoini Tesfu Bezabih	Domestic Workers Solidarity Network / Jordan	Executive Committee member
Alice Dadirai Kanengoni	Open Society Initiative for Southern Africa (OSISA)	Senior Women's Rights Programme Manager
Shawna Bader-Blau	Solidarity Center	Executive Director
Sofia Eriksson	Kommunal	International Secretary
Sara Al-Khatib	Solidarity Center	Program Manager/Jordan
Winnie Ng	Ryerson University	Distinguished Visiting Scholar
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Adrienne Woltersdorf	Friedrich-Ebert-Stiftung Singapore	Director
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Tine Cornillie	FOS	Regional Director
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Roger Ronnie	UWC, SLP	Researcher/Educator
Mariam Sirkhotte	UWC, SLP	Researcher
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Sri Lanka	Weerasingham Velusamy	EXCO Member	DWU
Cambodia	Leang Sok		ADW
Hong Kong	Namrata Shrestha	Organizing Secretary	HKCTU
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	Olga Abigaid	Programme Support Officer	
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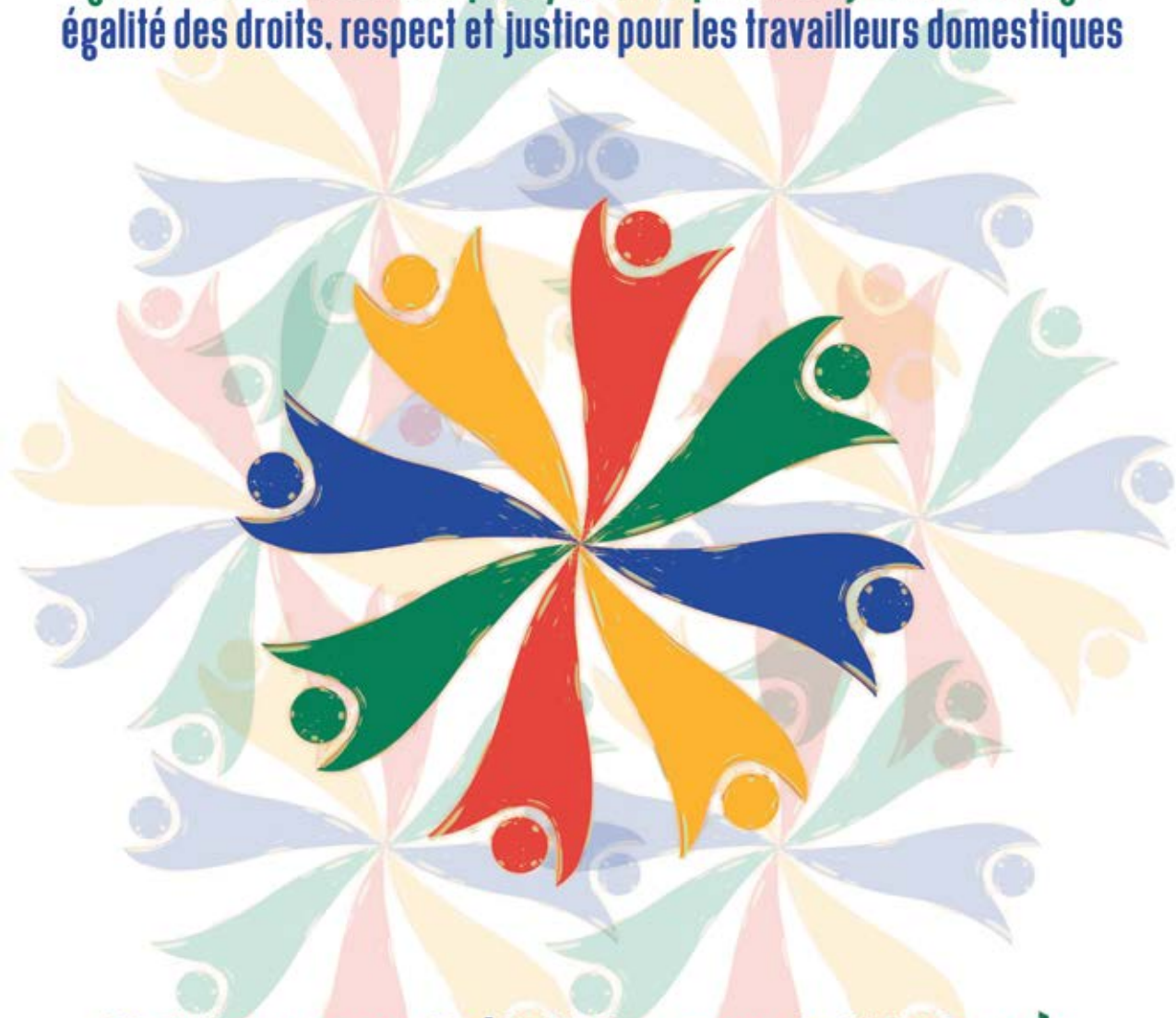


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Equal Rights, Respect and Justice for Domestic Workers

Igualdad de Derechos, Respeto y Justicia para Trabajadores del Hogar
égalité des droits, respect et justice pour les travailleurs domestiques



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2018 noviembre November novembre 16-19

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