



Luna

Leadership, Unity (re)Novation, Amplification
and IDWF and CONLACTRAHO program

Latin American
domestic
workers' union
leadership
training
school



Embodying
the change
we want to be





“The domestic workers leaders of Latin America and the Caribbean meet again at LUNA to renew ourselves humanely, socially and politically, with the aim of advancing in the regional and global movement, reinforcing the bonds of unity and trust and recognizing ourselves as union leaders to guide future generations. We find that our beings respond to impulses rooted in the life processes that we have been through. Somatics taught us to understand the most important thing: ourselves. Through resilience and that internal force that constantly screams at us: never again a domestic worker will be violated, harassed or punished!”¹

¹ (Excerpt from the graduation ceremony speech by María de la Luz Padua (SINACTRAHO-Mexico) on behalf of LUNA graduates, Dec 17th, 2020 Rio de Janeiro, Brazil).

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Foreword

Latin America is historically the oldest region with grassroots organizing in the global movement of domestic workers. As early as the 1900s, we saw emerging associations of domestic workers; the first one was created in Argentina in 1907, followed by Bolivia in 1932 and Brazil in 1936.

Most of these local associations later became labour unions, and in 1988, they came together to create the Confederation of Domestic Workers of Latin America and the Caribbean (CONLACTRAHO), which is the oldest and strongest regional network of domestic workers worldwide (Chaney & Castro, 1989; Pape, 2016). Today, CONLACTRAHO has 25 affiliates, in 14 countries, representing 109,365 individual domestic workers.

Latin America also leads the world in ratifications of ILO Convention 189 (Decent Work for Domestic Workers): out of the 29 ratifications registered to date, 16 are from Latin American and Caribbean countries. Other regional organizations have emerged since the creation of CONLACTRAHO, and in 2006, domestic workers' organizations began collaborating globally on a campaign for an ILO Convention. We formed the International Domestic Workers Network in 2009, won ILO Convention 189 in 2011, and two years later, formalized the first women-led global union federation.

The International Domestic Workers Federation was founded in 2013 in Uruguay (the first country to ratify ILO Convention 189), in order to unify the movement globally. IDWF aims to protect and enhance the rights of domestic workers everywhere, by supporting strong, democratic, united and accountable domestic workers' organizations.

Today, IDWF has 77 affiliates in 60 countries, representing over 500,000 domestic and household workers organized into unions, associations, networks, and federations. In Latin America, IDWF has 22 (up from 19 when LUNA was developed) affiliated organizations, from 15 countries, directly representing 100,915 domestic workers members across the region.

Organizing and defending domestic workers' rights remains crucial. While domestic work is one of the most important sectors of female employment in the region, it is also one of the most precarious and least protected activities. Overall, there are an estimated 19 million domestic workers in Latin America, 93% of whom are women. This represents about 17% of the total paid employment and 26% of the female workforce (ILO, 2013).

According to CEPAL (2018), 22,5% of domestic workers in the region live in low-income homes, while the average salary in Latin America for domestic workers is between \$100 and \$178 a month, less than half of what is needed to cover the cost of the basic family food basket in the region (\$680). The informality rate of the sector reaches 77.5%, preventing many domestic workers from accessing social security and labour rights (ILO, 2013).

Even as domestic workers gain more inclusion in labour protections with more ratifications of C 189 and the advocacy of local unions, lack of legal education and enforcement is a huge

challenge. These numbers confirm the importance of continued and expanded organizing.

It is with this in mind that we started dreaming of a regional training program for domestic worker leaders. We began the discussions on LUNA in 2016, thinking about how we could better coordinate the work between the two representative domestic workers' organizations in the region - CONLACTRAHO and IDWF – and their partners. While our Latin American domestic workers' movement has a powerful and

long history, and we continue to make significant advances for domestic workers' rights, there are also ways in which our movement can improve. For instance, we need leadership renewal strategies, organizing tools to sustain healthy and powerful unions with trusting relationships between leaders across the region, and a shared political vision. We set out to create a leadership program that would address these needs.



For us, as union and regional leaders, LUNA – Liderazgo, Unidad, reNacimiento, y Amplificación (Leadership, Unity, reNewal and Amplification) was an enormous

undertaking, unlike any we have done together before. It was a large investment both in terms of effort and money.

Having completed the program, we feel that we have grown as leaders and as a regional movement. We are now more conscious of our own needs, particularly in terms of health and wellbeing, more aware of what our members and colleagues are facing, and more able to listen to them. We witnessed powerful transformations in the participants and their organizing

capacity, described in detail in this report. ***“The impact on the regional movement has been extremely important: we saw the region growing in terms of unity, work and responsibility”.***

(Carmen Britez).

We have shared the success of the program with others in IDWF, who are now interested in bringing this methodology to other parts of

the world. For Latin America, we hope to be able to host a second group of Lunitas in 2021. This will be important to continue to shift toward new practices in the region that encourage leadership development, trust building, and visionary transformative organizing.

Thank you to those who supported LUNA in direct and indirect ways. Special gratitude to our funders

and partners who trusted our vision: Open Society Foundation, Solidarity Center, ACTRAV/ILO, Friedrich Ebert Stiftung Foundation and Global Fund for Women. To our facilitation team led by our dear friend and compañera Jill Shenker, to the somatics facilitators

Paola Laird, Lara Barth, Alejandra Silberman and Nathalie Ortega. Thanks also to Elizabeth Tang, our general secretary, and to



our technical team: Adriana Paz, Louisa Acciari and Fernanda Valienti, for their commitment and coordination.

And above all, our gratitude to our affiliates, our compañeras domestic workers who trusted their regional leadership, the facilitation team and committed to challenge themselves as women and as leaders by delving deeper into themselves in this transformative healing collective journey we decided to embrace together.

¡Sí se pudo! ¡Vamos por más!

Andrea Morales;

IDWF Latin America regional executive member

Carmen Cruz;

General Secretary of CONLACTRAHO

Carmen Britez;

IDWF Latin America regional executive member and IDWF Vice-president

Executive summary

1 Leaders' internal transformation:

- Participants reported that the program enabled a deep internal change.
- The average score given to their self-esteem improved between the first and the last retreat.
- Participants feel overall more confident about their qualities as leaders, and more able to grow their organization.
- On most of the individual evaluation items, the absolute majority of participants reported a strong impact of the program.
- The self-assessment showed very high scores in leadership qualities at the end of the program, ranging from 4.61 to 3.84 on a scale of 1 (lowest score) to 5 (highest).

2 Organizational transformation:

- Participants reported being more aware of the importance of sharing responsibilities with their team, to delegate more tasks and to support the development of new domestic workers' leaders.
- The majority of participants confirmed that they are better equipped to deal with internal conflicts, with an average score of 4,03 (on a scale of 1 to 5) for this item.
- Leaders reported an extensive list of alliances and partnerships either created or strengthened during the program.
- Participants reported having recruited a total of 9,659 new members for the entire region during the period of the program, representing an overall increase of 8.8% in membership.
- Participants also reported an increase of 2,707 new leaders among all 26 participating organizations.

3 Movement impact:

- Participants became more aware of the history and goals of the domestic workers' movement in Latin America.
- They developed their long-term political vision for the movement, with an average score on the item "personal vision for the movement" that went from 4.28 up to 4.47.
- Most participants affirmed that they now appreciate better how big and strong the movement is in Latin America.



Leaders made a collective commitment for the movement:

“We are the commitment to build, practice, and repair sorority to have a powerful movement that empowers the next generation of leaders of domestic workers”.

4 Satisfaction with the program:

- Participants’ satisfaction rate with LUNA is extremely positive, both on the content and on the process in itself.
- The scores are high for every component of the program, the lowest being 4.26 (on a scale of 1 to 5).
- Participants mentioned the transformative impact on themselves as individuals: improved self-esteem, better knowledge of themselves, being more aware of how one reacts and feels.
- Their most favourite aspects of the program were: the interconnection with the other participants, being together, the somatics exercises, and working in groups.

5 Next steps and recommendations :

- Make LUNA a permanent regional leadership program, run every other year.
- Have 4 retreats instead of 3, in order to have an entire retreat dedicated to healing trauma and deepen the work on receiving feedback.
- Participants requested more technical training: designing and running a campaign, organizational planning and conflict solving.
- Continue providing support to, and follow up with, LUNA graduates during 2020.
- Keep measuring the organizational impacts of LUNA through different forms, spaces and contexts where political work takes place.
- Participants highlighted the importance of the knowledge and techniques acquired during LUNA to cope with the Covid-19 crisis and are stepping up as leaders under this extremely hard time.

Program Methodology

LUNA is inspired by a similar program that was successfully run in the United-States by the National Domestic Workers Alliance (NDWA): the **SOL**¹ program (Strategy, Organizing, Leadership). SOL adopted a transformative approach, aimed at creating a new culture of organizing, leadership, and movement building. Key results of SOL included: leaders became more centred in their commitments, gained greater clarity in assessment and confidence in their actions, increased interconnection and trust, greater consideration for self-care and healing one's own trauma, and more capacity to navigate conflict in a generative way.

Over time, NDWA saw SOL's impacts on organizations and the national movement: huge growth in membership, solidification of new and unstable organizations, many new leaders developed locally, and successful campaigns were run across the country.

Based on this unique experience, LUNA brings together personal and leadership development, political education, organizing skills training, and the intersections of all of these. Indeed, it is this specific combination of individual and collective transformation that will sustain, in the long term, strong and impactful domestic workers' unions.



The pedagogy of the program draws on popular education, adult education, trade union education, and somatics. It grounds participants in a shared analysis about the historical, political, social, and economic context that shapes their lives, and particularly the domestic work sector. The program also provides leaders with organizing tools and strategies: participants were trained to develop an organizing theory of change, analyse and build power, recruit and retain new members, develop leaders, and develop a collective vision for the region.

One of the core components of LUNA is the strong emphasis on personal development in the context of our role as leaders. To this end, we have used the methodology developed by Generative Somatics, whose mission is “to grow a transformative social and

environmental justice movement that integrates personal and social transformation, creates compelling alternatives to the status quo and embodies the creativity and life affirming actions we need to forward systemic change.” Somatics understands both the individual and collective as a combination of biological, evolutionary, emotional and psychological aspects, shaped by social and historical norms and adaptive to a wide array of both resilient and oppressive forces.

¹ https://www.fordfoundation.org/media/2539/sol_transforming_lives_full_report_final.pdf

During LUNA, we worked specifically on our “conditioned tendencies”, which are the automatic reactions, thoughts or feelings, that come up when we experience stress or pressure. Conditioned tendencies are the result of our experiences and history; they impact our emotions, relationships, and actions. By being more aware of our conditioned tendencies, we can become more able to choose our response rather than automatically react.

The somatics approach gives us the tools to align our actions with our values. A politicized somatic theory understands the need for deep personal transformation, aligned with liberatory community/collective practices, connected to transformative systemic change. With somatics integrated throughout the training, we were able to develop embodied leadership skills that can dramatically change our individual and collective capacity. At the NDWA, both leaders and staff benefited from the training, showing great results for their capacity to work together as a team.

LUNA gathered 42 domestic workers’ leaders from 15 different countries (Argentina, Bolivia, Brazil, Chile, Colombia, Costa Rica, Dominican Republic, Ecuador, El Salvador, Guatemala, Mexico, Nicaragua, Panama, Paraguay, Peru) and 26 different organizations across Latin America². Three retreats were organized: in July 2019 in Quito -

Ecuador, in October 2019 in São Paulo-Brazil and in December 2019 in Rio de Janeiro-Brazil. During the first retreat³, participants were introduced to the methodology of the program (somatics) which was new to most of them. They developed individual leadership commitments as well as organizational commitments⁴. Based on an organizational assessment, they were asked to choose between either focusing on growing the number of members, or developing the leadership of more members in their organization.

These initial commitments guided their actions and strategies throughout the program. Participants were also matched with an organizing mentor who helped them develop their leadership and advance their organizational commitment. Some mentors were domestic workers from Latin America living in the US who had graduated from NDWA’s SOL program; other mentors were female trade union or NGO leaders from different Latin American countries who volunteered their time and skills with LUNA participants.

Finally, we set up a WhatsApp group with all of the participants, which was and remains very active as a space for the leaders to share how they are implementing their learning, build relationships with one another, and share organizing successes.



² See the selection criteria and details of organizations in appendix.

³ The goals and agendas of the three retreats are included in the appendices of this report.

⁴ See an example of commitment form in appendix.

Evaluation Methodology & Indicators

In accordance with the goals and objectives of the program, we have designed 4 indicators to measure the success of LUNA. Since our evaluation has thus far only happened during and immediately after the program, we are able to report on short-term impacts, but expect many more long-term impacts.

1 Leaders' internal transformation:

Newer domestic workers leaders emerge and take leadership positions inside their organizations to become catalysing leaders through increased technical skills, political analysis, and improved leadership qualities. Senior leaders engage more people to take on leadership roles in the organization, clarify their vision for the movement, and improve their own sustainability and qualities of leadership⁵.

2 Organizational transformation:

Leaders are able to grow and sustain their organizations and the domestic workers' movement at local, national, regional, and global levels, including through growing their memberships, developing other leaders, and building unity.

3 Movement impact:

Improve the capacity of domestic workers' leaders to develop and lead a strong domestic workers' movement in the region, and sharpen a shared inspiring vision that can unify, focus, and motivate domestic workers organizations.

The fourth indicator refers to broader, long-term social change, which we cannot fully assess only a few months after completing the training. Those remain, however, important long-term objectives.

4 Social impact:

The domestic workers' movement can successfully lobby for better wages, labour and social protection, and thereby improve the working and living conditions of domestic workers in the region.

⁵ See in appendix the explanation for the decision to mix old and new leaders

Data collection

We used a mixed-method to capture the full impact of LUNA, at the individual, organizational and movement level.



1 Interviews with participants: to measure their perception of themselves, how the program is transforming them, their vision and commitment to the movement.

2 Participant observation: to capture their reactions during the training sessions, pay attention to their expressions, comments, interactions with each other and their ability to work together. During the group exercises, participants have also shared valuable information on their organizations' growth and their experience of change during the program. Observations were gathered from the evaluator, the facilitation team, and the political leaders.

3 Questionnaires: to systematize quantitatively the impact of the program. We used three tools: an "end of day" reflection sheet for participants to comment on what they were

learning and feeling; an impact survey, repeated at each retreat, to capture leaders' expectations before and after LUNA, assess their personal development and measure the organizational changes implemented; and a satisfaction survey (anonymous) to assess their overall appreciation of the different elements of the program.

4 Participants' program evaluation: at the end of each retreat, we asked participants for feedback about the content, methodology, and facilitation of each retreat.

5 Evaluation from mentors: mentors were asked to fill a short report after each session to provide feedback on their participant, as well as a survey to assess the mentorship scheme and the program. They were also invited to take part in an end of program video conference to share their experience with the team.

Evaluation Summation

*Results:
transforming leaders
to transform the movement*



1 Leaders' internal transformation

Newer domestic workers leaders emerge and take leadership positions inside their organizations to become catalysing leaders through increased technical skills, political analysis, and improved leadership qualities. Senior leaders engage more people to take on leadership roles in the organization, clarify their vision for the movement, and improve their own sustainability and qualities of leadership



Martha, from Dominican Republic, shared about the somatics methods:
"It gave me a better knowledge of my body and mind, it's very interesting and very new to me".

The participants reported that the programme enabled deep internal change, and in particular, referred to the methodology of generative somatics as the driver of this personal transformation.

The individual transformation of leaders is a key component of LUNA, and the first step towards a broader change in organizational and movement cultures and strategies. All the participants reported that the program enabled deep internal change, and in particular, referred to the methodology of generative somatics as the driver of this personal transformation. They frequently used the word "empowered" to describe the impact of the training, and insisted that one of the most important internal changes they experienced during LUNA has been to learn how to take care of themselves.





*through this process,
they recognise their
value as human beings,
workers and union leaders,
thereby becoming more eager
to defend their rights and dignity*

Francia, from Nicaragua, also affirms:

“LUNA has helped me find myself. It’s part of the healing process, taking care of myself”.

For a category of workers who is so used to taking care of others, being invisibilised, and more often than not, enduring violations of rights and multiple forms of abuse, shifting the focus towards themselves is a significant step. Indeed, through this process, they recognise their value as human beings, workers and union leaders, thereby becoming more eager to defend their rights and dignity. As put by one of the participants: ***“once you know your rights, nobody can take that away from you”***, while another one confessed: ***“it has been a very important experience, I had never stopped to look at my intimate self before, to see all the qualities that I have”***.

The leaders who were more extroverted, or according to their own words, ***“bossy”***, reported that LUNA has made them more open and more able to listen to others. This has, in turn, improved their capacity to work in teams, accept feedback from their colleagues, and build more unity within their organizations.

At the same time, the leaders who were more introverted, shy, or afraid of speaking in public, affirmed that LUNA has helped them feel more confident, more in control, and more able to lead their team. Table 1 shows that the average score participants gave to their self-esteem has improved between the

first and the last retreat, that they are overall more confident about their qualities as leaders, and more able to grow their organization.

Participants were asked to assess their qualities on a scale of 1 to 5, 1 being the lowest score and 5 the highest. Although the results are overall very positive, this method proved to be only partially successful. Indeed, the prevailing culture within the labour union movement is one that over-values the figure of a strong leader who can take on all the tasks by him/herself, and devalues any signs of vulnerability or perceived ***“weakness”***. As a result, participants tended to assess themselves very highly, with average scores above 4 on most indicators.

This culture of being super-hero leaders could also explain why the scores dropped slightly between retreat 2 and 3. This suggests an increased awareness of one’s own vulnerabilities and areas of potential improvement, as well as a greater acceptance that nobody is ***“perfect”***. However, the scores improved between the first and the last retreat, indicating a positive impact of the program in spite of already initially high scores. We also decided to use different techniques to capture these elements of self-transformation, such as asking participants to assess the impact of the program rather than just

giving a score on their own performance, and we used the interviews to collect concrete examples of steps they were taking in their unions and personal lives that could illustrate such an impact.

Table 2 summarises the self-assessment made by participants at the last retreat, and confirms their positive evaluation on their leadership skills. For this particular survey, participants were also asked to assess the impact of LUNA on each of the items. On most items, the absolute majority reported a strong impact of the program (*“bastante”* and *“mucho”*), which confirms that the high scores are in part due to the training itself.

For instance, on the question regarding their ability to align their actions with their values and visions, only 3 participants reported a low impact (*“un poco”*), 13 reported a fair amount of impact (*“bastante”*) and 18 a lot of impact (*“mucho”*).

The two areas that received a slightly lower score are directly related to somatics work, which was, according to participants, the newest, and perhaps the most challenging, element of the training.

*Table 1:
Impact survey*

Leadership qualities	Retreat 1	Retreat 2	Retreat 3
Self-esteem	4,18	4,46	4,39
Capacity to deal with conflict	4,05	4,26	4,03
Capacity to develop others' leadership	4,10	4,34	4,24
Capacity to bring new affiliates	4,15	4,47	4,29
Qualities as leaders	4,18	4,38	4,35
Personal vision for the movement	4,28	4,47	-
Vision of IDWF and CONLACTRAHO for the movement	4,29	4,66	-
Relationship between IDWF	4,29	-	-
Quality of relationship with the other participants	-	4,23	4,37

* - question not repeated or not asked at this retreat

Although the average score is lower for those two aspects (Ability to act rather than react under stress, being aware of their conditioned tendencies), it remains quite high, and participants reported the impact of the program to be significant (*“bastante”*), confirming that they learned more about these novel

areas of individual development throughout the process and how these impacted their political work and leadership. The somatics skills and insights taught in LUNA deepen with more practice and reflection over time, and these responses suggest that participants understand the need to continue this work.

*Table 2:
Leadership self-assessment at final retreat
(scale of 1-5, with 1 being “very low”, and 5 being
“strong”)*

Alignment between actions, values and vision	4,61
Capacity to generate trust	4,41
Self-esteem	4,39
Quality of relationship with other participants	4,37
Others see me as an inspiring leader	4,35
Capacity to bring new affiliates	4,29
Capacity to develop others' leadership	4,24
Capacity to build alliances	4,16
Ability to use conflicts for building relations	4,11
Capacity to grow and sustain the movement	4,08
Capacity to negotiate	4,08
Capacity to design a campaign	4,05
Capacity to deal with conflicts	4,03
Strong links to work collectively in the region	4,00
Feeling healthy and sustainable	4,00
Ability to act rather than react under stress	3,89
Aware of conditioned tendencies	3,84

Portraits of Leaders

Carmen Brítez, UPACP, Argentina

“I am the commitment to be fair and equitable, and to value my own health”.

Carmen is 52 years old, and has been a union leader for more than 30 years. She currently is the Vice-President of IDWF in addition to her important responsibilities as General Secretary of her union in Argentina. LUNA was a dream to her, and she has been working tirelessly on this program since 2016. It was a dream to bring the entire region together, strengthen the collaboration between CONLACTRAHO and IDWF, and create a new generation of leaders for the domestic workers' movement.

Like most of the 'older' and more experienced leaders, she first did not think that the training elements of the program would benefit her directly. She saw herself more as a facilitator and political leader, but imagined the education components to be more directed to the newer leaders. However, to her own surprise, LUNA has impacted her deeply. Carmen describes herself as being a very active, or even “agitated” person, suffering from stress and being overwhelmed by work. With LUNA, for the first time in decades, she took the time to listen to herself and realized the importance of taking care of herself. Thanks to the somatics practices, Carmen started paying attention to her health and wellbeing, which has had an impact not only on her person but also on her organization. She finds herself calmer, more appeased, and more able to process information before making a decision, which, according to her, makes her a better leader.



“It was a very good experience, from what they tell me within my organization and from the union movement, they saw very important changes inside me. One of the changes has been taking care of my health a little bit. There was also a change in my way of expressing myself, and handling myself. LUNA was a resounding change for me, in my personality, I am calmer, more able to process things in their right time, and not let myself get overwhelmed... it helped me make good decisions. I have learned to set my priorities in life.”

Yadira Samaniego, General Secretary,
SINGRETRADS, Panamá:

“I am the commitment to be a leader that heals herself to be able to trust the other comrades”.

Yadira is a 57 years old, mother of two, domestic worker and General Secretary of her union. She started working as a nanny when she was only 12 years old, “a kid taking care of other kids”, and since then, she never stopped being a domestic worker. She has experienced several forms of abuse and rights violations, and used to feel afraid of speaking out. She confessed that she used to have a hard time trusting other people. When she heard that there was an international convention on the rights of domestic workers, she understood that something important was happening.

She saw in this norm a chance to have her sector protected from violence, abuse and mistreatments. So when Panama ratified ILO C 189 in 2015, she found the strength to mobilise her compañeras in order to form a union of domestic workers. SINGRETRADS was created with 150 members, and successfully completed one year in 2019, being the newest union in the region so far. Yadira came to LUNA to learn and grow as a leader, and to get support from other more experienced leaders. She describes LUNA as a “second mum” (“una segunda mamá”), a caring and loving space that supported her personal development and helped her lose her fear. Thanks to the training, she feels more confident, more able to lead her union, and has gained new tools to support her work as an organizer.



“LUNA gave me the opportunity to know myself, to lose that fear, it’s like a second mum. Now I’m no longer afraid, I go out in the streets, I speak for those who have no voice. I have a history of suffering from many abuses, and these abuses they make you fear people. LUNA has helped me trust my comrades”.

Participants said...



Francia, Nicaragua:

“Before LUNA I was arrogant and vain, now I am more able to integrate, to listen and to share my knowledge. My commitment now is to accept feedback from the others”.

One of the mentors said:

“The transformation I saw in my participant is radical. She used to have a lot of emotional and personal problems, and LUNA is healing her. Before LUNA, she would not talk at all or even touch herself. Now she hugs, speaks in public and expresses her opinions. Everybody in the union saw the transformation”.

Elena, Dominican Republic:

“Initially I thought I did not need this training, that the intention was to create new leaders so I didn’t need it. But LUNA has helped me a lot. I’ve grown, I’m more patient, I know how to direct my emotions, I’m more self-confident, and I’m able to have a sharper vision and more effective impact. Before LUNA I was a bit shy, more reserved, now I feel that I am more expressive, I can express things with more calm, I’m less reactive”.



2 Organizational transformation.

Leaders are able to grow and sustain their organizations and the domestic workers' movement at local, national, regional, and global levels, including through growing their memberships, developing other leaders, and building unity.

The second central aspect of LUNA is the translation of the individual transformation into an organizational transformation. Almost all the participants reported that after LUNA they are more aware of the importance of sharing responsibilities with their team and try to delegate more tasks.

As discussed above, participants were embedded in a labour union culture within which the elected officer must be responsible for everything and show no 'weakness', thus taking on all the tasks and work on her own. This is illustrated by the situation of Carmen Britez, who said she was "overwhelmed" and stressed by the level of work expected of her.

During the training, it appeared that most participants had no conception or strategy to identify and develop new leaders, and that very few of them used to share the political work with the other union officers and members.

The participants reported that after LUNA they are more aware of the importance of sharing responsibilities with their team.



Another significant element related to the organisational culture is the ability to solve or deal better with internal conflicts.

In this sense, the somatics exercise of 'making a request' encouraged the participants to lose the fear of asking for help to others. It also enabled them to think about setting limits and saying 'no' to some situations. As a result, at the second retreat, the internal culture of the organization had already started shifting. The majority of participants reported that they now shared better the workload and were creating positions to include more leaders in their activities. These could be appointing a new leader to take on a specific role such as communication or representation at external events, creating new roles to be filled through an election process, or training their team to share better the daily organizational tasks. Some mentioned for instance training a designated person to replace them while they are away, one reported appointing a member to lead a local radio program, and two participants affirmed that they are trying to give public representation roles to "shy" members in order to empower them.



Another significant element related to the organizational culture is the ability to solve or deal better with internal conflicts. The majority of participants confirmed that they are better equipped to deal with contradictory opinions and feel more able to listen to feedback from their team. Indeed, as shown in the previous section,

the average score for the item "capacity to deal with conflict" was 4.03 (on a scale of 1 to 5), and all the participants confirmed that this skill has improved considerably with LUNA.

During the interviews and the group exercises, many leaders explained that their union had become a friendlier and healthier working environment since they were able to be more sensitive, more open and more inclusive of others' feelings or ideas.

In this regard, the role-play realized during the last retreat proved to be very enlightening. Participants were divided into small groups and given a typical situation of conflict that they had to perform in the form of a short play. Using the methodology of the Theatre of the Oppressed, each group was asked to first enact the situation of conflict, and then, replay it but correcting it or doing it differently, in order to solve the problem or approach it in a more generative, productive way. The short scenes revealed great awareness of the leaders' own weaknesses and conditioned tendencies, as well as a proven capacity to choose different behaviours or actions that align with their vision and commitments.



At the end of the second retreat, LUNA's participants also reported in the evaluation survey a quite extensive list of alliances and partnerships they either had created or strengthened during the program, including: feminist and LGBT groups, labour unions from other sectors, unions' centrals at the national level, NGOs or associations working on migrants' rights, and institutional relations with the ILO, government cabinets or Ministries, particularly the Ministry of Labour or the Ministry of Justice. In Dominican Republic, one of the unions started a partnership with a local university to deliver a diploma on the history of unionism to their members.



Many leaders explained that their union had become a friendlier and healthier working environment since they were able to be more sensitive, more open and more inclusive of other's feelings or ideas.

These new skills and abilities translated into an increased capacity to organise events, take on new leadership roles, lobby the government and negotiate on behalf of their members.



Rosa San Luis one of the mentors, commented on her participants:

“LUNA changed the way they work in their organizations. It was a change from the inside out: a change on a personal level to impact the whole organization. Now there is no longer an individual effort, but rather a collective effort. We also see more joint work with other organizations to act together in the common causes”.

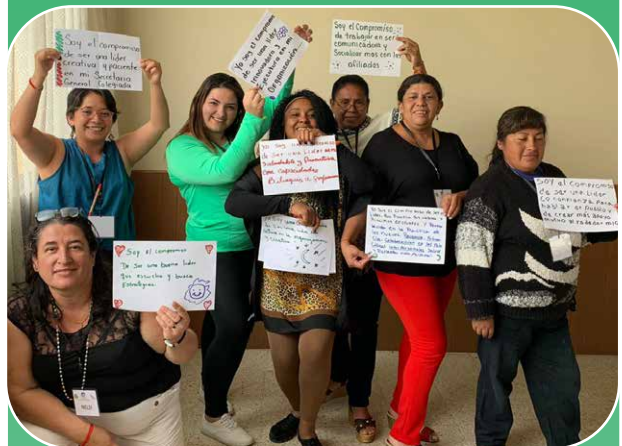
These new skills and abilities translated into an increased capacity to organize events, take on new leadership roles, lobby the government and negotiate on behalf of their members. We can mention, for instance, 2 Bolivian participants who were elected at their national Executive Committee, and the leadership of 2 participants from Brazil who organized a regional workshop on the implementation of ILO Convention 189.

The events in Brazil combined popular education for domestic workers on their rights with the mobilisation of elected politicians to support their pledge. In Mexico, LUNA participants have been very active in the recent ratification of Convention 189 and in the design of a social security pilot program along with the Mexican Social Security Institute and employers' group.



In Dominican Republic, the 6 LUNA participants successfully advanced important policy innovation including the creation of a minimum wage national commission for the domestic work sector that includes government representatives, unions and employers. Leaders from Mexico and Dominican Republic confirmed that LUNA has given them more confidence, strength and patience, turning them into better negotiators.

LUNA has given them more confidence, strength and patience, turning them into better negotiators.



Finally, participants reported a significant number of new affiliates who were recruited during the period of the program (July to December 2019), amounting to a total of 9,659 for the entire region and representing an 8.8% increase in the total regional membership rate (see Table 3). Important national variations can be explained by the differences in industrial relations cultures, which impact on the functioning of the domestic workers' unions.

Argentina, for instance, stands out with a declared 8,293 new members, reflecting the strength of the Peronist institutional structure. The percentage of growth also depends on the size of the organization, the smaller ones having a higher increase rate. However, what is striking, is the fact that all the countries reported having recruited new members and trained new leaders.

Table 3: increasing membership 2019

Country	New affiliates	% growth	New leaders
Argentina	8293	12 %	2397
Bolivia	47	17 %	35
Brazil	150	1,2 %	46
Chile	240	19 %	10
Colombia	25	2,5 %	-
Costa Rica	25	1,6 %	5
Dominican Republic	284	3,5 %	36
Ecuador	50	33 %	12
El Salvador	20	10 %	5
Guatemala	60	40 %	20
Mexico	50	3 %	14
Nicaragua	90	6,5 %	42
Panama	35	50 %	2
Paraguay	43	47 %	13
Peru	247	11 %	70
Total	9659	8,8 %	2707

* self-reported by each organizations

Participants reported a significant number of new affiliates who were recruited during the period of the programme.



Movement building

Improve the capacity of domestic workers' leaders to develop and lead a strong domestic workers' movement in the region, and sharpen a shared inspiring vision that can unify, focus, and motivate domestic workers' organizations.



The third type of impact created by LUNA, movement building, can be understood as the combined result of individual and organizational transformations. Throughout LUNA, participants, especially the new leaders, became more aware of the history and goals of the domestic workers' movement in Latin America, and developed an inspiring vision for it. The second retreat started with a collective memory building activity, during which participants were given the opportunity to construct the chronology of the regional movement.

The historical developments of policy innovations and victories were represented through pictures of key events, such as the foundation Congress of CON-LACTRAHO in 1988, the adoption of Convention 189 in 2011, or the creation of IDWF in 2013. Participants were able to make a timeline with the pictures, which enabled them to quickly visualise the key events in the sector in a chronological order.

Many participants confirmed that after LUNA they were more aware of the strength and size of the movement, and that they felt like “a part of this big family”.



We then had participants draw photos and captions of how domestic workers, 15 years or more from now, would be remembering them. This exercise showed them the important steps taken by their predecessors, creating a feeling of pride, shared history and collective belonging. Indeed, many participants confirmed that after LUNA they were more aware of the strength and size of the movement, and that they felt like *“a part of this big family”*.

Participants’ capacity to develop a long-term political vision for the movement improved during LUNA, with an average score on the item “personal vision for the movement” that went from 4.28 up to 4.47 at the second retreat, while their perception of IDWF and CONLACTRAHO’s clarity of vision went from an average 4.29 up to 4.66. This shows that a greater understanding and knowledge about the mission and role of the two organizations has been gained thanks to the programme. For instance, two participants had given a score of 1 and 2 to their personal vision for the movement at the first retreat, and ended up giving a score of 4 and 5, respectively, when asked the question again at the second retreat

Similarly, the quality of relationship with the other participants received high scores, improving from 4.23 to 4.37 between the second and the third retreat. Most participants affirmed that one of the most impactful effects of LUNA has been that they recognize how big and strong the movement is in Latin America and feel that they are part of it. They also reported feeling more connected to the leaders from other countries, and more supported in their struggle. In fact, participants gained a sense of collective identity, and called themselves “Lunitas” (little moons), in reference to the name of the program.

They also reported feeling more connected to the leaders from other countries, and more supported in their struggle.



Marta, de from Peru, said:

“I have met many people, very valuable, who have served as a model for me. It has helped me to value the organization of domestic workers, which I thought was a small group in my country, and maybe another one out there. But I have seen that it is a very large and very strong movement. So that encourages one to being in the movement, to being part of this group”.

During LUNA, participants made a powerful collective commitment for the movement:

“We are the commitment to build, practice, and repair sorority to have a powerful movement that empowers the next generation of leaders of domestic workers.”

This sentence will serve as a regional motto to guide and orient each organization’s strategies, practices and future activities. The leaders have committed to follow these values and enact them in their unions. When asked about the collective commitment, they all expressed positive opinions, and a strong sense of responsibility and self-identification. This is reinforced by the feeling of having strong links to work collectively in the region, which received an average score of 4 (on a scale of 1 to 5).

Throughout the retreats, it also became noticeable how the leaders from IDWF and those from CONLACTRAHO became one united team, making decisions together and reinforcing each other’s positions by speaking with one voice, and modelling in this way team work, cohesion and unity.

By the end of LUNA, the political leaders, Carmen Cruz (General Secretary of CONLACTRAHO), Andrea Morales (IDWF executive committee member, representative of Latin America), and Carmen Brítez (IDWF Vice-President) really appeared as one leading voice for the region, agreeing on important decisions and taking their organizations into the same direction. Participants would refer to

*Throughout the retreats,
it also became noticeable
how the leaders
from IDWF and those
from CONLACTRAHO
became one united team*



them as “the political team”, rather than calling each leader by their name or organization, which shows the level of integration, trust and unity that has been gained with the program. The fact that the political leaders appear as one united team further reflects the strengthening of institutional and organic collaboration between the different political structures across the region. This has had a positive effect on the membership; the three organizations that were only affiliated to CONLACTRAHO (Bolivia, Colombia (UTRAHOG-AR) and Ecuador) have expressed their interest in joining IDWF too. More trust and unity between leaders fosters a sense of collective identity and belonging, making participants more willing to be an active part of the movement.



Deyling Valdez, one of the mentors, and well-known trade union leader in Nicaragua, assessed LUNA’s impact in the following terms:

“The impact has been at the level of their personal life and at the level of the organizational structures, which have been strengthened. In all three participants [I mentored] I have seen that the identity and identification with the cause of the domestic workers’ movement has been strengthened. Sometimes a seed is thrown and we don’t know when it will flourish. In this case, the results have been immediate and amazing. I have been involved in training processes for a long time, but this has been the most transformative”.

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This affective community further becomes a space to nurture the leaders and support their individual development. While it is too early to really capture the social impact of LUNA on domestic workers’ living and working conditions (indicator 4), we can still mention some great achievements for the region during the program: the guarantee of the national minimum wage for domestic workers in Paraguay, the creation of a minimum wage commission in Mexico and Dominican Republic in which the leaders present at LUNA are directly involved, the ratification of ILO Convention 189 in Mexico and Peru.

Although most of these reforms were already being fought for, and are strongly connected to each country’s particular political context, the leading role of LUNA’s participants in lobbying, policy advocacy and public representation is noticeable.

Satisfaction with the program

Participants' satisfaction rate with LUNA is extremely positive, both on the content and on the process in itself (see Table 4).



Table 4: Participants' satisfaction

For this survey, which was anonymous, participants were asked to assess each item, on a scale of 1 to 5, 1 being the lowest and 5 the highest. As shown in the table, the scores are high for every component of the program, the lowest being 4,26 .

Usefulness for yourself	4,86
Usefulness for the movement of Domestic Workers	4,80
Location	4,74
Usefulness for your organization	4,73
Methodology	4,70
Process of registration	4,67
Logistics	4,65
Content	4,62
Facilitation	4,62
Material	4,54
Group participation	4,43
Time of duration	4,28
Sessions with mentors	4,26



At the beginning of the second retreat, participants were asked to write one thing they had learnt since the previous session, and the most common answers were: *“to take care of myself”*, together with *“the somatics techniques”*.



Marciana, from Paraguay, replied:

“To take care of my health and my emotions, to be able to help the others and to grow as an organization”.



This reveals the interconnectedness between individual and collective transformation, as already highlighted in the previous sections, but also the importance the participants gave to self-care as a political claim and another form of self worth and empowerment. While some were initially disconcerted by the novelty of the somatics methodology, at the end of LUNA they all appraised the importance of being more in control of one’s own feeling and of embodying their values to create greater social change. According to one of the mentors, this has been the *“most important program”* she has seen in her 30 years of volunteering for a union of domestic workers.

Indeed, when asked about the overall impact of the program, participants mentioned the transformative impact on themselves as individuals; improved self-esteem, better knowledge of themselves, being more aware of how one reacts and feels, and they were able to name some tools to change their conditioned tendencies: breathing, taking a moment before replying, listening more to each other. Their most favourite aspects of the program were: the interconnection with the other participants, being together, the somatics exercises, and working in groups.

On the negative side, some participants complained about the logistics difficulties to travel from their city to the event's location (long flights, long layovers), few participants were dissatisfied with the balance between teaching and time off, while a couple complained about the organization of the cultural and touristic activities. Regarding the content, some participants found the facilitation team to be "too strict", and one mentor reported that more "cultural awareness" to manage such a culturally diverse group would be important for the next events. Indeed, gathering 42 participants from 15 different countries has proven to be both a challenge and an enriching experience for all.

Participants said:



Alberta, Bolivia:

"Our role is to be Lunas, to give light to everyone. Here we are preparing ourselves, with this preparation, we are opening a path for our generation, preparing leaders to assume this responsibility with the sector. But this path is not easy. For example, we throw a seed today, but we must take care of this plant, it is not just planting and that's it, it will grow. So it is with affection, love and trust, having faith in them that they will be able to grow. It is very important to nurture love within our comrades so they keep going".



Dolores, Nicaragua:

"Thank you very much to all the Lunitas for making me become a better person, both as a leader and in my family life. I know that without you I would not have been able to do so. The Latin American coordinators are a role model as well as our guides in the fight".



Juana, Chile:

"We have been strengthened, empowered, and I am very grateful. It never occurred to me that I would be present in such an important event of personal growth in my entire life".

Next steps and recommendations from the internal evaluation

1 Aspects that can be improved in future editions of LUNA

- There is a perceived need to keep growing more connection, unity and interest in working together (as reflected in the evaluations), and the facilitation team suggested having at least another 3 regional trainings before considering smaller or local versions of LUNA tailored for unions or specific countries.
- Participants would have benefited from an additional session to spend more time working on receiving feedback, this could help making them less defensive and more open to self-improvement and personal change.
- The team also highlighted the need for a fourth session dedicated to the practices of healing trauma. Somatic facilitators felt this was the missing part of the first LUNA edition; indeed, as long as trauma is not healed, leaders will feel more defensive and less open to feedback, and therefore, less able to implement long-term, sustainable changes.

2 Requests from participants

- Participants requested more time for technical trainings on topics such as designing and running a campaign, organizational planning and conflict solving. This is one of the reasons why it is considered to have 4 retreats instead of 3.

3 Recommendations

- Have 4 retreats instead of 3, in order to have an entire retreat dedicated to healing trauma and deepen the work on receiving feedback.
- Plan a year-long commitment with enough time in between each retreat, in order to better process the elements learnt, implement the commitments and targets throughout the program. This could improve participant's capacity to implement changes while still attending the training.
- Organize a LUNA training every other year to have time to fundraise, to prepare program logistics and to process the information, assess the results and follow-up with the participants in the medium to long-term.

4 Follow-up plan

- Given the success of the program, LUNA has to become a permanent regional leadership program, run every other year. Political and technical teams recognized the importance of a program that guarantees both leadership development and renewal:

- It is important to continue providing support to, and follow up with, LUNA graduates during 2020 through WhatsApp groups facilitated by participants themselves, supported by IDWF regional staff, political leaders and some mentors who have offered to continue mentoring their participants on a volunteer basis.

The goal of the support groups is to keep the connection and commitment to practice somatics exercises, as well as to promote exchange on topics of common interest in their organizing and advocacy activities such as: union affiliation, leadership development, ratification/implementation of C 189, gender based violence (C 190), social security, migrant domestic workers, and individual commitments developed during the LUNA program.



- To explore the feasibility of holding short online trainings in technical skills such as campaign's planning, fundraising, communication skills and group facilitation. These online short training sessions would be open to other local union members if they wish. We are aware of some participants' limitations in terms of access to computers and lack of IT skills; however, this is not true for everyone in the same

degree. Participants who do not have a computer or lack computer skills could pair up with other union peers who have computer access and skills. We are not sure whether this would be successful but we agreed to try. With the Covid-19 crisis we have seen the capacity to adapt and learn from our leaders, as many are now obliged to shift to online campaigning and find ways to support their members remotely.

- To keep measuring the organizational impacts of LUNA through different forms, spaces and contexts where the political work takes place. For example through IDWF national and regional projects, and through affiliates-led campaigns and actions.

5 LUNA graduates coping with the Covid-19 crisis

As we finalize this report, many Latin American countries are in the peak of the Covid-19 crisis (some countries such as Brazil and Mexico have become the new epicenter of the pandemic and others such as Bolivia and Ecuador have reported death bodies piling on the streets), which is hitting harder domestic workers. Most of them are exposed to high risks of contamination by being forced to stay in work without protection measures, while an important proportion of domestic workers are being fired without pay or compensation which puts them and their families in situations of extreme poverty. In these particularly hard times, we are receiving quite a few compelling comments from LUNA graduates about the importance and usefulness of the training.

The somatics practices are helping them to keep grounded and centred, improving their capacity as leaders to attend to the most urgent needs of their members, while also giving them the tools and inner resources for their organizing and political advocacy work. All our leaders are taking action during the crisis: doing legal campaigns, informing and representing their members, advocating and negotiating with government officials, and deploying local fundraising and humanitarian actions by distributing food baskets and hygiene products to the domestic workers who lost their jobs or became infected by the Covid-19 virus.

On the personal level, the somatics training provides our leaders with coping mechanisms.



Lenny Quiroz, General Secretary from UNTHA, from the city of Guayaquil in Ecuador, where the pandemic is having devastating effect, shared in a message:

“Thank you compañera for your support, actually the best support I have received has been the LUNA workshops because today you do have to be focused and strong in order to help. Right now we are worried about how to emerge victorious from this pandemic”.

At the regional level, there has been a lot of sharing and exchange of information, tools and strategies for online organizing, representation and advocacy. IDWF also facilitated a process of data collection and documentation through an online regional survey, led by domestic workers’ leaders (LUNA participants) from 24 affiliated organizations in 14 countries. This has represented a tremendous effort and sacrifice for the leaders due to the lockdowns in their respective countries and the limitations faced by their affiliates to be able to access the internet to fill out the survey. Nevertheless, the leaders were able to collect near 3,000 responses, which shows the importance that domestic workers give to having factual information from their affiliates. Lastly, domestic workers’ leaders, with the support of IDWF, are carrying a regionally coordinated campaign #CuidaAQuienTeCuida (#CareforThoseWhoCareForYou) to bring attention to the impact of the Covid-19 on the sector. On the personal level, the somatics training provides our leaders with coping mechanisms.

Chirlene Dos Santos, from the domestic workers union in Campina Grande in Brazil, also expressed the importance of having the “Lunitas” community to rely on during the crisis, at a time where most people are experiencing loneliness and isolation:

It is a great pride for me to see that we are achieving our goals, personal commitments and the organizational commitment. Most importantly, to feel the way they were and are being implemented so naturally by our category. The work is very hard and we have always done our best.

The results obtained by the LUNA program are just one proof of the brilliant collaboration allowed by the learning of the Somatics; one helps the other.

This would be the ideal time for each of us to hold someone else’s hand, one rises and brings the other up with her, in the exchange of experiences, with a word, in raising each other’s self-esteem. Adding these forces we will win! The fight continues and new challenges are already on our horizon, we will have to be prepared for another battle and so we will continue to stand firm until we are all free.”.



At the organizational level, we can also see the .impact of the training on leaders’ self-esteem and ability to speak in public (online), to negotiate with decision-makers and to defend their members during one of the most challenging times ever. Domestic workers’ leaders are attending webinars and online conferences, sending legislative proposals to their National Congress, mediating with employers and making their voices heard in social media.

In Argentina, Brazil, Chile, Peru and Dominican Republic, domestic workers’ organizations have been directly involved in negotiations with their governments and proposing bills to protect the professional category. In almost all the countries, leaders are distributing food baskets to their members and practicing sorority, as they have committed to do during LUNA.

You can read more stories from our leaders on [IDWF website](#), and find out about their [actions during the Covid-19 crisis](#). Lastly, LUNA even became a motive of celebration during affiliates’ activities for May Day.



Felipa,
from Bolivia,
sent us a greetings video declaring:
“A revolutionary greeting to the IDWF and CONLACTRAHO [...] To thank them for the support they give us to the sector of domestic workers from all over the world, Latin America and the Caribbean, for making the sector visible and for teaching unity and solidarity [...] Together we can reach far. On this 1st of May, long live LUNA! ”

Appendices

Appendix 1: Participants' selection process

Participants were nominated by the democratic leadership body of their organizations, based on the following criteria:

- Have at least 2 years active on the executive committee or board of directors of your union / organization and be elected by your board of directors to participate in the program.
- Be responsible and committed to offering active leadership to the organization for at least two years after completing the program.
- The participant can be a man or a woman committed to gender diversity and sexuality.
- Be open and receptive to accept new ideas and different positions.
- Be willing to make an effort to change behaviour patterns and habits to improve as leader.
- To be comrades that generate a climate of respect, unity and that has charisma and sensitivity with other colleagues.
- Have a commitment to work to grow power and strengthen regional unity.

Another important aspect was to target 'newer' leader, this being not necessarily a reflect of their age but rather of their time in the movement. For the organizations that were nominating a newer and less experienced leader, they could also nominate an 'older' more experienced one to support her colleague's development and share her experience during the training. Thus, we had a mix of 'old' and 'new', but with a majority of leaders who had never received previous union or leadership training.

The number of participants per organization affiliated to the IDWF and/or CONLACTRAHO was decided in accordance with the number of members of each organization, and follows the formula for delegate representation at Congresses of both IDWF & CONLACTRAHO:

- Affiliated organizations with 50-1,000 members are entitled to one (1) delegate/participant.
- Affiliated organizations with 1,001-5,000 members, are entitled to two (2) delegates/participants.
- Affiliated organizations with more than 5,000 members, are entitled to three (3) delegates/participants.

	Organization	Country	Affiliation	# of domestic worker members	# of participants
1	Unión Personal Auxiliar de Casas Particulares.-UPACP	Argentina	FITH, CONLACTRAHO	78.953	3
2	Federação Nacional das Trabalhadoras Domésticas - FENATRAD	Brasil	FITH, CONLACTRAHO	12.000	3
3	Federación de Sindicatos de Trabajadoras de Casa Particular - FESINTRACAP	Chile	FITH, CONLACTRAHO	1.250	2
4	Sindicato Nacional de Trabajadoras del Servicio Doméstico - SINTRASEDOM	Colombia	FITH, CONLACTRAHO	300	1
5	Asociación de Trabajadoras Domésticas - ASTRADOMES	Costa Rica	FITH, CONLACTRAHO	1.500	2
6	Asociación de Trabajadoras del Hogar - ATH	Dominican Republic	FITH, CONLACTRAHO	4.600	2
7	Unión Nacional de Trabajadoras del Hogar UNFETRAH - FENAMUTRA	Dominican Republic	FITH, CONLACTRAHO	1.200	2
8	Sindicato Nacional de Trabajadoras Domésticas SINTRADOMES - CASC	Dominican Republic	FITH	4.742	2
9	Sindicato de Mujeres Trabajadoras del Hogar Remuneradas Salvadoreñas - SIMUTHRES	El Salvador	FITH, CONLACTRAHO	262	1
10	Sindicato de Trabajadoras Domésticas, Similares y a Cuenta Propia - SITRADOMSA	Guatemala	FITH, CONLACTRAHO	375	1
					continue...

	Organization	Country	Affiliation	# of domestic worker members	# of participants
11	Red de Mujeres Empleadas del Hogar, Asociación Civil - RMEHAC	Mexico	FITH, CONLACTRAHO	647	1
12	Sindicato Nacional de Trabajadores y Trabajadoras del Hogar - SINACTRAHO	Mexico	FITH, CONLACTRAHO	1.577	2
13	Federación de Trabajadoras Domésticas y de Oficios Varios "Julia Herrera de Pomares" - FETRADOMOV	Nicaragua	FITH, CONLACTRAHO	1.170	2
14	Sindicato de Trabajadoras Domésticas del Departamento de Granada "Claudia Chamorro" - SINTRADOMGRA	Nicaragua	FITH	250	1
15	Sindicato de trabajadoras Domésticas y Afines de Itapúa - SINTRADI	Paraguay	FITH, CONLACTRAHO	33	1
16	Sindicato de Trabajadoras del Servicio Doméstico del Paraguay - SINTRADESPY	Paraguay	FITH, CONLACTRAHO	120	1
17	Centro de Capacitación para Trabajadoras del Hogar - CCTH	Peru	FITH, CONLACTRAHO	280	1
18	Federación de Trabajadoras y Trabajadores del Hogar Remunerados del Perú - FENTRAHOGARP	Peru	FITH, CONLACTRAHO	1.400	2
19	Instituto de Promoción y Formación de Trabajadoras del Hogar - IPROFOTH	Peru (Lima)	FITH, CONLACTRAHO	150	1
20	Sindicato de Trabajadores y Trabajadoras del Hogar de la Región Lima - SINTTRAHOL	Peru	FITH, CONLACTRAHO	500	1
					continue...

	Organization	Country	Affiliation	# of domestic worker members	# of participants
21	Federación Nacional de Trabajadoras del Hogar de Bolivia - FENATRAHOB	Bolivia	CONLACTRAHO	8.000	3
22	Unión Nacional de Trabajadoras del Hogar y Afines UNTHA	Ecuador	CONLACTRAHO	150	1
23	Unión de Trabajadoras Afrocolombianas del Servicio Doméstico UTRASD	Colombia	FITH, CONLACTRAHO	481	1
24	Unión de Trabajadoras del Hogar Remuneradas UTRAHOGAR	Colombia	CONLACTRAHO	300	1
25	Sindicato del Personal de Casas de Familia SINPECAF	Argentina	CONLACTRAHO	11.000	1
26	Sindicato Gremial de Trabajadoras y Trabajadores del Servicio Doméstico y Similares SINGRETRADS	Panama	FITH	80	1
The elected political leaders from both IDWF (2) and CONLACTRAHO (1) will also participate					3
Total	26 organizations	15 countries		131.320	42

Appendix 2: leadership commitment form

¿A QUÉ TE COMPROMETES?: Compromiso de liderazgo:

¿Qué te comprometes a hacer como organizadora?

Soy el compromiso de

¿Por qué es importante para ti?

¿CÓMO SABRÁS CUÁNDO LO HAS LOGRADO?

Resultados que puedan medirse y que te permitan saber cuándo lo has logrado.

¿Qué es lo que verás, sentirás y harás diferente?

¿Cómo notarás los cambios?

Incluye una meta (cuándo quieres lograrlo).

Metas	Acciones	¿Para cuándo?	Apoyo/ recursos	Apuntes

PRÁCTICAS DIARIAS: ¿QUÉ NECESITAS PRACTICAR?

¿Qué prácticas diarias te ayudarán a corporizar las habilidades y la presencia necesarias para concretar este compromiso?

APOYO/RESPONSABILIDAD: ¿Quién puede ayudarte a lograr estos cambios y prácticas nuevas? Comparte tu compromiso con esas personas:

.....

Appendix 3: Goals and agenda of each retreat

FIRST RETREAT: *Knowing ourselves and understanding our personal, social, and organizational context.*
July 11-14, Quito, Ecuador.

SESSION GOALS:

- Create connection and trust in the group.
- Become familiar with somatics theory and methodology.
- Increase our knowledge of automatic reactions and develop the ability to actively choose.
- Develop a shared understanding of the systems that shape society and our lives (as domestic workers and in general), including power systems.
- Share understanding of fundamental aspects of organizing, including outreach, leadership development, participatory structures, and democracy.
- Come out with leadership commitments and organizational commitments.

Day 1:
BUILDING A CONNECTION
BETWEEN ALL AND WITH
THE LUNA PROGRAM

9:00am - 12:30pm
Opening
Presentations and Altar
What does transformative methodology mean?
12:30pm - 2:00pm Lunch
2:00pm - 5:30pm Somatic Practices
Vision and commitments
Close
Free night

Day 2:
THE CURRENT FORM OF
SOCIETY AND OURSELVES

9:00am - 12:45pm
Opening Circle
The shape of society
12:45pm - 2:00pm
Types of Power and Leadership Qualities
Conditioned Tendencies
5:45pm - 7:15pm Dinner
7:15pm - 8:30pm Commitments

Day 3:
WHAT IT MEANS AND
HOW TO ORGANISE

9:00am - 12:45pm
Opening Circle
What is organizing and why do we form unions?
How to form an active and participatory membership
1:45pm - 2:45pm Lunch
2:45pm - 6:00pm
Organizational Commitments
Conflict Resolution
Close
7:30pm Talent and Culture Night

Day 4:
FORWARD

9:00am - 1:00pm
Opening Circle
Commitments
Next Steps
Evaluation
Close

SECOND RETREAT: *Strengthening our movement and shared leadership.*
October 3-6 - São Paulo, Brazil.

SESSION GOALS:

- Deepen relationships of trust between participants.
- Develop shared vision for the culture and achievements we want for the domestic workers' movement.
- Deepen leadership skills, including: have an inspiring vision; how to centre and choose; how to ask; how to say yes, no, maybe; and how to advance your leadership commitments and organizational commitments.
- Increase capacities to organize campaigns (including advocacy, strategy, and the relationship between campaigns and organizing).
- Come out with more knowledge about the ILO and its functions; understand C 189 and C 190.
- How to use these norms to organize, influence, negotiate and grow the power of your union.

Day 1:
RECONNECTING WITH LUNA AND WITH THE HISTORY OF THE MOVEMENT OF DOMESTIC WORKERS

9:00am - 12:30pm
Opening Circle
Our place in history and altar
1:30pm - 6:00pm
The international campaigns for C 189
Commitments
Resilience
Closing
Free night

Day 2:
STRATEGIES FOR GROWING POWER - CAMPAIGNS

9:00am- 12:30pm
Opening Practices
From Ratification to Implementation of the Agreements
1:30pm - 5:30pm
Strategies to Grow Power
Rhythm of Action related to Campaigns
Closing
6:00pm - 11:00pm Samba Night

Day 3:
ENVISIONING THE MOVEMENT OF DOMESTIC WORKERS

Opening Practices
Conflict-Related Rhythm of Action
1:45pm - 5:30pm
Culture and Vision of Our Movement
Deep Commitment to Dignity
Closing
8:00pm
Cultural Night / Talent Show

Day 4:
COMMITMENTS AND CLOSING

9:00am - 1:00pm
Opening Practices
Somatic Evaluation and Feedback
Organisational commitments
Preparation for the last meeting: Stories for Healing and Resilience
Evaluation
Closing

THIRD RETREAT: *Personal and collective strengthening towards the future we want as movement.*

December 14-17 - Rio de Janeiro, Brazil.

SESSION GOALS:

- Come out with strong connection and confidence in our movement, with more clarity and ability to realise our collective commitment.
- Come out as leaders: with self-confidence and trust in others, with vision for our movement, focused and connected with your commitment and purpose, empowered to actively choose rather than react, with commitment to our being, health, and sustainability as a leader.
- Strengthen our capacities and have specific plans for our organizations on how to grow more leadership in our organization and movement, grow and sustain the number of affiliates.
- Process and analyse the political moment in Latin America, the impact it has, and the role that domestic workers' organizations can play.
- Understand the impacts of trauma on a personal level and within our relationships, organizations, and movements.

Day 1
Current struggles in Latin America and our fight against Gender Based Violence

8:30am - 12:00pm
Opening Circle
Altar and Resilience
ILO C190 on Violence and Harassment in the World of Work and Domestic Workers
1:15pm - 4:00pm
Current Struggles in Latin America and the Movement of Domestic Workers
4:00pm - 4:20pm Break
4:30pm
Socialising on the Beach

Day 2
Impacts of trauma and collective commitment

8:30am - 12:10pm
Opening Practices
Trauma Introduction
Collective commitment
1:15pm - 3:30pm
Collective commitment
4:30pm - 10:00pm Afternoon and Night Out

Day 3
How do we move forward? evaluation, feedbacks and alliances building

8:30am - 12:30pm
Opening Practices
Somatic Evaluation and Feedback
Practice of How to Ally
1:45pm - 6:00pm
Organizational commitments
Our Role Forward
8:30pm - 11:00pm
Christmas Party and Exchange of 'Secret Friend'

Day 4:
Commitments and graduation ceremony

8:30am - 12:30pm
Opening Practices
Leadership Commitments
Evaluation
1:30pm - 3:00pm
Graduation and Closing

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PROGRAM
REPORT
SEPTEMBER
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