



Independent Democracy of Informal Economy Association

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NARRATIVE REPORT

102th ANNIVERSARY OF INTERNATIONAL WOMEN DAY CAMPAIGN

“DOMESTIC WORKERS’ RIGHTS ARE WOMAN RIGHTS”

Phnom Penh, 01st-31st March 2013



Submitted by:

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2. **Organization name:** Independent Democracy of Informal Economy Association (IDEA) and Cambodian Domestic Worker Network (CDWN)
3. **Project title:** Domestic workers' Right are woman Rights
4. **Reporting period:** 1st to 31st March 2013

Introduction

International Women's Day has been observed since in the early 1900's, a time of great expansion and turbulence in the industrialized world that saw booming population growth and the rise of radical ideologies. **1908:** Great unrest and critical debate was occurring amongst women. Women's oppression and inequality was spurring women to become more vocal and active in campaigning for change. Then in 1908, 15,000 women marched through New York City demanding shorter hours, better pay and voting rights. **1909** In accordance with a declaration by the Socialist Party of America, the first National Woman's Day (NWD) was observed across the United States on 28 February. Women continued to celebrate NWD on the last Sunday of February until 1913.

In **1910** a second International Conference of Working Women was held in Copenhagen. A woman named a **Clara Zetkin** (Leader of the 'Women's Office' for the Social Democratic Party in Germany) tabled the idea of an International Women's Day. She proposed that every year in every country there should be a celebration on the same day - a *Women's Day* - to press for their demands. The conference of over 100 women from 17 countries, representing unions, socialist parties, working women's clubs, and including the first three women elected to the Finnish parliament, greeted Zetkin's suggestion with unanimous approval and thus International Women's Day was the result. Every year, 8 March is celebrated around the world as International Women's Day. In Cambodia we are trade unions, associations, CBO, NGO's conducted this celebration every year also.

Since year 2002, workers unions in Cambodia have celebrate Women Right Day, generally to promote women right in Cambodian. In year 2010, 2011 and 2012 IDEA has celebrated with other union in Cambodia such as Solidarity house, CLC, C.CAWDU, CTSWF and CICA. Because of IDEA have worked in informal sector and most of workers in this sector are women, especially workers who work as domestic worker, massagers, entertainment workers, beer promoters and street vendors. This year we have plan conduct celebration of The 102nd Anniversary International women day with other trade unions, NGO's on The Theme "**Domestic Workers' Rights are Women Rights**"

Objective of the Events

The general objective of the IWD campaign was to seek better recognition through awareness raising activities and advocate for improving social protection and equal rights of women, and promoting domestic workers.

The specific objective

- Raising awareness on ILO C.189 and basic women right to 47 domestic workers in Phnom Penh, Cambodia by conducting workshop on those topics.
- Building on public awareness & acceptance to domestic right and International women rights day through various channels such as radio round table and Radio drama (short story about domestic workers situation), TV special feature and shearing leaflet in public markets on women's workers' issues.
- To improve better awareness and recognition on domestic work as a work and decent social protection in Cambodia.
- To empower women workers and domestic workers to acknowledge their rights at work and advocating for decent work in Cambodia.
- The Cambodia Royal government will respond to our petition.

Joint statement

Joint Statement have written by the IWD committee and edit by CWGDW secretary (LSCW) which it is indicating to the rights of domestic workers in social development reflecting to the socio-income activities through the household to national economic development. Hence, there are many challenges of domestic workers to access into decent job due to limited skills, harassment by employers, discrimination at the work, low social protection and working conditions which we have seen in practice in Cambodia and abroad. According to these issues, the IWD have requested to the government and involved stakeholders to consider and take actions on 8 key points as below:

1. Ratify and implement ILO Convention 189 on decent work for domestic worker.
2. Should recognize the contributions of Migrant Domestic Workers in the country's economic and take immediate measure both administrative and legal measure to protect their rights.
3. Should conduct study on the situation domestic workers in Cambodia and determine the decent wage for domestic workers.
4. Should introduce one day off mandatory for domestic workers in Cambodia which some countries in the ASEAN regional already introduced.
5. Should introduce standard employment contract between domestic workers and household owner and enforce this contract.
6. Set monitoring mechanisms to monitor the working and living condition of domestic workers and the complaint mechanism.
7. Amend the national Labor Law passed in 1997 to extend its cover to domestic workers and includes domestic workers into social protection scheme.
8. To negotiate with governments in the countries of destination on terms and conditions to protect labor rights and basic human rights of domestic workers from Cambodia.

Activities of the IWD campaign

- **Activity1:** *Workshop on ILO C.189 and Basic woman rights* conducted on 3rd March 2013 at IDEA conference room. There are 47 (f=36) including domestic workers, LICADHO staff, Oxfam and UN woman.
- **Activity2:** *Round Table Discussion*
“Basic Woman Rights and Domestic Workers’ Rights” on Tuesday, 05 March 2013: at radio VOD FM 106.5Mz from 5:00pm to 6:00pm. There are four speakers from UN Woman (Mr. Ros Va), ILO (Mr. Khloeng Rim), CLC (Ms. Neang Sovatha) and CDWN (Ms. Von Somphors). And there are fourteen callers called but able to process on line only three in to discussion (Mr. Hout Vuthy radio FM106.5Mz moderator said).
- **Activity3:** *Spot/drama dissemination on Radio*
 - Radio FM105.25Mz broadcast four times per day from 1st to 31st March 2013. At 6:00am, 12:00pm, 6:00pm and 8:00pm.
 - Radio FM 105Mz broadcast three times per day from 4th to 16th March 2013. At 8:00am, 3:00pm and 7:30pm.
 - Radio FM 106.5Mz broadcast three times per day from 5th to 20th March 2013. At 9:00am, 12:00pm and 9:00pm
- **Activity4:** *Participant in national forum with Ministry of Women Affair*
On 7th March 2013, there are 20 domestic workers participated in IWD which conducted by MoWA at MoWA department. The theme of event is “Equal Right Equal Opportunity to Extend the Development”
- **Activity5:** *Collaborate with other workers who from differences sector*
Conduct on 8th March 2013 at Freedom Park on the topic which they focus on **“More participation from woman more improvement working conditions”** There are around 500 workers participated in those also there are 50 domestic workers.
- **Activity 6:** *Tuk Tuk Campaign*
There are 13 tuk tuk and 50 domestic workers go around Phnom Penh City to distribute the leaflets and petitions to the public in 6 markets.
- **Activity 7:** *TV Feature*
IDEA and CDWN cooperate with CNC reporter to make the TV feature about the domestic workers situation and CDWN activities to protect and promote the rights of domestic workers in Cambodia. The CNC TV station broadcast on 5th March 2013 at 7:04minute to 7:20minute. And we also produce 50 DVD to distribute to the partners and members.
- **Activity 8:** *Summit Petition to the Keys Ministries*
The committee submits the petition to the Ministry of Labour, Ministry of Woman affair, Ministry of Interior and Council of Ministers on 11th March 2013. The petition also sends to

CWGDW and other national and international partners to endorsement and also sent to Medias.

Results of the IWD campaign

The campaign of IWD program has started from 01st Friday to Sunday, 31st March, 2013, with eight key activities on Awareness Raising Workshop, Radio Dissemination, Panel Discussion, meeting with partners, contribution leaflet, TV Feature and submit the petition. The events is including key message to promote decent work, recognition and rights for woman workers in Cambodia particularly domestic workers. The total participants of IWD are:

- 500 workers from differences sector including 50 of domestic workers
- 47 domestic workers get rising awareness on ILO C.189 and Basic Woman Rights
- 3800 leaflets and petitions distributed to the around 3800 people in 6 markets in PP.
- At less 10% of Cambodia population listen to the radio spot, penal discussion and TV feature. (Mr. Chanthorn, CNC reporter and Mr. Hout Vuthy Radio moderator said)
- There are 14 callers during the penal discussion on radio FM 106.50Mz on 5th March
- There are 50 DVD of TV feature have been distributed to the partners and members.
- Administrator of MoLVT received our petition on 11th March 2013.
- MoLVT conduct meeting with IWD committee on 12th March 2013

Evaluation

Challenge/ problems

- The market authority and police at O Rusey market ban DWs workers to distribute leaflet in the market.
- There are a lot of workers participants in workshop on 3th March 2013 in IDEA conference room; the conference room is not big enough for participants over 40 people.
- During the meeting with Ministry of Labor we do not appoint the person who takes the minute of meeting so the result of meeting is not written.

Lesson Learn

- Conduct meeting for preparation and divide the task and responsibility to insure all activities have been done well.

- We will continue to distribute leaflet in the market or bus station. It is one of the effective activities to contact to domestic workers and their parents.
- Flexible according to the current circumstance have learnt through the process of IHRD event (10 Dec 2012). Conduct discussion meeting on drafting action plan of campaign and group thinking in advance of risk, opportunity and resource needed during the event campaign. So that we can control the situation.

Outcome of IWD event

- During the panel discussion on Radio 106.5Mz there are 14 callers(only 3callers have been on discussion) called in to the program and they share any idea and ask some questions to the speakers such as 1) How Can CDWN protect the domestic workers? 2) If one domestic worker want to be a member of CDWN how can she do?. What are the rights of DW according to the ILO C.189? etc.
- There are 3 people call to IDEA /CDWN staff to ask for providing domestic worker service to their house after they watched the feature on CNC TV show. They will give at less 70\$ to 100\$ per month and respect other rights of domestic worker.
- The house owner of the worker who gave interview on TV feature has called to her domestic worker to make sure she speaks well about her or not and she said she will respect the domestic rights.
- There are around 6 people call to president of CDWN ask any questions related to the domestic workers' rights and one of those known that Mr. Chhorn Savuth (097 281396 3) called from Kompot Province . He said on phone that he get information (leaflet) on Tourism bus when he goes to his home at Kompot. He requested to sends him the leaflets which we distributed in the markets. He wants to distribute these leaflets to the neighbors.
- Radio VOD 106.5Mz broadcast about our statement and Phnom Penh Post also press release about situation of domestic worker on 8th March 2013.
- There are 73 national and international partners endorse our statement.
- On 12th March 2013, Ministry of Labor agreed to meet with delegation from CDWN, IDEA and other partners. The meeting aim is to discussion on petition which we had submitted since 10th December 2012. The main result of the meeting :
 - 1) Ministry of Labour will cooperation with ILO how to set up the process (step) of ratification of ILO C.189 and MoLVT need some support from ILO both technical and financial to conduct tripartite, discussion meeting and national workshop. MoLVT will respect what ILO suggestion.
 - 2) MoLVT will put maternities protection on the At the end of 2013.
 - 3) MoLVT, ILO and TUs will cooperation on study research on domestic workers situation and consultation meeting.