



INTERNATIONAL DOMESTIC WORKERS FEDERATION

Annual Report

2022

Celebrating Myrtle Witbooi



IDWF Annual Report 2022

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Federation**

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WORKING TO PROTECT AND ADVANCE DOMESTIC WORKERS' RIGHTS EVERYWHERE

According to the International Labour Organization, almost 76 million people earn their living as domestic workers globally. Seventy-six percent of us are women. We provide **essential services in the modern economy—performing essential household work and caring for children and, increasingly, the elderly.**

We are a critical part of the care economy, yet **our working conditions are very poor and our wages low.** On average globally, we make only 56 per cent of the average monthly wages of other employees, and in developing countries, we make less than one-third of what non-domestic employees do.

In many countries, we even lack legal recognition as workers, so **we do not get the same labour protections afforded to virtually all other workers**—an estimated 40.7 million of us are not covered by labour and social security laws. In countries where decent laws exist, these laws are rarely enforced.

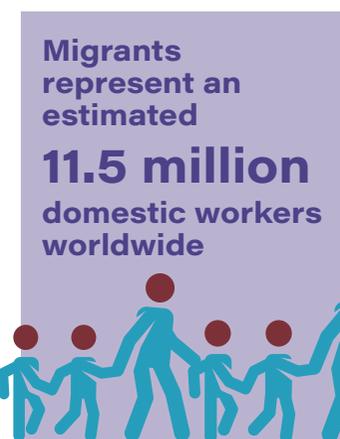
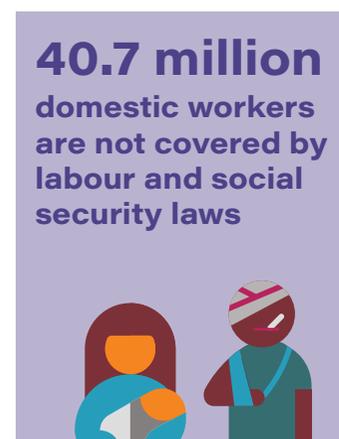
Eight out of every ten of us are informally employed, which greatly contributes to the lack of effective labour and social protections. The private, isolated nature of domestic work often makes violations invisible.

The invisible nature of domestic work has made us **highly vulnerable to physical, sexual, emotional, and financial abuse.**

In the worst cases, we suffer extreme abuse, harassment, and violence: beatings, rape, starvation, imprisonment, and death. Of the 25 million people in slavery worldwide, approximately 4 million are domestic workers.

The risks can be especially great for migrants, who represent an estimated 11.5 million domestic workers worldwide. We often face multiple language and cultural barriers, manipulation by employment agencies, lack of access to justice, and more. Withholding wages—along with passports and visas—is not uncommon, leaving migrant domestic workers extremely vulnerable.

The International Domestic Workers Federation (IDWF) is a global membership-based organization of domestic and household workers led by women—which means that our **understanding of the context, needs, and challenges listed above is both personal and international.** We were founded in October 2013 by 48 domestic workers' membership-based organizations who saw the need for a global federation to support, train, and help build a worldwide movement. Since then, the IDWF has been helping build **strong, democratic, and sustainable workers' organizations,** weaving new and existing organizations into our influential global federation.



INTERIM PRESIDENT'S MESSAGE



In 2011, the approval of ILO Convention 189 represented a key moment in the history and trajectory of paid domestic work. Thanks to the heroic efforts of our colleagues to see the Convention approved, this great achievement meant that, for the first time, a universal legal conscience around the responsibilities of states to our legal rights as workers was possible in all countries around the globe. We will continue fighting for the ratification and implementation of C189 in all our regions, which will bring valorization, dignity, equal footing, and equal rights for workers in our sector. We will also continue working for ratification and implementation of C190, the first international labour standard to deal with violence and harassment in the workplace.

As a global Federation, we will not allow governments or employers to ignore their responsibilities in this regard. To achieve ratification and implementation of both C189 and C190 across all our regions, we will continue to strengthen our organizations and their knowledge and capacity around social security, labour conditions, gender-based violence (GBV), care, and occupational health and safety. With each of our organizations and our Federation giving everything that can be given and more, we will build a much stronger and more united IDWF. This is the IDWF we want not just for ourselves, but also for those workers who will come after us, knowing as we do that “where there is a need, a right is born.”

Carmen Brites, Interim President, IDWF



“As a global Federation, we will not allow governments or employers to ignore their responsibilities.”



GENERAL SECRETARY'S MESSAGE

In mid-2022, our membership reached 670,000, which truly calls for celebration—especially as this number was achieved when most domestic workers were just coming out of the COVID pandemic.

The pandemic continues to hit many of our members hard, rendering them struggling for survival at personal and organizational levels. In addition, in some regions, people's free and democratic movement has been limited, adding to the challenges grassroots workers face around organizing migrant domestic workers, for example, and around making our voices heard. In the face of all this, once again, what we have achieved to bring our organization to a new level proves that the domestic workers' movement is resilient and unstoppable.

In the last year alone, among other important programs, we have purposefully invested in strengthening IDWF's core as resolved at the 2018 Congress. Through the Sustainability Program, we've implemented three



action points: increasing membership fees, creating the Sustainability Fund, and increasing the capacity building of our affiliates. These are the necessary nutrients for the healthy growth of the organization into the future. Finally, in September, the Executive Committee and the team spearheaded a process to review and assess the organization; the results, though still tentative, provide further guidance on how to strengthen the IDWF.

I want to express my heartfelt gratitude and appreciation to our team for their commitment, dedication, and optimism—all of which shone as they worked with domestic workers across each of our regions. I am also truly proud of our entire membership. We've stood together to face many challenges—the hardest of which came with our late president's Myrtle Witbooi terminal illness diagnosis in July. Until her last day, the whole Federation stood with her and her family through daily prayers, messages, songs, videos, and other heartfelt offerings. Myrtle left us early in 2023, leaving behind a strong movement for us to keep making stronger until it is powerful enough to set all domestic workers free.

Elizabeth Tang, General Secretary, IDWF

DOMESTIC WORKER, BELOVED LEADER, MOTHER OF THE MOVEMENT:

Honouring Myrtle Witbooi

31 August 1947 – 16 January 2023



With an innate drive for social justice and intrinsic leadership skills, she started organizing workers in the garage of her employer's house. At the time, the apartheid state deemed organizing domestic workers illegal. Nonetheless, Myrtle's efforts grew nationwide when she established the South Africa Domestic Workers Union (SADWU) and joined the African National Congress resistance movement.

In 2008, Myrtle led the efforts of an international network of domestic workers to campaign for global labour standard for domestic workers, which resulted in the International Labor Convention on Domestic Work 189 in 2011. Two years later, Myrtle was elected the first president of the newly formed IDWF, the first and only global union federation led by women.

Myrtle accomplished an immense task: she did not leave this world the way she found it. Myrtle has changed the world, and her legacy will continue to do so long after she has left us. In the spirit of her principles, courage, and compassion, we will honour her memory as we continue building upon her work to unite domestic workers worldwide. It has been a privilege to walk the world beside Myrtle Witbooi, to learn from her, and to have her lead our movement.

[Watch IDWF's Tribute to Myrtle.](#)

January 16, 2023 marked the end of our time with an incredible woman, domestic worker, unionist, and president of the IDWF, Myrtle Witbooi. Not only did Myrtle change the lives of those who crossed paths with her, but she also undoubtedly changed the conditions of domestic workers in South Africa and the world.

Myrtle first became the voice of the movement in South Africa, soon after she moved from her town of Genadendal to Cape Town at age 17 to work as a domestic worker. Experiencing blatant injustice first-hand, she worked for liberation as a woman and a domestic worker under South Africa's apartheid.

2022: A YEAR OF VICTORIES, CHALLENGES, AND REACHING TOWARD GOALS

Victories We Gained

As we reflect on the victories gained by domestic workers worldwide in 2022, it's clear these achievements have been realized because of the relentless efforts and campaigns of our affiliates. Locally, regionally, nationally, and internationally, our affiliates have led advocacy and awareness-raising campaigns on C189, C190, and other legal improvements. They've led workshops and capacity-building trainings in everything from paralegal work and finance management to digital and communication skills, to labour rights and union organizing, to leadership and mental health, and to xenophobia and human trafficking. Domestic workers have used these skills to recruit new members, interact with government officials, help change policy and law, get stories in the news and on social media, increase solidarity between grassroots organizations, strengthen other alliances, and rescue migrant domestic workers in need.

Welcome Our New Affiliates!

- Protect in Sri Lanka
- Pertimig in Malaysia
- SINTRAHO in Honduras
- Senamama in Madagascar
- ANAPROMED in Guinea-Bissau
- Bayanihang Domestic Workers in Qatar

These efforts led to tangible gains by the end of 2022, some of which are listed here:

- Fourteen countries ratified ILO Convention C190 on Ending Violence and Harassment in the World of Work for a total of 26.
- Three more countries ratified ILO Convention C189 on Decent Work for Domestic Workers for a total of 35.
- In Tanzania, the ratification process of the C189 has gained momentum with more members of the parliament indicating their support for the ratification.
- Other governments have taken steps to improve the implementation of the C189—for instance, in Sao Paulo, Brazil, 462 new labour inspectors have been hired; in Chile, working time has been reduced for domestic workers; in Dominican Republic, a minimum wage committee was established with the participation of domestic workers; in Mexico, the social security law was reformed to cover domestic workers (though it is still very limited); and in Asia, wages for domestic workers increased in Hong Kong and Taiwan.
- IDWF gained 6 new affiliates from 4 new countries and gained 80,000 new members. IDWF now has 87 affiliates in 67 countries, representing a total membership of 670,000 domestic workers globally.



IDWF gained 6 new affiliates from 4 new countries and gained 80,000 new members.

LABOUR DAY IN THAILAND, MAY 1, 2022

Challenges We Faced

Despite these gains, the road towards rights remained challenging in 2022. **Domestic workers and their organizations continued to face the impacts of COVID-19 and the economic crisis.** For example, mobilization in some countries remained restricted because of COVID-19—in Malaysia particularly,

migrant domestic workers (MDWs) faced regressive government measures well into the year. Domestic workers in Sri Lanka and the Philippines faced increased unemployment; in fact, 70 per cent of domestic workers in the Philippines had lost their jobs by the end of 2022.

Workers in Hong Kong faced limits to direct action and massive crackdowns on media and journalists. In light of this instability and in order to mitigate political risk, IDWF has decided to opt for a more decentralized mode of operations by dissolving itself in Hong Kong and moving to Geneva, Switzerland.

In Africa, some affiliates faced poor-quality and costly internet service along with lack of hardware like laptops—both necessary items to organize effectively in the COVID era. As a result of pandemic-related income loss and inflation, many affiliates struggled with membership retention and dues collection.

“**Victories and challenges—both demonstrate the need for the continued, global work of IDWF.**”

What is C189?

- C189 is the ILO Convention concerning decent work for domestic workers. It's a landmark convention that establishes the first global standards for domestic workers' rights. It gives domestic workers the same basic rights as other workers, including weekly days off, limits to hours of work, minimum wages, paid overtime, social security, and clear terms and conditions of employment.
- IDWF and domestic worker organizations continued to prioritize ratification and implementation of C189 this year, which saw three new ratifications:
 - Guatemala
 - El Salvador
 - Honduras
- As of December 31, 2022, 35 countries have ratified C189.



THE CARIBBEAN CONFERENCE IN JAMAICA, OCTOBER 2022

Goals We Reached Toward

Victories and challenges—both demonstrate the need for the continued, global work of IDWF. Guided by our vision to build a powerful, democratic, and united domestic workers' federation for the strong protection and advancement of domestic workers' rights and dignity everywhere, in 2022 we continued to work towards the goals and priorities around our key four themes—**Federation Development, Capacity Building, Thematic Campaigns and Research, and Migrant Domestic Workers**—as outlined in our 2021 Sustainability Strategy report and 2021-2025 Strategic Plan. **The examples below represent just a fraction of the work completed.**

Federation Development

We began 2022 by implementing work around our three sustainability goals: **strengthening our financial system; increasing our fundraising capacity and income generating strategies; and operationalizing our Sustainability Fund.** First, after holding three affiliate consultation meetings, we reached consensus to **raise membership fees by 10 per cent** (though it's also important to note that in order to ease the burden our affiliates felt during COVID, we waived affiliation fees in 2020 and 2021). Second, we **established a Sustainability Fund**, guided by the following principles: contributions will occur on a voluntary basis following a solidarity principle; transparency and sound management of the fund will be ensured; the fund will adhere to democratic, impartial, and equitable decision-making processes so no affiliate will feel inferior; and funds will be dedicated to the IDWF for financial and organizational stability. Third, we **held training on crowdfunding** in Africa and Asia to improve affiliates' ability to fundraise.

By increasing our membership to 670,000 workers globally (30,000 new members in Asia alone), we made significant strides towards our first strategic goal of **building organizational strength with 1 million members.**

As we continue to reach toward our goal of **including 10,000 MDWs in our membership**, we helped organize migrant domestic workers in all our regions. For example, Latin America gained 129 new MDWs; in Asia, some affiliates lost MDWs due to COVID-19 restrictions and the economic crisis while others have seen a steady increase.

We set the groundwork for, identified, and trained new leaders to increase our number of emerging leaders, reaching toward our goal of **7,000 new leaders by 2025.** In 2022, for example, Latin America affiliates have trained 2790 emerging leaders since 2019, and 166 workers participated in leadership training in Asia.

IDWF also **conducted an organizational mapping** (using the Ford Foundation's Organizational Mapping Tool framework) to assess and evaluate its current performance and effectiveness and to prioritize and plan to address areas that need support. This exercise identified **financial management, fundraising and donor relations, administration, and organizational culture as key strengths.** The challenges identified arose from the complexity of the context in which IDWF operates, the strong variations that exist across different regions, and the fact that planning and monitoring is around projects rather than regions. The mapping suggested potential action to address these challenges could include designing a process with representatives from different regions as well as with key staff to accomplish the following:

- **identify the factors in the context and in different regions** that call for a system that deals with the nuances and – sometimes – significant variations across regions;

“We made significant strides to our first strategic goal of building organizational strength.”



IDWF STAFF AND EXECUTIVE COMMITTEE MEETING IN BELGIUM, SEPTEMBER 2022

- **propose ways of developing a system** that recognizes both the commonalities across regions as well as the variations and also includes projects; and
- **amend the current system** accordingly to enable all regions to plan and review their work as part of a common international system that also accommodates variations, timing, or modes in different regions and projects.

The mapping also suggested extending learning and evaluation into the regional system described above, offering continuous training and support around advocacy for affiliates to ensure they lead the political work around the organization, supporting affiliates to establish digital security around communications work, establishing a Help Line for threats against domestic workers, and supporting affiliates to develop communication skills while ensuring messages stay aligned, developing a plan to oversee organizational wellness, and reviewing IDWF's human resources policies and functions.

Capacity Building

2022 was the year for many affiliates across regions to take huge leaps forward in capacity building—the second major strategic IDWF goal—after almost two years of COVID restrictions. As a result, we are on our way to exceeding our strategic goal of having 30 affiliates in at least 25 countries gain the resources to conduct thematic campaigns and know what actions to take to create public awareness campaigns and government buy-in for advancing the working and living conditions of domestic workers and their families.

In Africa, 56 participants from 28 affiliates participated in virtual training on **democratic leadership**, which has led to increased union strength, leadership commitment, enhanced joint decision-making processes, **the inclusion of youth in leadership positions**, and democratic national congresses for 8 unions. Also in Africa, 45 leaders and members participated in **virtual training on social**



REGIONAL MEETING WITH GS ELIZABETH TANG AND UDW, NORTH AMERICA, OCTOBER 2022

protection, and paralegal training is set to kick off in Zimbabwe in 2023.

In Ecuador and Brazil, 37 new domestic worker leaders from 24 unions and 16 countries participated in **LUNA (Leadership, Unity, Renovation and Amplification) training** in political education and somatic awareness, both of which allow leaders to harness their abilities to grow and lead their organizations in a democratic and sustainable way. Other trainings in Latin America focused on integration and cohesion between cisgender and LGBTI domestic workers **through diversity and inclusion workshops**.

In Asia, over 5,000 domestic workers took part in capacity building trainings, participating in “Basic Orientation, Organizing and Unionizing Online to Offline (O2O)” trainings, in the online training “Basic Political Education for Women, in Organizers’ and Educators’ Training, paralegal training, media engagement, and negotiations trainings.

In Europe, a major focus has been on **strengthening the capacity of social dialogue** in the domestic work sector at the national and European level. In the Caribbean, 37 leaders from 3 IDWF affiliates and 5 other trade unions and domestic workers’ organizations took part in an October training around **ratification using the WIEGO-IDWF Toolkit on C189**. This training particularly revived interest and enthusiasm among leaders to organize and to improve domestic workers’ lives. Since the training, the group has continued to have monthly learning and exchange meetings. A similar training took place in Spain in December for 11 leaders of 5 affiliates.

“One of our strategic goals is having 30 affiliates in at least 25 countries...”

Thematic Campaigns and Research

Our affiliates were just as busy raising awareness and conducting research through thematic campaigns and research—our third strategic goal.

Affiliates in countries across Asia used June 16, **International Domestic Worker Day** to celebrate, protest, and through mass media and social media campaigns, demand domestic workers be included in social protection programs and labour laws. As a result, their campaigns received 247 media reports. This attention resulted in some forward momentum, especially in Indonesia, where the presidential office formed a Task Force for the Acceleration of a Domestic Workers' Protection Draft Law. Advocacy also continues for the **ratification of C189** in Indonesia and Nepal. In Africa, affiliates used June 16th to deliver national-level campaigns advocating for social protections. The campaigns included organizing demonstrations, producing and distributing leaflets, and participating in radio programs. And, in addition to facilitating the campaign on the ratification of C189 in Tanzania by bringing together domestic workers and high-level stakeholders, affiliates are continuing advocacy efforts toward the ratification of C189 in Ghana and Kenya. In Latin America, through national projects with 13 unions focused on Mexico, Colombia, Dominican Republic, Costa Rica, and Brazil, IDWF supported advocacy activities in efforts to advance social dialogue projects that support implementation of C189.

“The C190 Convention affirms that everyone has the right to a world of work free from violence and harassment.”



RESILIENCE AND SUSTAINABILITY:
Domestic Workers' Organizing through the Pandemic and Beyond

12 JUNE
9PM HKT
4PM DAR ESSALAM
10AM BUENOS AIRES

INTERNATIONAL
DOMESTIC
WORKERS
DAY 2022

Our affiliates also **took action and organized campaigns around C190**, an ILO Convention that is the first international labour standard to deal with violence and harassment in the workplace. It provides a common framework for action and a unique opportunity to shape a future of work based on social justice. The Convention affirms that everyone has the right to a world of work free from violence and harassment. It also provides the first internationally agreed-on definition of violence and harassment in the world of work, including GBV, as “a range of unacceptable behaviours and practices” that “are likely to result in physical, psychological, sexual or economic harm.” This definition protects anyone in the world of work, including trainees or apprentices, and individuals exercising the authority, duties, or responsibilities of an employer, and covers the public and private sectors, in the formal or informal economy, in urban or rural areas. In Indonesia, our affiliate held

a press conference, mass action, and public dialogues. Within the framework of the European Care Strategy, European affiliates called on the European Commission to encourage member states to ratify and implement C190 (and C189). Affiliates across Latin America held high-level and cross-sector meetings, advocacy campaigns, and workshops towards education around and ratification of C190. In Brazil, domestic workers trained in survey skills conducted research on GBV and harassment.

At a global level, IDWF launched a campaign called **Domestic Work, not Abuse**. GBV is a major priority for IDWF and all its affiliates, and IDWF was heavily involved in the multi-year ILO process to create C190. Our goal throughout was to ensure that the voices of domestic workers were heard loud and clear. Of particular importance to domestic workers is that “private spaces” are included as workplaces. Policies to protect workers have often excluded private homes, and thus have failed to protect domestic workers against GBV and harassment. Likewise, policies about domestic violence include people in kinship relationships but frequently exclude domestic workers.

The campaign is twofold. First, it aims to **support affiliates activities in case documentation**. Second, the campaign uses a **monthly worker story/spotlight to demystify various elements of what C190 addresses**, such as the nature of violence, the definition of a perpetrator, and the world of work spaces where violence could happen. In each case, we also highlight the legislative gaps in the country where the violence or harassment happened when it comes to protecting domestic workers from GBV.

International Domestic Workers Federation
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DOMESTIC WORK
Kuwait ← Philippines

The Story of MARIA
Travelled in **2017** | Age **32**
Worked for family of **03**

Abuse started
Employers found a picture of their child in Maria's wallet

They forced her to **falsely confess** and threatened that the police will hang her.

She was forced to drink contaminated tea and detergent, and was abused using iron, scissors, glue gun and

Maria suffered immense psychological trauma, was unable to speak, was throwing up whenever she smelled detergent, and lost the instinctive ability to protect herself from regular abuse.

Maria posted her story online through the daughter's tablet

Domestic Worker leaders SANDIGAN, supported Maria to file a police complaint and kept her case visible.

FREE MARIA

Domestic worker leaders organized, lobbied, and led the path to secure Maria's safety. Unionizing made negotiations and challenging legislation possible.

Today, Maria is back in the Philippines after staying 6 months at the embassy before repatriation. The former employer is free due to settlement.

LAWS IN KUWAIT	<input checked="" type="checkbox"/> LAWS PROTECT AGAINST: Physical assault Rape	<input type="checkbox"/> COUNTRY RATIFIED: C189 C190	<input type="checkbox"/> IMMIGRATION REGULATION: Kafala System
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C190
Violence and Harassment Convention

Everyone has the right to work free from violence and harassment.
The convention includes physical, psychological, sexual or economic harm.

Convention applies to all sectors, public and private, formal and informal.
Domestic workers are disproportionately affected by violence in the workplace.

SHARE YOUR STORY
WITH THE ATTACHED FORM



COSATU NATIONAL GENERAL CONFERENCE, SOUTH AFRICA, JUNE 22, 2022.



LABOUR DAY CELEBRATION AT NAKURU COUNTY, KENYA, MAY 2, 2022

IDWF also participated in the **Global Day of Action on Care**, conducting the webinar **“An Inclusive Care Agenda: Domestic Workers Define Their Framework.”** The webinar’s goals were to prepare a common understanding across contextual differences of how we define care for domestic workers in advance of ILC 2024, adapt the 5R ILO care framework to domestic workers, and frame the role of domestic workers in the care economy.

The session explored how to:

- **Recognize** domestic workers in the care agenda: in the Global South, domestic workers perform all types of labour, and there is little differentiation between care workers and domestic workers. When such differentiation exists, it is class-based and built on inequalities. Governments must recognize the skills of domestic workers and account for their experience.

- **Redistribute** care between households and institutions: domestic workers cover infrastructural gaps when institutional care is absent. For example, when the state should provide social healthcare but does not, domestic workers take on additional responsibilities to assist the sick. However, when they themselves are ill, they often do not receive care.
- **Reduce** the care burden and working hours: government should provide quality and affordable services to reduce the burden on domestic workers. Government must ensure the rights of domestic workers to rest and to decent work hours.
- **Reward** the skills and the experience of domestic workers. Currently, they are often paid under minimum and living wages.

- **Represent** domestic workers in the care agenda. These changes can be achieved by representing domestic workers in policy-making, giving them a seat on the table.

“ IDWF continues to advocate for the recognition of domestic workers as pivotal to the care economy, especially in the context of migration, where the global care chain continues to dispossess women workers and make them more vulnerable to poverty.



LABOUR DAY CELEBRATION, MEXICO, MAY 2022



Migrant Domestic Workers

MDWs are already pushed into precarious work circumstances, which the COVID pandemic has only made more fragile and harsher. MDWs' work conditions have worsened, and these workers have a higher risk of experiencing abuses and GBV. In response, IDWF and affiliates worked tirelessly in 2022 to follow through on **our fourth strategic goal—intensifying organizing and capacity building to raise visibility on MDWs issues and their representation in decision-making processes, especially on the care economy agenda.** For example, at the International Migration Review Forum (IMRF), IDWF held an event on the Freedom of Association, an essential right that is also prerequisite to all other freedoms for migrant workers. We published a statement on the same theme. In addition, through our Middle

East/North Africa (MENA) project, IDWF has been continuing to make contact, beginning to organize, and continuing to strengthen MDWs and their organizations. The IDWF also published [an official statement on decent work conditions for MDWs and all domestic workers in the Middle Eastern region](#) against the FIFA World Cup backdrop, paired with a [podcast](#) featuring five domestic workers in Qatar.

Affiliates in Panama led a major campaign to vaccinate MDWs against COVID-19. In Colombia, our affiliate has expanded its presence to the Colombian-Venezuelan border to recruit Venezuelan migrant women workers and has incorporated MDW issues into the civil society networks that work with migrants.

MDWs have been one of the priority objectives of our affiliate in Kenya. Under its Migrant Desk, KUDHEIHA managed to establish a returnee network in Mombasa, which has around 250 MDWs returnees from the Middle East.



MDWs' work conditions have worsened, and these workers have a higher risk of experiencing abuses and GBV.

The network, set up through WhatsApp groups, is now expanding to reach out to MDWs returnees in Nairobi.

In Lebanon, one mapping report involving eight different groups of MDWs groups was completed. The mapping is aimed at documenting the existing MDW groups as well as new groups or collectives that have emerged post-2019. It identifies which communities and nationalities MDWs represent, what led them to organize, where they operate, and internal and external dynamics.

In partnership with a local NGO, IDWF delivered three Mental Health Awareness Trainings to more than 60 MDWs participants from Sri Lanka, Ethiopia, Cameroon, Cote D'Ivoire, and Madagascar.

In Singapore, IDWF supported organizing through IPPMI (Ikatan Persaudaraan Pekerja Migran Indonesia), established last year by Indonesian MDWs, by mentoring and training leadership and members.

In Hong Kong, the Office of the Ombudsman released its direct investigation report on "Government's Regulation of Boarding Facilities for Foreign Domestic Helpers" in February 2022, which included our affiliate's recommendations.

2022 was especially challenging for Malaysia's MDWs, who faced longer-lasting restrictions, withheld days off, withheld salaries, and escalating physical and mental abuse. They were dealt a further blow through exclusion from the maternity protections, rest days, hours of work, holidays and other conditions of service, termination, layoffs, and retirement benefits clauses in Malaysia's Employment Act Amendment. Affiliates here led major campaigns against these conditions and exclusions, and MDWs now have a voice and representation in community service organizations and in mass media.

To raise visibility around and to discuss each of these themes, IDWF joined the Global Tribunal of Women Workers for a 6-day event featuring powerful testimonies from domestic workers that covered a range of topics: social protection coverage, access to justice, freedom of association, migration, occupational health, and safety from violence in the workplace. Our members provided moving accounts and spot-on analysis of their working conditions, providing the jury committee, composed of co-convening organizations and duty bearers, with a way forward.

A SEAT AT THE TABLE: INTERNATIONAL REPRESENTATION AND ALLIANCES

Domestic workers do not live single-issue lives. It's crucial for domestic workers to be present and heard in international fora on the issues that affect our lives—including women's rights, GBV, labour rights, and migration, to name just a few.

Below are some of the many international gatherings where IDWF represented domestic workers in 2022:

- January 2022. Meridian 180 Global Multilingual Forum. Gendered Transformations under the Pandemic in East Asia. Ritsumeikan University.
- March 2022. IDWF Events in 66th United Nations Commission on the Status of Women (UNCSW)
 - Policy Transformations During COVID-19: Informal Migrant & Domestic Workers (with DAWN).
 - Climate Change is a Labor Issue: Domestic Workers Demand Justice
 - International Women's Day: Silent No More: Domestic Workers Confront Violence at Work (with LabourStart).
 - Parallel event: Equality and justice for women workers: Launch of a Global Tribunal.
- March 2022. Migration, Gender, and Labor: Combating Violence and Harassment (C190), Centre for Migration, Gender, and Justice.



- April 2022. The rights of domestic workers in a sustainable and equitable COVID-19 recovery. Side event. Regional Forum on Sustainable Development for the UNECE Region. UN Women, International Labour Organisation, Government of Sweden.
- May 2022. [Freedom of Association: Migrant Domestic Workers Path towards Labor Rights](#), IMRF.
- June 2022. Count Domestic Workers In: Building Workers' Power and Resilience Towards an Inclusive and Equal Future, ITUC-AP and IDWF.

- September 2022. At the first ever Arab Trade Union Confederation's Women's Conference, the IDWF presented on the role of local trade unions in facilitating MDWs representation.
- September 2022. Global Learning Symposium (GLS) by the Spotlight Initiative Secretariat, an event just before one of the largest global gatherings on the issue of GBV, the 2022 Sexual Violence Research Initiative (SVRI) Forum.

- September and October 2022. Global Tribunal of Women Workers. The first 5 days included 12 domestic worker testimonies from all regions represented in the IDWF. The IDWF has also served as jury member for the recommendations.
- September 2022. For the second year in a row, IDWF participated at the UN SDG Action Zone, part of a high-level week at the UN General Assembly (UNGA), presenting in the session related to gender equality, specifically addressing the need for investment in the care economy and listing country examples and best practices.

COMMUNICATIONS SPOTLIGHT

Our 2021-2025 Strategic Plan includes Communications as a key tool through which to help build the federation, strengthen IDWF's organizational capacity and sustainability as a global federation, to advance our thematic campaigns on C189, C190, GBV, and the care economy, and to support the work around organizing MDWs.

It was a busy year in service of these goals, especially around expanding our brand identity and regional-specific representation, and the launch of a more attractive, accessible, and streamlined IDWF [website](#), which has improved analytics, a donations button, and a defined content strategy. We also developed a social media strategy, which resulted in big reach increases, particularly on Instagram (+85.9%), and an increase in likes across platforms.



PUBLICATIONS AND RESEARCH

From training packs on organizing against violence and harassment in the workplace, to manuals for household workers in Jamaica, to statements on International Migrants Day, decent work, and domestic workers, to webinars on the care economy, and to podcasts, IDWF and our affiliates produced a wide array of resources and research this year. Publications can be downloaded from [our website](#), and our videos and webinars can be viewed on our [YouTube channel](#).

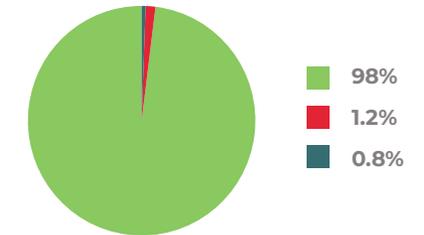


FINANCIAL REPORT: JANUARY – DECEMBER 2022

SOURCE OF FUNDS

The total incoming resources for the financial year ending 31 December 2022 is USD 1,282,950. Project funds remain the key resource, which is 98% of the total budget, followed by general donations and affiliations fees.

Source of Funds	USD
Affiliation Fees	9,958
General donations	15,561
Project Income	1,257,430
TOTAL	1,282,950

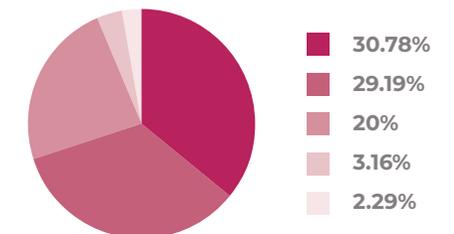


IDWF received funding from 12 funders to support its works and its affiliates. The key funders include Foundation for a Just Society (FJS), International Labour Organization (ILO), FNV Mondiaal, Open Society Initiative for Southern Africa (OSISA), Trade Union Solidarity Centre of Finland (SASK), and Women in Informal Employment: Globalizing and Organizing (WIEGO). IDWF is grateful to each of the organizations and foundations for their generous financial support over the years.

USE OF FUNDS

The total resources expended for the financial year ending 31 December 2022 is USD 2,743,948. The resources were expended to protect and advance domestic workers' rights and in organizational development at national, regional, and global levels.

Use of Funds	USD
National Programme	844,543
Regional Programme	800,879
Global Programme	548,920
Fundraising and Communication	86,658
Coordination and Management	62,948
TOTAL	2,743,948



The cash-on-hand as of 15 January 2023 is USD 3,062,282.

To ensure necessary funds are available for future and contingency expenses, IDWF set up a reserve for Congress (USD 250,000) and for staff costs (USD 24,180). It also created the Sustainability Fund, to which the United Domestic Workers of America, our affiliate in the U.S., is the first donor, generously contributing USD 15,000.

These extracts may not contain sufficient information to allow for a full understanding of the financial affairs of the IDWF. The full accounts will be available online after completion of all regulatory filings.

OUR AFFILIATES

Africa

Syndicat National des Employés d'hôtels et de Maison du Bénin (SYNEHM BENIN)
Botswana Domestic and Allied Workers Union (BODAU)
Syndicat National des Employés de Maison et de Gardiennage du Burkina Faso (SYNEMAG-B)
Union de Femme Domestique du Congo (UFEDOC)
Mulu Tesfa Domestic Workers Association (MTDWA)
Domestic Services Workers Union (DSWU)
Syndicat National des Employés de Maison de Guinée (SYNEM-GUINEE)
Associação Nacional de Proteção dos Trabalhadores Domesticos da Guine-Bissau (ANAPROMED-GB)
Syndicat Des Travailleurs Domestiques et Travailleurs de l'Economie Informel (SYTDTEI.CI)
Kenya Union of Domestic, Hotels, Educational Institutions and Hospital Workers (KUDHEIHA)
Kopanang Domestic Workers Association of Lesotho (KDWAL)
Domestic Workers Union of Liberia (DOWUL)
Commercial Industrial & Allied Workers Union (CIAWU)
Syndicat des Travailleurs Domestiques du Mali (SYNTRADOM)
Sindicato Nacional dos Empregados Domésticos (SINED)
Namibian Domestic and Allied Workers Union (NDAWU)
Syndicat National des Travailleurs des Hotels, Bars, Restaurants et Assimiles du Niger (SYNTHOBRA)
National Union of Hotels and Personal Services Workers (NUHPSW)
Syndicat des Travailleurs Domestiques et Indépendants de l'Economie Informelle (SYTRIECI)
Syndicat National des Travailleurs Domestiques (SYNTRAD)
South African Domestic Service and Allied Workers Union (SADSAWU)

Conservation, Hotels, Domestic, Social Services and Consultancy Workers Union (CHODAWU)
Syndicat National des Domestiques du Togo (SYNADOT)
Uganda Hotels, Food, Tourism, Supermarkets and Allied Workers Union (HTS-UNION)
Domestic Workers Union of Zambia (DWUZ)
Conservation of Hotel, Domestic Workers and Allied Union (CHODAWU-Z)
Zimbabwe Domestic and Allied Workers Union (ZDAWU)

Asia

Sendika Nasionalin'ny Mpiasa An-Trano Malagasy (SENAMAMA)
National Domestic Women Workers Union (NDWWU)
Independent Democratic Association of Informal Economy (IDEA)
Association of Domestic Workers (ADW)
Hong Kong Federation of Asian Domestic Workers Unions (FADWU)
National Domestic Workers Federation (NDWF)
National Domestic Workers Movement (NDWM)
Self Employed Women's Association (SEWA)
Gharelu Kaamgar Sangathan, Gurgaon (GKS)
Gharelu Kamgar Panchayat Sangam (GKPS)
Jaringan Nasional Advokasi Pekerja Rumah Tangga (JALAPRT)
Asosasyon ng mga Makabayang Manggagawang Pilipino Overseas (AMMPO)
Persatuan Pekerja Rumah Tangga Indonesian Migran (PERTIMIG)
Home Workers Trade Union of Nepal (HUN)
United Domestic Workers of the Philippines (UNITED)
National House Manager's Cooperative (NHMC)
Domestic Workers Union (DWU)
Protect Union (PROTECT UNION)
Domestic Caretakers Union (DCU)
Network of Domestic Workers in Thailand (NDWT)

Caribbean

Antigua Trades and Labour Union (ATLU)
Jamaica Household Workers' Union (JHWU)
National Union of Domestic Employees (NUDE)

Europe

CSC Alimentation et Services (CSC A&S)
Centrale Alimentation-Horeco-Services FGTB-Horval (Horval FGTB)
Centrale Générale FGTB (ACCG FGTB)
Gewerkschaft Nahrung-Genuss-Gaststätten
Federazione Italiana Lavoratori Commercio, Turismo e Servizi (FILCAMS CGIL NAZIONALE)
Federatie Nederlandse Vakverenigen (FNV)
Gewerkschaft Unia (UNIA)
Syndicat Interprofessionnel de Travailleuses et Travailleurs (SIT)
The Voice of Domestic Workers (VODW)
Imece (IMECE)

Latin America

Asociación de Trabajadoras del Hogar (ATH)
Unión Nacional Fenamutra de Trabajadoras del Hogar (UNFETRAH)
Sindicato Nacional de Trabajadora/es Domesticas (SINTRADOMES-CASC)
Unión Personal Auxiliar de Casas Particulares (UPACP)
Federação Nacional das Trabalhadoras Domésticas (FENATRAD)
Federación de Sindicatos de FESINTRACAP (FESINTRACAP)
Sindicato Nacional de Trabajadoras del Servicio Doméstico (SINTRASEDOM)
Unión de Trabajadoras Afrocolombianas del Servicio Doméstico (UTRASD)
Asociación de Trabajadoras Domésticas (ASTRADOMES)
Sindicato de Mujeres Trabajadoras del Hogar Remuneradas Salvadoreñas (SIMUTHRES)
Sindicato de Trabajadoras Domésticas Similares y a Cuenta Propia (SITRADOMSA)
Red de Mujeres Empleadas del Hogar, Asociación Civil (RMEHAC)

Sindicato Nacional de Trabajadores y Trabajadoras del Hogar (SINACTRAHO)
Sindicato de Trabajadoras Domésticas del Departamento de Granada "Claudia Chamorro" (SINTRADOMGRA)
Federación de Trabajadoras Domésticas y Oficios Varios "Julia Herrera Pomares" (FETRADOMOV)
Sindicato Nacional de Trabajadoras del Hogar (SINTRAHO)
Sindicato Gremial de Trabajadoras y Trabajadores del Servicio Doméstico y Similares (SINGRETRADS)
Sindicato de Trabajadoras Domésticas y Afines de Itapúa (SINTRADI)
Sindicato de Trabajadoras del Servicio Domestico del Paraguay (SINTRADESPY)
Centro de Capacitación para Trabajadoras del Hogar (CCTH)
Federación de Trabajadores y Trabajadoras del Hogar Remunerados del Perú (FENTRAHOGARP)
Instituto de Promoción y Formación de Trabajadoras del Hogar (IPROFOTH)
Sindicato de Trabajadoras y Trabajadores del Hogar de la Región Lima (SINTTRAHOL)

MENA

Domestic Workers Solidarity Network in Jordan (DWSNJ)
Sandigan Kuwait Domestic Workers Association (SKDWA)
Bayanihang Domestic Worker Qatar (BDWQ)

North America

National Domestic Workers Alliance (NDWA)
United Domestic Workers of America (UDWA)

OUR FUNDERS AND PARTNERS

IDWF is grateful for the support of the following organizations:

- European Federation of Trade Unions in the Food, Agriculture and Tourism (EFFAT)
- Porticus
- FNV Mondiaal
- Foundation for a Just Society
- Friedrich-Ebert-Stiftung (FES)
- Global Union Federations (GUFs)
- International Labour Organization (ILO)
- International Trade Union Confederation (ITUC)
- International Union of Food, Agricultural, Hotel, Restaurant, Catering, Tobacco and Allied Workers' Associations (IUF)
- Kommunal Municipal Union
- National Domestic Workers Alliance
- Novo Foundation Fund of Tides Foundation
- Oxfam
- Olof Palme International Centre
- Open Society Foundations
- Open Society Initiative for Southern Africa (OSISA)
- SASK – Trade Union Solidarity Centre of Finland
- Swedish International Development Cooperation Agency (SIDA)
- The International Federation of Workers' Education Associations (IFWEA)
- UN Women
- United Domestic Workers of America
- Women in Informal Employment: Globalizing and Organizing (WIEGO)

and the many more who enhance our resources and enable IDWF to grow stronger.

WHO WE ARE

Office Bearers

President: Myrtle Witbooi

Vice President: Carmen Britez

General Secretary: Elizabeth Tang

Executive Committee Members – Titular

Gilda Blanco, NDWA, USA, North America (till October 2022)

June Barrett, NDWA, USA, North America (from December 2022)

Shirley Price, JHWU, Jamaica, Caribbean

Andrea Morales Perez, FETRADOMOV, Nicaragua, Latin America

Novelita Valdez Palisoc, UNITED, Philippines (till October 2022)

Perlita M. Fransico, UNITED, Philippines, Asia (from January 2023)

Femke Buys, SCS A&S, Belgium, Europe

Executive Committee Members – Alternate

Asmaou Bah, SYNEM-GUINEE, Guinea, Africa

Gyanu Maya Kshastri, HUN, Nepal, Asia

Norma Nelson, ATLU, Antigua & Barbuda, Caribbean

Wendy Paula Galarza, FILCAMS CGIL, Italy, Europe

Doug Moore, UDWA, USA, North America

OUR AFFILIATIONS

The IDWF is affiliated to two other global organizations:

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

<http://www.iuf.org>

Women in Informal Employment: Globalizing and Organizing (WIEGO)

<http://www.wiego.org>





THE INTERNATIONAL DOMESTIC WORKERS
FEDERATION (IDWF) IS A MEMBERSHIP-BASED, GLOBAL
ORGANIZATION OF DOMESTIC WORKERS.

WE AIM TO UNITE DOMESTIC WORKERS TO FIGHT FOR
OUR RIGHTS, OVERCOME EXPLOITATION AND ABUSE,
AND SECURE DIGNITY, JUSTICE AND SECURITY.

IDWFED.ORG

