



International Domestic
Workers Federation

IDWF STRATEGIC PLAN 2020 – 2025

2020
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2025



INTRO- DUCTION

*The story behind the birth and progress of
the 2020–2025 Strategic Plan*

In early November 2019, a year after the invigorating and successful 2nd Congress in Cape Town, the IDWF Executive, Regional Coordinators and the Secretariat staff met in Hong Kong to map out the next 5-year strategic plan (2020–2025). The resolutions adopted at the 2018 Congress became the goals and framework for the strategic planning process. The IDWF leadership team reflected on our achievements and lessons learned while mapping out where and how to prioritize our resources in order to maximize the impact and our reach as a global federation.

We are now at the midpoint of this current strategic plan. A lot has happened over the last 3 years. The global COVID pandemic has ravaged communities, robbing us of our loved ones and causing so much pain and devastation throughout the world. IDWF and its affiliates have pivoted and focused their energy and time on the emergency relief support efforts (For more detailed activities, please refer to the Report to the Congress).

There is no doubt that the pandemic has dramatically exposed and deepened the systemic inequalities and widening gaps of poverty that



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domestic workers experience worldwide. In the global context of rising hate crimes, anti-Black racism, gender-based violence (GBV), and all other forms of discrimination, this 5-year strategic plan document with its affirming vision and strategic roadmap is now more relevant than ever before.

While the pandemic might have stalled some of the targeted numbers set in the strategic plan, the implementation of the 4 priority areas - federation development, capacity building, thematic campaigns advocacy work and representation of migrant

domestic workers (MDWs)- has stayed on course across all regions. As part of the recovery from the pandemic, they are part of the most direct and impactful strategies in tackling the injustices and systemic barriers that have kept women domestic workers excluded for far too long.

In addition, this global crisis has driven the affiliates to be more pro-active and resourceful in their fundraising activities and recognize the importance of being financially self-sufficient. As a result, the IDWF sustainability strategies as mandated in Resolution 16 have taken off with

overwhelming participation and positive outcomes from the affiliates (please refer to the Sustainability Report for further details).

While there are challenges, there are also a lot of accomplishments for the 2023 Congress delegates to celebrate. Collectively, as a growing movement of domestic workers, IDWF will move forward with courage, dignity and solidarity.

Global Domestic Workers at a

GLANCE

Almost

76

MILLION

people in the world are domestic workers.

One out of 6 (17.2%)

17.2

of all domestic workers worldwide are migrant domestic workers (MDWs)

More than three-quarters (76.2%) of domestic workers are women.

57.7

MILLION

sources: ILO Report (2022), WIEGO and ILO Global Estimate on Migrant Domestic Workers 2015



There is no social justice without decent work for domestic workers!



Gilbert F. Houngbo, ILO Director-General on the International Day for Domestic Workers, June 16, 2023, calling upon all countries to ratify C189

OVERALL IDWF VISION:

to build a strong, democratic and united global federation of domestic workers to protect and advance the rights and dignity of domestic workers everywhere.

IDWF PRIORITIES

as a Federation

We have been concentrating our efforts on the following priorities:



Myrle Witbooi, late president of the IDWF, standing in front of the visual Theory of Change developed during the Strategic Plan meeting.

- 1** Federation Development
- 2** Organizational Capacity Building for robust and sustainable growth
- 3** Strengthen efforts on thematic Campaigns and Research
- 4** Focus on the organizing and representation of migrant domestic workers

Framing the Strategic Plan

with the Resolutions adopted in 2018 Congress



Composite resolution on human rights and anti-discrimination



Quality Child Care for Domestic Workers



Rights of DWs in a comprehensive system of care



Developing Solutions to the Care Crisis



Protection of Migrant Domestic Workers (MDWs)



Promotion of Environmental Protection



Building Power for Domestic Workers in the Online Economy



On Domestic Workers Health and Safety



Eradication of Child Labour



To eradicate Gender-based Violence (GBV)



Appointment of an Assistant General Secretary



On Ratification of C189



Consolidating the Base of the IDWF and its Affiliates



The role of the State in protecting the rights of Domestic Workers



On Solidarity with the Labour Movement



A Sustainability Strategy for IDWF

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FEDERATION DEVELOPMENT



PRIORITIES & OBJECTIVES

- Aim to Increase DW membership worldwide to 1 million by 2025
- Aim to recruit 21 new affiliates from 16 countries by 2025
- Sustainability Strategies: to strengthen the organizational and financial sustainability of IDWF as a global federation as mandated in Resolution 16
 - o To develop a comprehensive strategic plan on the Sustainability project of IDWF and its affiliates
 - o To implement the recommendations of the Sustainability Report in strengthening IDWF and its affiliates' financial management system and income-generating capacity
 - o To set up and operationalize the IDWF Sustainability Fund with accountability and transparency
- Enhance a strong and effective communications system to raise the visibility of IDWF affiliates and their active engagement
- Increase the membership and representation of migrant domestic workers
- Mobilize global thematic campaigns on country ratification on C189 and C190, building strong international presence and representation on behalf of DWs



CAPACITY building



PRIORITIES & OBJECTIVES

Ensure all affiliates have basic organizational capacity and resources to become effective DW advocates.

- o IDWF to develop a comprehensive profile on each affiliate's current organizational capacity and needs,
- o Strengthen affiliates' organizational capacity via regional training and support
- o Strengthen IDWF and the affiliates' income-generating capacity and financial sustainability.

Leadership Development

- o Aim to recruit and train 7350 emerging leaders, member organizers and trainers across the regions including 1500 new leaders at the national level 2025

- o Strengthen opportunities for DW leaders to realize their full potential
- o Develop and nurture DW leaders from the bottom up with solid mentoring support
- o Deepen our leadership development at the global level

Strengthen affiliate capacity on new member organizing, member engagement and membership retention

- o Support affiliates with systematic training support, incentives and other innovative strategies on membership growth and retention
- o Strengthen affiliates' knowledge and skills in building local units from the bottom up and promote democratic participation among membership

Thematic Campaigns & Research



PRIORITIES & OBJECTIVES

Ratification of C189

- o Aim to expand the country ratification target to 13 by 2025 and work towards having 10 country ratifications by the next Congress in 2023
- o To use 2021 as the 10th anniversary of C189 to intensify campaign readiness and build public support for a decent work agenda for DWs
- o To monitor and strengthen the implementation of C189 in countries that have ratified

Ratification of C190:

- o Aim to have an additional 16 countries ratified C190 by 2025
- o To raise awareness among affiliates on GBV and C190
- o To support and build capacity

among affiliates to address GBV issues

- o To increase the international representation and voices of DWs on GBV

Care Economy and the Care Needs of DWs

- o To raise awareness the role of domestic workers in the care economy and their own care needs, especially in the child-care need for their own children,
- o To organize a Global Action Day on Care in a number of countries
- o Effective DW representation in international task force group on Care economy

To Strengthen Social security protection

- o To raise awareness among domestic workers on the importance of social security protection and benefits
- o To empower and enable DW activists to be strong advocates on social security protection within their local governments

To integrate the principles of human rights and anti-discrimination (Composite resolution 1) into all facets of our thematic campaigns and advocacy work.

- o To strengthen our campaigns with a deeper analysis of systemic inequalities grounded in the lived experiences of domestic workers
- o To broaden IDWF alliances with rights based organizations in ending human rights violations and abuses of DWs and other workers.



MIGRANT DOMESTIC WORKERS



PRIORITIES & OBJECTIVES

Prioritize affiliation of MDWs and develop organizing strategies with MDWs

- o Expand and Organize 10,000 MDWs into unions/ associations
- o Training of MDW organizers

Empower and build capacity of MDW organizations including advocacy skills

- o Promote and strengthen 3000 MDWs' own awareness of their rights as DW and laws in the destination countries.

- o Develop the leadership capacity of MDW activists with organizing and campaigning skills as well as their advocacy skills in speaking out against human rights abuses and discrimination.

Convene gatherings of MDW leaders at regional and international levels to facilitate the sharing of strategies and raising public awareness of MDWs



The cover features a dark blue background with a faint, stylized map of the world. A bright green rectangular block is positioned at the top left. The title is centered in white, bold, sans-serif font.

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