



International
Domestic Workers
Federation

2018
-
2023

Five Year Report of IDWF

BUILDING POWER, REALIZING RIGHTS



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IDWF OUTCOMES

REPORT 2018 – 2023

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01

INTRO- DUCTION



SECTION

The 2018 IDWF Congress hosted by our founding President, the late Myrtle Witbooi and her Union, SADSAWU in Cape Town was a resounding success. Delegates went back to their home communities with shared sense of purpose, renewed energy and commitment.

Over the last five years, despite the devastating losses and setbacks caused by the COVID-19 pandemic, our 88 affiliates across the 7 regions have risen up to the challenges and worked tirelessly to expand and deepen the work of IDWF as a global federation.

This IDWF Outcomes Report is very much a reflection of that sense of optimism, pride and solidarity. The report highlights the strides that we have made in our 4 strategic priority pillars since the last Congress at the international, regional and national levels. From the numerous examples of outcomes reported from across the globe, our domestic worker leaders have been proud and relentless in inserting their voices, taking their space and asserting the rights for all domestic workers.

During the pandemic, our affiliates have forged ahead with their organizing, advocacy leadership and presence across

the globe. From organizing community soup kitchens to providing shelter to migrant domestic workers stranded in hosting countries, our domestic worker leaders tirelessly took care of each other and those who were most vulnerable in the local communities.

We salute and extend a huge debt of gratitude to all the affiliates – their leadership, activists and our staff - for their immeasurable dedication, creativity and can-do attitude through such challenging times.

As we mark the 10th anniversary of the founding of IDWF, we are keenly aware of the challenges ahead. At the same time, we are reminded of the powerful organizing, courage and resiliency of domestic workers all over the world. For decades to come, IDWF will continue to keep organizing and making sure that changes will never be too little or too late for domestic workers.

Finally, this report is dedicated to our beloved founding President, Myrtle who left us way too soon. It is in this myriad of activities that build union capacity, nurture DW leaders and grow and sustain IDWF that Myrtle's legacy lives on!

Myrtle Witbooi speaking at the International Labour Conference (ILC) 2018 - Stop GBV at Work

IDWF: A CHANGE-MAKING ORGANIZATION

From the four year period from 2019 to 2023, IDWF has been able to harvest over 400 positive outcomes.



2019 - 2023

400
Positive Outcomes

This represents more than 400 different points of change in actions, relationships, policies, and practices of one or more social actors targeted by IDWF activities.

The analysis for 2023 was completed from April-July 2023 so outcomes for just one half of the year for 2023 are included.

As noted in the Appendix, IDWF has only recently begun capturing outcomes so it is likely that there were even more changes or outcomes realized that have not been fully captured for this analysis.

Finally, given the sheer volume of outcomes realized by IDWF in the past four years, only a portion of them can be reflected in this report.

PANDEMIC-SPECIFIC OUTCOMES

04



The COVID-19 pandemic disrupted organizing and mobilizing for many months, and required new ways of working as well as innovations in programming to respond to the critical needs of domestic workers at a very difficult time.

As a result, IDWF leadership pivoted to set up a Solidarity Fund to provide our global affiliates with emergency support, such as food, cash, PPEs, and information regarding health and safety. With the help of donors and allies, IDWF raised and allocated over USD 1 million to meet these needs, and to respond to new issues as they came up for approximately 20,000 domestic workers.

Here are some highlights of pandemic-specific outcomes at the regional level:

AFRICA

During Covid-19, KUDHEIHA in Kenya was able to support the MDWs who came back from Country of Destination (mainly referring to MENA) and supported them with food and shelter.

IDWF leadership set up a Solidarity Fund to provide our global affiliates with emergency support, such as food, cash, PPEs, and information regarding health and safety.

In Zambia, DWUZ, 12 members had successfully negotiated and won the overtime allowance for themselves. Some of them have been able to get wage increments and leave days which did not exist before.

LATIN AMERICA

In the Dominican Republic the 3 unions UNFE-TRAH, SINTRADOMES and ATH successfully advocated for the inclusion of domestic workers into government emergency cash relief support “stay home” bonus whereas previously the domestic sector was excluded due to the lack of a national registry of domestic workers. The 3 unions managed to create a national registry facilitating the task to the Ministry of Labor so the sector could be included.

In Brazil, FENATRAD successfully advocated for a constitutional amendment that includes domestic workers (who were previously excluded) as a ‘priority group’ in the vaccination plans

In Colombia (UTRASD and SINTRASEDOM, Peru (SINTTRAHOL, FENTRAHOGARP, CCTH, IPROFOTH) and Argentina (UPACP) successfully advocated to their national governments to enact OHS legislation (Occupational Health and Safety) for domestic work sector in times of Covid-19.

ASIA

During the pandemic in the Philippines, leaders of all local chapters of the UNITED Domestic Workers Union managed to get 565 members being covered by government programs, including: TUPAD (emergency jobs), Social Amelioration Program (Emergency Cash Relief) and Relief Operation (distribution and foods).

NORTH AMERICA

During the pandemic United Domestic Workers in California, US successfully fought to protect minimum wage increases, end a 7% reduction in hours for home care workers, obtain Personal Protective Equipment (PPE) for our workers, and we won a total of \$100 million to keep many family child care providers from having to close their doors for good in the state of California.

Furthermore, many domestic workers leaders overcome the technology barriers of digital communication and learnt rapidly how to use the online tools with the guidance and support from IDWF. They are able to outreach and assist the members through mobile phones. Overall, IDWF experienced increased participation on digital communication using Zoom and Google links because of increased access to laptops, training and funds for communication.

05

IDWF STRATEGIC PILLARS (2021-2025)



**FEDERATION
DEVELOPMENT**



**CAPACITY
BUILDING**



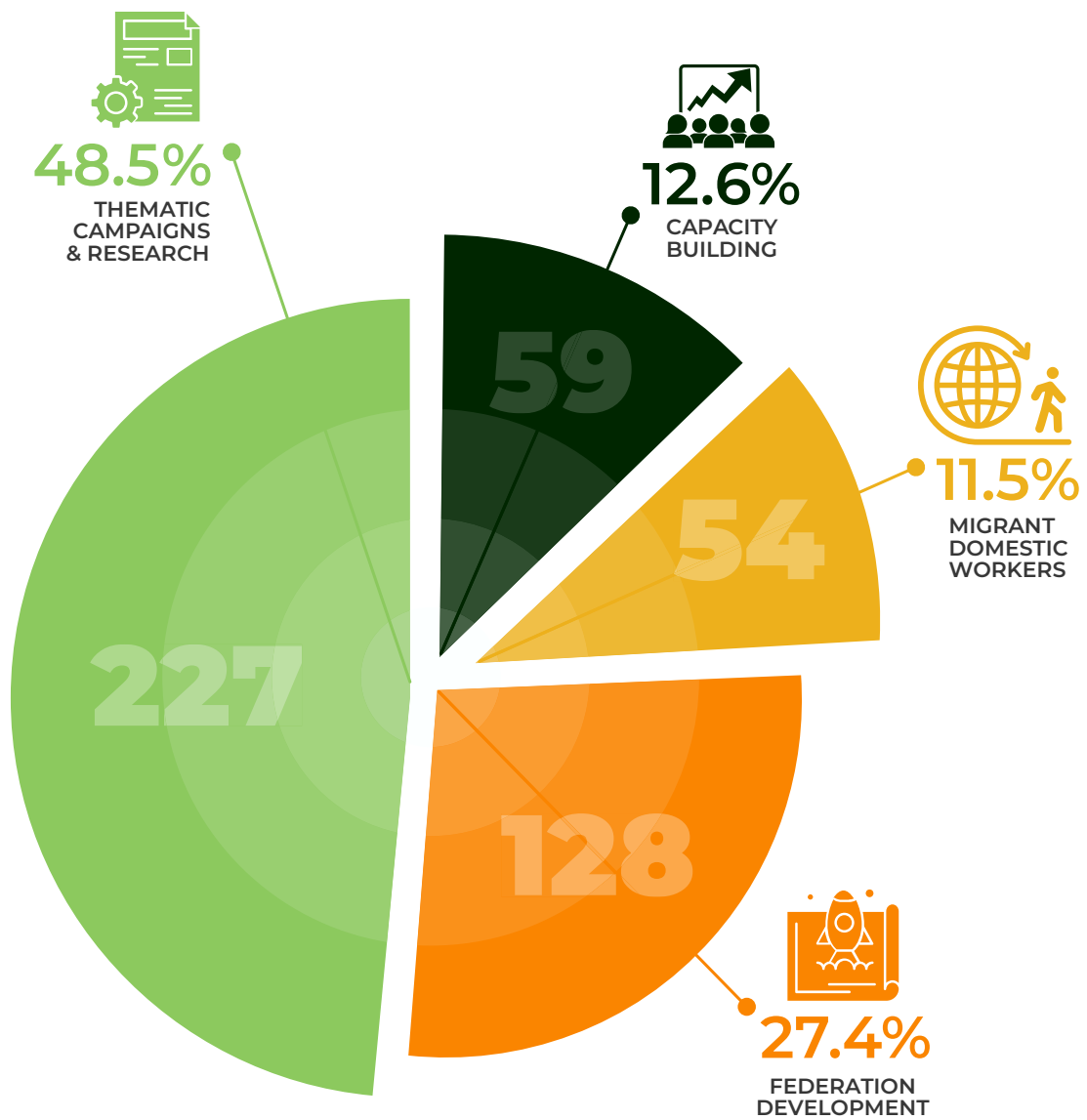
**THEMATIC CAMPAIGNS
AND RESEARCH**



**MIGRANT DOMESTIC
WORKERS**

SECTION _____

EGIC PLAN (-2025)





IDWF welcomed a total of 21 new affiliates over the four-year period.

This brings the total number of IDWF affiliates to 88 organizations across 68 countries, representing a total of 675,404 individual domestic workers.

At the end of 2018, IDWF had 68 affiliates from 55 countries, representing over 500,000 domestic workers. The membership numbers in 2023 represent an increase of 29% in affiliate numbers and a 35% increase in the number of domestic workers represented over the past four years.

The affiliates have improved their affiliation fees paying status, from 54% in 2019/2021 to 94% in 2022.

In 2022, through the regional consultation and discussion in the Exco, the majority of affiliates have agreed to increase the affiliation fees to IDWF (the increase is approximately 10-30 USD).

More funders are willing to support IDWF in recent years, e.g. AVINA, PORTICUS, FJS, OSF, OSISA and Ford, in addition to those which have supported us before 2018.. This has diversified IDWF's project income.

The annual budget of IDWF increased to USD 5 million in the financial year of 2023.

At the end of 2018, IDWF income was just over USD 1.6 million, so this represents growth of over 200% in just four years.

The new funding allowed for projects in Asia, Africa, MENA, Europe, Latin America and the Caribbean, as well as for core/operational support for communications and advocacy at the global level. It also meant that IDWF could

shift its operational base from Hong Kong to Geneva as the political situation deteriorated.



From 2018 to 2022 in the LA region (23 unions, 15 countries) achieved greater unity, trust and a shared political vision for movement in the region in regards to a regional union agenda & strategy for implementation of national labor legislation, C189 and care economy



In Lesotho, KDWAL held a Congress on 9th October 2021 and there is a newly elected Executive Committee in place. The delegates were from 5 regions. During the Congress 9 women were elected into the leadership positions out of 10 positions.

DWUZ in Zambia held its Congress on 28th January 2022. 50 members attended, of which 43 were women and 7 men. They had 10 invited guests from the Zambia Congress of Trade Unions, Association of Domestic Workers Employers and Election Observers from the Ministry of Labour. All the leaders elected were women and this was a great achievement as beforehand it was a male-dominated union.

SENAMAMA in Madagascar Constitution approved and adopted by the congress. Eight leaders were elected democratically and took the office in presence of the IDWF President Myrtle and IDWF Africa Regional and Program officer of Africa who participated virtually in the organizing meeting. Among these eight leaders, seven of them are women.

Most of the African affiliates are now governed by leadership with women as majorities. The women domestic workers leaders are now making decisions and representing themselves.



In India, The Domestic Work sector has become one of the strongest trade groups within the larger SEWA union with more domestic workers as leaders. A majority of the leaders in the union are aware of their rights like minimum wages and other conditions of work and have the experience of taking part in struggles both at the local and some at the national level too.

There is an establishment of National Domestic Workers Committee in SEWA which consists of 10 leaders from 8 states plus Secretary of SEWA Kerala. This committee is a step forward of grassroots leaders in SEWA.



In 2019 in Namibia, after the independence from Labour Resource and Research Institute Namibia (LaRRI) in 2018, NDAWU has expanded its National Executive Committee (NEC) from 13 people to 20 and held quarterly meetings.



In 2020-2021 in Colombia SINTRASEDOM expanded and consolidated the union branches to 8 more provinces outside the capital where the majority of the leaders are migrant domestic workers



In Zimbabwe, ZDAWU has restructured and filled gaps in 7 branches. Now women are occupying 7 out of 9 positions in each committee. In the national congress on 4th December 2021, 10 women were elected out of the 11 positions in the National Executive committee.



In February 2023, the Exco approved the IDWF accounting policy which outlines the approval procedure, division of work and procurement etc. This strengthened the governance of the IDWF, as well as promoting transparency and accountability.

New and capable leaders are emerging among the IDWF affiliates, hence stakeholders (governments, trade unions and other CSOs) are increasingly engaging the IDWF affiliates in dialogues and deliberations of policies for domestic workers.

With the support from other funders, IDWF sent 20 delegates to the 108th Session of the International Labour Conference, Geneva, June 7 – 21, 2019. The key achievement for the IDWF and all workers is the adoption of the ILO Convention 190 on Ending Violence and Harassment in the World of Work. Together with the C189 Decent Work for Domestic Workers, this Convention provides a second instrument to domestic workers' to claim their rights. The C190 defines workers' rights in the world of work, which is a major breakthrough from the traditional workplace concept.

The IDWF has become a member of a GUFs Gender-based Violence Committee aiming to collaborate on material production to raise awareness on gender-based violence and the C190.

IDWF as a representative voice of domestic workers in labor is recognized as it is being included in global alliances such as the Global Alliance for Care comprising over 100 member organizations, the MPower and others

In 2022 IDWF was included in an Alliance on Women's Economic Empowerment in 2022 working on data-gathering on the Care Economy, called WeProsper.

Also in 2022 IDWF co-convened the first Global Tribunal on Women Workers' Rights in September 2022 which had representatives from women in informal economy: Domestic workers were the demographic most represented at the Tribunal.

Building Power

Domestic workers and other workers generally recognize the IDWF as the representative domestic workers organization globally and being part of it is one of their organizations' objectives.

IDWF as a representative voice of domestic workers in labor is recognized as it is being included in global alliances such as the Global Alliance for Care comprising over 100 member organizations, the MPower, the ITUC-GUFs Care Alliance and others.



The government in Qatar engages the IDWF on the issues of migrant domestic workers for legal change and implementation in the country.



In Europe, employers associations, the EU and trade unions accepted the IDWF as a social partner.



In June of 2023 the National Secretariat of Care and Family of the federal government in Brazil, invited IDWF and our affiliated organizations FENATRAD (Brazilian national federation of domestic workers) to part-take on the inter-ministerial working group for policy design of the Brazilian National Care System. The importance of such strategic positioning of IDWF and FENATRAD in these working groups ensures that the needs and demands of decent work for domestic workers will not be left out of the negotiation table.



In January 2023, the Arab Trade Union Confederation migration coordinator expressed his interest to coordinate

with IDWF on establishing a Mena work plan aiming to initiate a common strategy on domestic workers labor law reforms with the local trade unions within the region.



In February 2023, Chilean, Brazilian, Dominican Republic and Peruvian vice-ministries of labor requested IDWF to share its C189 implementation tool-kit to be used in their work with domestic workers unions.

From 2018 to 2023, 70% of affiliated unions (Mexico, Costa Rica, Argentina, Chile, Brazil, Peru, Dominican Republic, Colombia, Nicaragua, Paraguay) part-take in inter-institutional round tables for the implementation of C189 in their countries.

From 2020 to 2023, 40% of affiliated unions (Argentina, Chile, Colombia, Brazil, Dominican Rep, Costa Rica) participate in inter-institutional round tables for the development of national care systems in their countries.







CAPACITY-BUILDING



In 2019 in India, The building of women leadership has helped the women to access the services, file the complaints and make inquiries when they go to the local police station and government administration. Domestic workers in some areas are now getting access to drinking water and childcare services.



In Madagascar, in collaboration with the ILO, workers' rights awareness and leadership training were conducted for over 300 domestic workers including migrant returnees from the Middle East leading to the formation of the first-ever domestic workers union in the country. As a unified voice, the domestic workers were able to give their input in the process of ratification of C189 by the government in June 2019.



In Latin America, participants of the regional leadership school for domestic workers LUNA (Leadership, Unity, reNewal, Amplification) reported that the program enabled a deep internal change. Participants feel overall more confident about their qualities as leaders, and more able to grow their organization.

LUNA has graduated 80 new leaders from 26 domestic workers unions from 15 countries. 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 and leaders reported an extensive list of allian-

ces and partnerships either created or strengthened during the program.

LUNA participants from 2019 and 2022 also reported having recruited a total of 14,445 new members for the entire region during the period of the program, representing an overall increase of 10.9% in membership. Participants also reported an increase of 3,000 new leaders among all 26 participating organizations. LUNA graduates are occupying key ministerial positions in progressive national governments, such as Chile and Brazil. Most of LUNA's leaders have gained a seat in inter-ministerial social dialogue spaces through their unions. These domestic workers are actively negotiating and co-designing national agendas for effective implementation of Convention 189 decent work agenda and national care systems.



At the regional level in Asia, 1,428 domestic workers leaders and members have been trained on the understanding of gender-based violence (GBV) and related issues. These workshops and training have especially brought confidence to domestic workers to share their experience and to assertiveness to combat GBV. Domestic workers leaders are bit by bit taking up the issue. They have started to handle cases and bring the GBV issues in their local area.



In Francophone Africa, the leaders through various training like planning, trade unionism, communications leadership, negotiation and advocacy skills, have been able to develop the action plan of their unions, implement them according



to the plans and write the narrative and financial reports and submit them to IDWF.

African affiliates have also realized that they can defend their own rights and not have someone else do it for them, and that through negotiation they can maintain good relations that can help them win their case (this is the case in Kenya with migrant workers, for example).





THEMATIC CAMPAIGNS & RESEARCH



35 countries have ratified the C189 and over 80 have enacted legal reforms.

IDWF and its affiliates are now active in promoting countries to ratify C190—and in implementing its important protections. As a result of collaboration and joint efforts with and by other movements and trade unions, there are now 31 ratifications of C190.



In 2019, the Inter American Human Rights Commission session in 2019 in Bolivia dedicated a session on discrimination of domestic workers concluding with a resolution that governments must take action to end it. It is the 1st time that the case of domestic workers is brought to the IHRC and a delegation of Latin American domestic workers leaders from Brazil, Costa Rica, Nicaragua, Chile, Peru and Bolivia presented the cases.

In 2019, years of advocacy by domestic workers in Mexico garnered a major success: new legislation that grants domestic workers basic labor rights. The law specifies that domestic workers have the right to the same minimum benefits as any other worker, including a minimum wage, social security, health care and maternity leave. It bans domestic work for people under 15 and limits work hours for older teenagers. For live-in workers, it obligates nine consecutive hours of rest. The new legislation will benefit more than two million people — most of them impoverished women. (SINACTRAHO, RMEHAC)

In 2019 In Paraguay, affiliates won a historic national law reform that mandates that domestic workers be paid 100% of the minimum wage. Previously domestic workers were allowed to be paid 60% of the minimum wage. (SINTRADI and

SINTRADESPY) In 2020 After a successful strategic litigation strategy Mexico's pilot program giving domestic workers access to social security and healthcare benefits is now permanent. Many of the recommendations and suggestions of SINACTRAHO and allies were included in the final version of the program. By coordinating closely with the Mexican Social Security Institute (IMSS) to disseminate information to both workers and employers, holding information days in different states, 49,000 domestic workers registered in social security (as of June 2022), while in 2018 less than 1,000 were registered.



In 2019, a Consultation of domestic workers on organizing and decent work was held in Madagascar. It was the first of its kind, bringing domestic workers in 2 provinces, to share their issues and discuss the strategies to address those issues. Among them was the ratification and implementation of the C189 to enable domestic workers to be covered by legal rights protection. The 2 consultations meetings were very well attended with a total number of 303 domestic workers.

In a historical advancement, South Africa has a National Minimum Wage, R3 500 monthly / R20 hourly effective from 1st January 2019. However, domestic workers were initially entitled to just 75% of the Minimum Wage. SADSAWU has put a lot of effort to fight against discrimination and unfair wages. The government eventually agreed to increase the entitlement of national minimum wage for domestic workers from 75% to 85% effective on 1st December 2019. On 19 November 2020, in its landmark decision in Mahlangu and Another Vice Minister of Labour and others, the South

African Constitutional Court confirmed COIDA was unconstitutional to the extent that it excluded domestic workers in private households from the definition of “employee” and denied them compensation in the event that they contracted diseases or suffered disability, injuries or death in the course of their employment. Implementing legislation has followed this important decision. (SADSAWU)



In 2020, in Indonesia a number of 1,800 domestic workers registered under the social security scheme (injury, death and old saving scheme) and this was paid by employers.



In 2020 In Argentina, UPACP made a historic agreement with the Ministry of Women and SACRA, an employers’ association, “for working conditions with equality and without violence and harassment.” The agreement covers 5 areas: women’s leadership and diversity in unions; work without harassment and violence; relationship between care policies and work-family co-responsibility; reduction of labor gaps; and particular sectors such as migrant, rural and indigenous populations. UPACP also won a major victory with the inclusion of domestic workers into the pension benefits scheme.

In Chile in 2020, in the midst of the pandemic FESINTRACAP won unemployment insurance for domestic workers—a rarity in the region and across the globe.



In 2020-2021, at a global level, the IDWF published the study on the impacts of COVID on domestic workers in LA and Africa, as well as assisting affiliates in Asia to conduct the national impact study. The research made it pos-

sible to visualize the situation faced by domestic workers globally and in each country, its data was widely disseminated, quoted by journalists and cited in advocacy actions.



In January 2023, at a press conference in Jakarta, President of Indonesia Joko Widodo ordered the Minister of Law and Human Rights and Ministry of Manpower to immediately coordinate and consult with the House of Representatives for the passing of the Domestic Workers Bill.



In February 2023, IOM office in Bahrain, contacted IDWF to ask for the possibility of supporting the new LMRA DWs arrival orientation project through the federation’s training resources and expertise.

More francophone affiliates have been able to negotiate with employers and the government on the rights of domestic workers and for the first time there has been participation by domestic workers leaders in the national social dialogue forum.



Through IDWF’s active participation both inside and outside the formal process, many of the domestic workers’ concerns were captured in the debate and a few even included in the C190. IDWF worked to ensure the voices of domestic workers were heard in this process. Of particular importance to domestic workers is the fact that “private spaces” are included as a workplace.

At the 109th International Labour Conference in June 2021, IDWF successfully encouraged the conference to reach conclusions on social protection and inequalities that specifically mention domestic workers and C189.

Realizing Power

35 countries have ratified the C189 and over 80 have enacted legal reforms.



In Chile, as of May 2023, the Ministry of Labor is implementing a field inspection policy to verify compliance with the rights of domestic workers. This policy is a historical demand of the trade union movement and the result of its mobilization and the political will of the Chilean government.



other workers. The countries are like Zimbabwe, Namibia, Tanzania, Zanzibar, and Kenya,

From 2021 to 2022 the Ministry of Labor of Peru has enacted a regulation to implement the new law, the process of designing the regulation of the laws was done through a participatory social dialogue table where the leadership and membership of our 4 affiliated unions participated through Zoom meetings of about 80 domestic workers and Ministry of Labour officials.



In January 2023, at a press conference in Jakarta, President of Indonesia Joko Widodo ordered the Minister of Law and Human Rights and Ministry of Manpower to immediately coordinate and consult with the House of Representatives for the passing of the Domestic Workers Bill.



Also in 2023, on March 16, the Prime Minister of Jamaica announced that minimum wage would be increased from US \$60 to US \$83 per 40 hour work week through the active advocacy by JHWU leadership fighting for a liveable wage for Domestic Workers.



Weekly rest: In Africa, 62 percent of domestic workers have the same, or more favorable, entitlements to weekly rest as other workers. Recently, in Ghana, new regulations applicable to domestic workers provide for a weekly rest period of at least 24 consecutive hours.

Minimum wages: A total of 28 percent of domestic workers, mostly in 18 countries, now have a right to a minimum wage at the same or higher rate as

In the Dominican Republic, in 2022 the Ministry of Labor issued a resolution with the objective of advancing in the implementation of C189, enabling the approval of the minimum wage for the TDH as well as the definition of a subsidized tripartite regime of affiliation to social security for the TDH. Minimum wage and access to social security improve the working conditions of domestic workers, and are the result of the mobilization and articulated incidence of the 3 TDH unions in the Dominican Republic, of the coordination with the national union centrals, of the alliance with non-governmental organizations and academia, the support of the IDWF and the political will of the governmental authorities.

In 2022 in Chile, the National Training and Employment Service, Sence, implemented the job skills certification program for Private House Workers that evaluates and certifies skills in child care, care for the elderly, housework,

cleaning, laundry, ironing and cooking; in 2022, 113 TdH were certified. Years of mobilization and incidence from Fesintracap, found political will in the current government (a leader of domestic workers is undersecretary of the Ministry of Equity) to make this demand a reality.



In October 2022, the Hong Kong Department of Health paid back the fees paid by migrant domestic workers for violation of COVID-19 protocol to 20 migrant domestic workers from FADWU.



In September 2022 in the Dominican Republic, the Ministry of Labor issued a resolution on Labor Contracts, Wages and Social Security that makes legal norms compatible with ILO Convention 189, as a result of the action of the affiliates and the government's political will to advance in the fulfillment of domestic workers' labor rights.

From 2018 to 2022 Peru, Paraguay, Mexico, Chile and Dominican Republic won legislative victories to include domestic workers into the social security programs, minimum wages, and mandatory written contracts as a formalization strategy to make domestic workers decent work according to ILO standards.



After several meetings with the Ministry of Human Resource (MOHR), the Malaysian Government passed the Employment (Amendment) Act 2022 on March 30, 2022. The newly amended law has changed the term from "domestic servant" to "domestic employee".



The ratification of C190 in South Africa is a victory for SADSAWU and IDWF. It is only possible because of the advocacy effort of the domestic worker's leaders and the active collaboration with the women groups and civil society organizations.



Malaysia-Indonesia MoU signed on 01 Apr 2022 agreed minimum wage of Indonesian migrant domestic workers MYR1,500.

South Korea's National Assembly adopted the Act on the Improvement of Employment of Domestic Workers on 21st May 2021. Once it took effect in July 2022, domestic workers who were hired through intermediaries were officially recognized workers, received major insurance benefits, and were guaranteed the minimum wage.

Domestic workers, including migrants, are now covered under Malaysia's Employees' Social Security Act (Act 4) and Employment Insurance System (Act 800) starting 1 June 2021. Asosasyon ng mga Makabayang Manggagawang Pilipino Overseas (AMMPO) and Persatuan Pekerja Rumah Tangga Indonesian Migran (PERTIMIG) organized domestic workers to champion this proposal.



On 20 March 2021, Qatar's new non-discriminatory minimum wage law took effect. Employers also have to provide allowances for food and housing if they do not provide them directly. The legislation also established a Minimum Wage Commission that will review the



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impact and application of the minimum wage, and propose adjustments, in consultation with different government bodies, experts, workers, and employers (ILO).



In Taiwan, the government has now provided the documents for migrant workers—such as work permits, employment transfers, and termination paperwork in the migrants' languages.



In the USA, domestic workers won the first ever right to portable paid time off in the country, as part of the NDWA's 11th Domestic Workers Bill of Rights in Philadelphia. In addition to securing labor rights for the city's 16,000 domestic workers, the bill represents an opportunity to scale the portable benefits platform Alia, as domestic workers seek to make it the compliance mechanism for the new law. (NDWA)



MIGRANT DOMESTIC WORKERS



In January 2023, the IDWF and ITUC complaint regarding Lebanon on violation of C29 was accepted and shortlisted at the ILO's Conference Committee on the Application of Standards with a decision of an ILO mission to Lebanon as a followup action.



Through the mapping research in Spain, we have identified several migrant domestic workers groups in Spain to work together to improve domestic worker rights.



In 2019 in Qatar: a migrant domestic workers core group was formed. The Kafala system is starting to be phased out, allowing migrant domestic workers to leave their employment without permission from their employers.

Also in 2019 in Lebanon, 4 migrant domestic workers groups have been activated with committed leaders.



In 2019 in Uganda, HTS has established a platform for Ugandan migrant domestic workers in the Middle East, providing legal and other information.

During Covid 19, KUDHEIHA in Kenya was able to support the MDWs who came back from Country of Destination (mainly referring to MENA) and supported them with food and shelter.



In Colombia in 2021, 100 migrant domestic workers joined the union and integrated the union into national networks on the rights of migrants to make their situation and demands visible. The Union expanded its work to high migration border regions and developed alliances with national networks that work with migrants.



In Taiwan, the Domestic Caretakers Union (DCU) successfully advocated for government documents for migrant workers—such as work permits, employment transfers, and termination paperwork—to be provided in the migrants' languages.



As of January 2023, the MENA migrant domestic worker leaders started a regional exchange and coordination regarding context, priorities and regional common actions.



In 2023, FADWU in Hong Kong supported a case where the union had the opportunity to represent a migrant domestic worker in video court, which resulted in an increase in minimum wage for domestic workers, and consultation meeting with the HK government on migrant issues – wages, welfare and discrimination.



SECTION

CHANGE- MAKING

IDWF
Changemaking

06.1

in Africa



The African region captured many significant outcomes since the last IDWF Congress. These are some of the highlights of key outcomes achieved in the region – others are reflected elsewhere in this report.

IDWF GROWING IN STRENGTH

IDWF Africa region has grown the membership from 21 affiliates with more than 95,000 members in 2018 to 28 affiliates with 105,768 paid up members by February 2023. This represents a 30% increase in affiliates and an 11.3% increase in domestic worker membership.

99% of the unions in the African region have been able to recruit new members.

Furthermore, it is observed that the proportion of dues-paying members has increased from 37% in 2019 to 46% in 2021. It is a remarkable achievement by all affiliates, especially considering the harsh economic downturn caused by the pandemic and difficulties to collect membership dues because of travel and gathering restrictions.



In Zambia, DWUZ has got their registration finally on the 3rd Sep 2020. This ignited the morale of domestic workers now that they have “the right to join the union”. During this period, the domestic workers leaders in Zambia have been able to establish 6 branches at the grassroot level.

WOMEN'S LEADERSHIP STRENGTHENED

Most of the project affiliates are now governed by leadership with women as majorities. The domestic workers women leaders are now making decisions and representing themselves. For example, in 2021, SENAMAMA in Madagascar Constitution was approved and adopted by the congress. Eight leaders were elected democratically, seven of whom are women.

“Most of the project affiliates are now governed by leadership with women as majorities.”

In Zimbabwe, ZDAWU has restructured and filled gaps in 7 branches. Now women are occupying 7 out of 9 positions in each committee. In the national congress on 4th December 2021, 10 women were elected out of the 11 positions in the National Executive committee. The President, vice presidents and the national treasurer are all women.



RATIFICATIONS ACHIEVED

In December 2020, the government of Namibia ratified C189 and C190.

The South Africa government ratified C190 on 29 Nov 2021.

On 11 June 2019, C189 was ratified in Madagascar.

LAWS AND POLICIES CHANGED

On 7th Dec 2021, in Yamoussoukro, the Committee on General and Institutional Affairs and Local Authorities adopted the law amending the penal code and the law on measures to protect victims of domestic violence, rape and sexual violence other than domestic violence.

Also in Ivory Coast, the IDWF affiliate, the SYTDTEI-CI has worked with the recruitment and placement agencies as partners to develop standard contracts that are beneficial to the domestic workers.

In August of 2020, the Ministry of Employment and Labor Relations worked with Parliament of Ghana to pass the Labor (Domestic Workers') Regulations, in order to ensure full labor protection for domestic workers. The regulations require there to be a



New minimum wages in places like in South Africa, Tanzania, Ghana, Zanzibar, Zambia, Guinea, Benin, Zimbabwe, Burkina Faso and Namibia have helped domestic workers to negotiate for more and lessen hardship to meet their daily needs for their families.

written contract of employment between the employer and domestic worker which will specify the conditions of their labor. (DSWU).

In 2022, the Government in Guinea Bissau included the articles of domestic workers in the country after a long struggle.

In 2021 in Kenya, the Ministry of Labor agreed to revive the Domestic Wages Council to focus on the implementation and enforcement of wage-related laws.

It is a historical advancement to have a National Minimum Wage in South Africa, R3 500 monthly / R20 hourly effective from 1st January 2019. SADSAWU has put a lot of effort to fight against discrimination and unfair wages. Recently, the government agreed to increase the

entitlement of national minimum wage for domestic workers from 75% to 85% effective on 1st December 2019.

Also in South Africa, SADSAWU has been fighting for many years on the inclusion of domestic workers in the Compensation for Occupational Injuries and Diseases Act (COIDA). They won a court case on 23 May 2019 in which the supreme court declared that it is unconstitutional to exclude domestic workers in the COIDA.

New minimum wages in places like in South Africa, Tanzania, Ghana, Zanzibar, Zambia, Guinea, Benin, Zimbabwe, Burkina Faso and Namibia have helped domestic workers to negotiate for more and lessen hardship to meet their daily needs for their families.





MIGRANT DOMESTIC WORKERS SUPPORTED

In Uganda in 2019, HTS has established a platform for Ugandan migrant domestic workers in the Middle East, providing legal and other information.

In 2022, KUDHEIHA in Kenya managed to organize and included 250 migrant domestic workers who are returnees from the Middle East. They have been included in campaigns for Migrant Domestic Workers Rights protection, specifically for the Africa-Middle East Corridor.

In 2022, In South Africa, 10 MDWs leaders serve leadership positions in the national committee.

CHODAWU of Zanzibar has been able to organize and recruit MDWs and register them before they go to COD for work.

In South Africa, SADSAWU organized more than 3000 migrant domestic workers from Zimbabwe, Lesotho, and Malawi.

CHANGE- MAKING in Asia

06.2

Important strides were made in Asia over the period since the last Congress. Here are some of the highlights



IDWF GROWING IN STRENGTH

In Malaysia, the first Indonesian migrant domestic workers organization, PERTIMIG, was formed in 2019. Later on, it became an affiliate to IDWF in July 2021.

As of March 2020, IDWF has a new affiliate, Domestic Caretakers Union (DCU) from Taiwan.

New affiliates are forming in Malaysia, including one for Indonesian migrant domestic workers: Persatuan Pekerja Rumah Tangga Indonesian Migran (PERTIMIG) which affiliate to IDWF on July 2021.

New affiliate in India (GKPS).

JALA PRT: Members are reached out and orga-

nized based on their neighborhood community through Team 10 and sub-community / local area. Current Active Leaders: more than 1000 in 7 cities.

UNITED has increased presence at the local and village level and increased engagement with the city government such as the Department of Labour and Employment (DOLE), Social Affairs, etc. During covid, they are able to avail covid-19 reliefs from the local govt to more than 500 members.

In February 2023, during an online meeting discussing new affiliations, DWU Sri Lanka approved the affiliation of a new affiliate from Sri Lanka called Protect Union.

WOMEN'S LEADERSHIP STRENGTHENED

In 2019 In India, domestic workers in some areas are now getting access to drinking water and childcare services. The building of women's leadership has helped the women to access the services, file the complaints and make inquiries when they go to the local police station and government administration.

Also in India: Growth of leaders. Workers become committed and understand the importance of planning. Most groups developed plans for the June 16 event and planned demands for basic wages in My Fair Home campaigns.



LAWS AND POLICIES CHANGED

In Nepal, the Contribution-based Social Security Act was passed, which, for informal migrant workers and self-employed workers, was announced in December 2020 and implemented from 14th April 2023. (HUN)

In the Philippines, tUNITED was able to represent DWs in the tripartite minimum wage review and negotiation in 2019, which resulted in an increase in minimum wage to PHP 5,000.

JALA PRT managed to lobby the parliament to include the Domestic Workers Protection Bill as a legislative priority in 2019 and they have been highly involved and consulted by the Indonesian Parliament throughout the discussion processes.

In 2019 in Kerala India, after SEWA's interactions with the district administration and women and child departments, the existing Local Complaint Committee in Trivandrum, Kozhikode, Alappuzha, Kottayam got reconstituted with more adequate representations and understandings.

Also in 2019,, the Local Complaints Committees which is a committee instituted by the government to handle cases of sexual harassment at the workplace, has begun to understand what is the workplace of informal workers and begun to interact with SEWA in Kerala, Delhi and Rajasthan to improve the system for grievance.

In 2020, in Indonesia 1,800 domestic workers registered under the social security scheme (injury, death and old saving scheme) and paid by employers.

In June 2021, in Malaysia for the first

time the government extended the social security scheme for domestic workers, including migrant domestic workers. This is mandatory for employers to register domestic workers into the social security scheme.

In March 2021, in Malaysia, the labor law reform changed the term of “domestic servant” to be “domestic employee.”

In 2021, Development of the Collective Bargaining Agreement (CBA) in the Philippines came to its initial stage and was rolled out in UNITED local chapters in 5 cities. The concept of a CBA for UNITED was formed and tested with chapter leaders in 6 municipalities. This was the first CBA made in the DW sector in the country.

In South Korea, the National Assembly adopted the Act on the Improvement of Employment of Domestic Workers on 21st May 2021. Once it took effect in July 2022, domestic workers who are hired through intermediaries will be officially recognized workers, receive major insurance benefits, and are guaranteed the minimum wage.

Domestic workers, including migrants, are now covered under Malaysia’s Employees’ Social Security Act (Act 4) and Employment Insurance System (Act 800) starting 1 June 2021. Asosasyon ng mga Makabayang Manggagawang Pilipino Overseas (AMMPO) and Persatuan Pekerja Rumah Tangga Indonesian Migran (PERTIMIG) organized domestic workers to champion this proposal.

In February 2021, the Delhi state government in India made licenses mandatory for placement agencies providing domestic workers. This is an attempt to bring these agencies under regulation.



MIGRANT DOMESTIC WORKERS SUPPORTED



In 2019 In Hong Kong, FADWU successfully pushed the government to increase the maximum penalty on those employment agencies with mal-practices.

Also in Hong Kong, the labor tribunal has officially approved the use of video to give evidence in the labor tribunal, and FADWU can represent the domestic workers claimants at trial as well.

In 2019 In Hong Kong, the minimum allowable wage level had increased from HKD 4,520 to HKD 4,630 (around SEK 5,697) per month while the food allowance will be increased from not less than HKD1,075 to not less than HKD1,121 (around SEK 1,379) per month.

In October 2022, the Hong Kong Department of Health paid back the fees paid by migrant domestic workers for violation of COVID-19 protocol to 20 migrant domestic workers from FADWU.

Also in Hong Kong in 2022, In 2022, in Hong Kong, a number of 35 MDWs successfully claimed back their money for excessive agency fees with a total amount HKD 370.000. (\$63,350 USD)

In December 2022, in Manila the first Filipino migrant domestic workers federation name "PINAY" was established.

IDWF also supported AMMPO and PERTIMIG to provide MDWs with shelter, food allowance and medications for trafficking and labor victims. From January - June 2022, both associations supported 12 domestic workers.

CHANGE- MAKING in the Caribbean

06.3

IDWF's work results in important changes in the Caribbean region over the past four years. Here are some of the main highlights



IDWF GROWING IN STRENGTH

On October 12, 2022, the Caribbean Domestic Workers Network was re-activated through the holding of a Conference of Domestic Workers and Union organizers from 8 Caribbean countries which was sponsored by IDWF and WIEGO.

On March 1, 2023 the former Domestic Workers Section of the ATLU (Antigua & Barbuda), as a result of leadership capacity building efforts, active mentoring by the Exco leadership, created a new Constitution for an independent Antigua & Barbuda Domestic Workers Association to be established.

As of 2023, total members in the Caribbean are 7146, from three affiliates.

WOMEN'S LEADERSHIP STRENGTHENED

During 2020-2021, the lives of 280 Jamaica Household Workers Union (JHWU) members were positively affected by the 'Alternate Livelihood project' where they formed additional side businesses to enable them to reduce poverty, better take care of themselves and their families.



RATIFICATIONS ACHIEVED

Antigua and Barbuda, in 2021

LAWS AND POLICIES CHANGED

In Jamaica in December 2019, the Parliament began a consultation process to review the “The Sexual Harassment Act, 2019” covering all workers including domestic workers. The Jamaica Household Workers Union sent a submission upon invitation. (JHWU)

On August 28, 2021, the business plan for the JHWU Training Institute for Domestic Workers was completed, through ILO funding, and used to effectively lobby the Minister of Labour in Jamaica to support its establishment. This, along with consistent advocacy, led to the Minister of Labour taking the motion for the establishment of the Institute to Cabinet for final decision.

On 1st Oct 2021, the Sexual Harassment (Protection and Prevention) Act, 2021 was passed in the Senate in Jamaica, after being approved in the Lower House in July 2021 with 10 amendments. It included reference to Domestic Workers as a result of the presentation made by the JHWU on the specific

“On March 16 2023, the Prime Minister of Jamaica announced an increase in the minimum wage from US \$60 to US\$83 per 40 hour work week through the National Living Wage Act for a liveable wage for Domestic Workers.



ways that Domestic Workers are vulnerable in the work 'home' environment.

On March 16 2023, the Prime Minister of Jamaica announced that minimum wage would be increased from US \$60 to US\$83 per 40 hour work week through the active advocacy by JHWU leadership fighting for a liveable wage for Domestic Workers.

nced that minimum wage would be increased
e active advocacy by JHWU leadership fighting

CHANGE- MAKING in Europe

06.4

In Europe, some important results were achieved during this four-year period. Here are some of the highlights

IDWF GROWING IN STRENGTH

The European Federation of Food, Agriculture and Tourism Trade Unions (EFFAT) Congress adopted a resolution to include domestic workers in its status and agreed to form an IDWF-IUF-EFFAT working group to strengthen the collaboration for organizing domestic workers in Europe.

'Voice of Domestic Workers' affiliate to IDWF in Dec 2019. The total membership of IDWF Europe increased by 1.000 from 45.486 to 46.486.

The formation of the Working Group on C189 is an achievement, a nucleus that will grow and expand as more domestic workers organizations are joining and eventually become a united voice of domestic workers in Spain.

In Europe, employers associations, the EU and trade unions accepted the IDWF as a social partner.





In 2023, Through the mapping research in Spain, we have identified several migrant domestic workers groups in Spain to work together to improve DW rights

Also in 2023, through the mapping exercise as well as the EFFAT, new contacts were also made in Austria and France.

RATIFICATIONS ACHIEVED

In Europe, four countries ratified C189 and C190. Malta and Norway ratified C189 and Italy and Greece ratified C190.

“In Europe, employers associations, the EU and trade unions accepted the IDWF as a social partner.

CHANGE- MAKING in Latin America

06.5

Many significant outcomes resulted from activities carried out in the Latin American region during the past four years. Here are some of the highlights



IDWF GROWING IN STRENGTH

As of 2023, total members in Latin America are 131,985 members, compared to having 107,687 members in 2019, thus having 24,298 new members.

IDWF total affiliates in Latin America are now 23 from 14 countries, compared to 18 affiliates in 2019, thus having 5 new affiliates joining.

In the Dominican Republic, the participation of domestic workers is now more active. There are 284 new members among the three unions (UNFETRAH 150, ATH 100 and SINTRADO-MES-CASC 34).

From 2021 in Colombia, UTRASD has been incorporating the proposals of domestic workers in the National Care Economy Roundtable, of which it is a member.



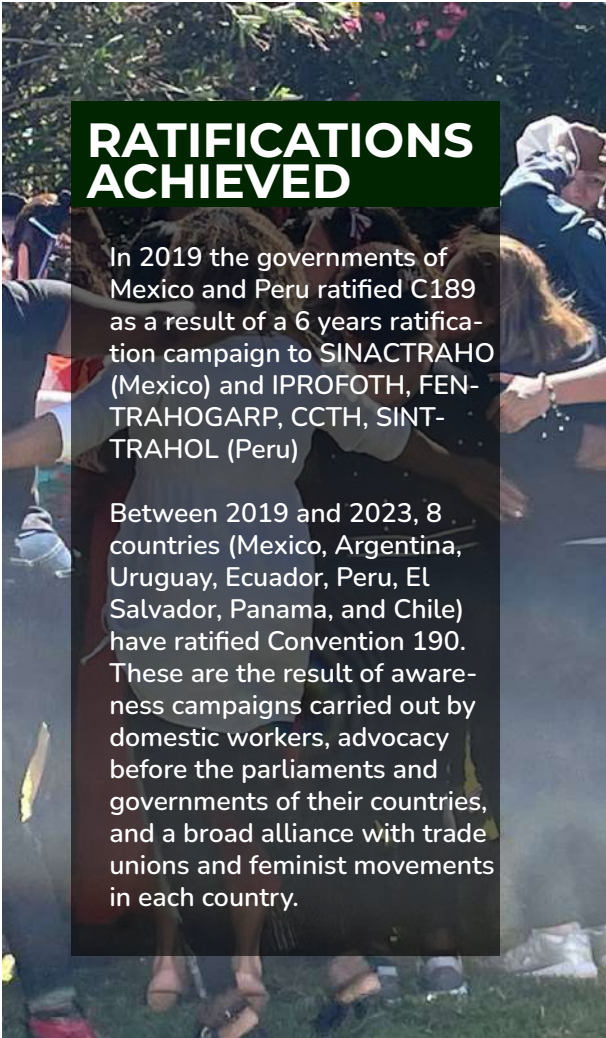
WOMEN'S LEADERSHIP STRENGTHENED

In 2019, working in collaboration with partners, the region implemented a new multi-year regional leadership school LUNA to build, renew and amplify workers' leadership. The 80 graduated participants reported that the program enabled a deep internal change at individual level and inside their organizations. Ninety percent LUNA grads occupy seats in the executive committee of their unions, national trade central unions and regional movements such as the Latin American and Caribbean Domestic Workers Confederation. Participants also reported feeling more confident about their qualities as leaders, and more able to grow their organization.

In 2020 114 domestic workers graduated from in Gender Based Violence and Diversity training offered to 26 domestic workers unions from 15 countries

In 2022 in Chile, the National Training and Employment Service, Sence, implemented the job skills certification program for Private House Workers that evaluates and certifies skills in child care, care for the elderly, housework, cleaning, laundry, ironing and cooking..

“In 2019, working in collaboration with partners, the region implemented a new multi-year regional leadership school LUNA to build, renew and amplify workers' leadership.



RATIFICATIONS ACHIEVED

In 2019 the governments of Mexico and Peru ratified C189 as a result of a 6 years ratification campaign to SINACTRAHO (Mexico) and IPROFOTH, FEN-TRAHOGARP, CCTH, SINT-TRAHOL (Peru)

Between 2019 and 2023, 8 countries (Mexico, Argentina, Uruguay, Ecuador, Peru, El Salvador, Panama, and Chile) have ratified Convention 190. These are the result of awareness campaigns carried out by domestic workers, advocacy before the parliaments and governments of their countries, and a broad alliance with trade unions and feminist movements in each country.

LAWS AND POLICIES CHANGED

Between 2019 to 2022 the governments of Costa Rica, Perú, México, Argentina, Paraguay, Chile, Dominican Republic and El Salvador have either created new legislation (new domestic workers laws and regulations) and/or have reformed existing ones in unprecedented efforts to implement a Decent Work agenda for domestic workers as outlined in the ILO Convention 189.

In December 2018, the Mexican Supreme Court of Justice issued a ruling establishing mandatory social security affiliation for domestic workers, as a result of advocacy and social dialogue carried out by domestic workers' unions and their allies.

As part of the above victory in Mexico, the government began a pilot project to enroll domestic workers in the social security system, which provides access to medical care, medicine, disability and retirement benefits and social services such as daycare. Approximately 15,000 domestic workers had enrolled by the



In December 2018, the Mexican Supreme Court of Justice issued a ruling establishing mandatory social security affiliation for domestic workers.

end of 2019. As of 2020, Mexico's pilot program became permanent. Many of the recommendations and suggestions of SINACTRAHO and allies were included in the final version of the program. (SINACTRAHO, RMEHAC)

In Argentina in 2019, domestic workers negotiated a national, 30% salary increase. This will have an impact on 1,150,000 domestic workers. (UPACP)

In 2019 In Paraguay, affiliates won a major national law reform that mandates that domestic workers be paid 100% of the minimum wage. Previously DW were allowed to be paid 60% of the minimum wage. (SINTRADI and SINTRADESPY)

In November 2019, C189 entered into force in Peru. IDWF affiliates successfully negotiated with the Ministry of Labour a technical document that defines the path and priorities for implementation. They also influenced the Congressional Women's Commission to approve an introductory bill that will guarantee the rights of about 1 million domestic workers. (CCTH, IPROFOTH, FENTRAHOGARP and SINTTRAHOL)

In Chile, during the pandemic in 2020, the Chilean government extended unemployment insurance to domestic workers.

In 2020 In Argentina, UPACP made a historic agreement with the Ministry of Women and SACRA, an employers' association, "for working conditions with equality and without violence and harassment." The agreement covers 5 areas: women's leadership and diversity in unions; work without harassment and violence; relationship between care

policies and work-family co-responsibility; reduction of labor gaps; and particular sectors such as migrant, rural and indigenous populations. UPACP also won a major victory with the inclusion of domestic workers into the pension benefits scheme.

In Chile, as of May 2023, the Ministry of Labor is implementing a field inspection policy to verify compliance with the rights of domestic workers. This policy is a historical demand of the trade union movement and the result of its mobilization and the political will of the Chilean government.

In February of 2023 the ILO Latin America regional office developed a regional strategy for the formalization of domestic workers as part of the design of national care systems in the region, a strategy that has been adopted by all the Ministries of Labour and Women in the region. The IDWF in Latin America has advocated and partnered up with the ILO to support the development of this road map to ensure that decent work for the domestic sector is central to the design of national care systems in the region.

In 2021 the ILO and IDWF Latin America developed the first guide ever on Occupational Health and Safety for domestic workers and employers. The guide was developed between ILO OHS experts and 32 domestic workers unions in 16 countries during 16 online sessions in the midst of the pandemic to bring protection to domestic workers in the OHS realm. The process and the final product supported to the bi-partite advocacy dialogues between domestic workers organizations and national governments.



MIGRANT DOMESTIC WORKERS SUPPORTED

In Costa Rica, the Dominican Republic and Panama, in 2021, the health authorities guaranteed the access of migrant domestic workers to vaccination, thereby reducing their risk of contagion since many never stopped working.

In Colombia in 2021, 100 migrant domestic workers joined the union and integrated the union into national networks on the rights of migrants to make their situation and demands visible. The Union expanded its work to high migration border regions and developed alliances with national networks that work with migrants.

CHANGE- MAKING

IDWF Change-Making
In The Middle East
And North Africa

in the MENA

06.6



WOMEN'S LEADERSHIP STRENGTHENED

In Qatar, In November 2021, the domestic worker leaders from Filipino and Kenyan groups successfully facilitated the information sessions themselves, showing the result of leadership training provided by the IDWF.

In Lebanon in 2021, the Organizing Committee in Lebanon met in-person to decide on the structure it would like to have. Also, towards the end of 2021, it welcomed other newly formed domestic worker organizations.

On June 17, 2022, Domestic Workers Solidarity Network Jordan independently organized an International Domestic Workers Day celebration that was focused on the participation of new members. Many new recruits attended which gave old members a boost of hope as the organization has been going through a rough patch after leaders left Jordan.

In February 2023, new African MDWs group from Lebanon joined IDWF workshops.



LAWS AND POLICIES CHANGED

From 2019 to 2022, the IDWF has been an active member of the GUFs-ILO-Qatari Labor Reform process. On 20 March 2021, Qatar's new non-discriminatory minimum wage law took effect. Employers also have to provide allowances for food and housing if they do not provide them directly. The legislation also established a Minimum Wage Commission that will review the impact and application of the minimum wage, and propose adjustments, in consultation with different government bodies, experts, workers, and employers (ILO). Furthermore, the legal framework was reformed to delink the Kafala System and the employment of migrant workers in Qatar. This is groundbreaking not only in Qatar but in the Gulf area. The reform canceled the No Objective Certificate and Exit Visa enabling migrant domestic workers to return to their countries of origin or change employers according to their wishes.



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MIGRANT DOMESTIC WORKERS SUPPORTED

In 2019 in Qatar, a migrant domestic workers core group was formed.

Also in 2019 Lebanon: 4 migrant domestic workers groups have been activated with committed leaders.

As of 2021, the affiliate in Jordan, Domestic Workers Solidarity Network in Jordan (DWSNJ), is helping domestic workers document and seek legal relief for labor disputes.

Also as of 2021, The Kuwait affiliate, Sandigan Kuwait Domestic Workers Association (SKDWA), is organizing Ethiopian migrant domestic workers and has over 250 new members.

In December 2022, a Sri Lankan domestic worker abused by her employer was rescued and was allowed to join her family.

Trade unions in the MENA region generally have changed their perception of migrant domestic workers to recognize and agree that migrant domestic workers are workers, should be protected by legislation, and that they can freely organize organizations of their own choosing and speak for themselves.

In Jordan, domestic workers from Kenya, Nepal, Uganda and Ghana have been recruited and have worked with the DWSNJ.

In March 2023, Sandigan Bahrain Domestic Workers Association, a multinational Migrant Domestic Workers group was created in Bahrain.

In February 2023, 3 migrant domestic worker groups expressed their motivation to join IDWF as affiliates.

System and the employment of migrant workers in the Gulf area. The reform canceled the No Ob-
domestic workers to return to their countries of origin



CHANGE- MAKING

in North America

06.7

IDWF GROWING IN STRENGTH

The National Domestic Workers Alliance (NDWA) has grown significantly with new local affiliate organizations and more domestic worker members, now with 65 local affiliate organizations, plus 7 local chapters that were launched directly by NDWA, representing domestic workers in 21 states in the US.

NDWA membership has grown: 51,000 domestic workers are now formal members of NDWA through local chapters and affiliates, and an additional 200,000 are involved in our movement. More than 200 local organizers have strengthened their strategic capacity and organizing skills through NDWA training.

NDWA has now established elected Worker Councils for each of our 3 industries (nannies, housecleaners, and homecare workers) that provide expertise in each industry to direct our strategies.

The NDWA's base of Black domestic workers has grown, deepening the leadership of Black domestic workers in the Alliance through the expansion of the We Dream in Black program.

The NDWA held a National Assembly in 2020 and a National Congress in 2022, electing our board of directors, evaluating our progress, and setting the strategic direction for the organization.

United Domestic Workers (UDW) now represents 171,000 home care and family child care providers in the state of California. This is an increase of 60,000 new members since 2019 – a 54% increase in membership.

In 2019, after a 16-year-long battle, child care providers won the right to organize, and in 2020, they overwhelmingly voted to be represented by Child Care Providers United, a coalition of three unions including UDW.



LAWS AND POLICIES CHANGED

In the USA, domestic workers won the first ever right to portable paid time off in the country, as part of the NDWA's 11th Domestic Workers Bill of Rights in Philadelphia. In addition to securing labor rights for the city's 16,000 domestic workers, the bill represents an opportunity to scale the portable benefits platform Alia, as domestic workers seek to make it the compliance mechanism for the new law. (NDWA)

The NDWA worked to successfully pass new Domestic Worker Bills of Rights in 2 states and 3 cities (for a total of 10 US states, plus 3 cities/municipalities with bills of rights).

In April 2023, the President of the United States issued an Executive Order to improve childcare and homecare programs, including reforms to raise wages for publicly funded care workers, and declared April as National Care Worker Recognition Month.

Average In-Home Supportive Services (IHSS) caregiver pay is nearly \$17/hour (up from \$11/hour in 2019 – a 55% increase in average hourly wage) in the state of California. (UDW)

In 2021, UDW won an historic first contract with the state, including rate increases for the first time in five years.

In 2023, UDW won the second ever contract with the state, which not only included rate increases of up to 20%, access to health care and, for the first time ever, a pathway to retirement.

The state of California has until January 1, 2025 to come up with a plan for implementing statewide bargaining for our home care providers. In the meantime, UDW heads back to the local bargaining tables with a newly won 10% ongoing penalty against counties within the state who refuse to bargain with us in good faith—a fine of up to \$8 million in our largest counties.

07

KEY CHALLENGES



Organizing for decent domestic work presents many challenges – both external and internal. Domestic workers face challenges inherent in the invisible nature of the work as they are isolated working in private homes, and they are dependent on their employers for housing, food and immigration status. They work long hours, with little rest, free time or holidays, and often face assault and harassment.

Domestic work is often excluded from labor laws and workers face hostility from authorities. In this period, working conditions deteriorated significantly due to the COVID-19 pandemic and many domestic wor-

kers found themselves without work.

Challenges persist in organizing, with domestic workers often hard to reach – this is especially the case for migrant domestic workers. Once organized, domestic workers find it challenging to maintain and grow their organizations, with financial sustainability being a particular challenge.

IDWF is now more than 10 years old. Although domestic workers are more organized and more visible than ever before, continued growth brings new challenges including budget growth that brings growth in the team. There's a continued need to invest in

building leadership capacities for global perspectives and to build knowledge of emerging issues, such as the care economy, climate justice, and economic policies.

Many policy changes have been realized but the challenge continues to be implementation once the policies are in place. Real change for domestic workers relies on policy changes that are fully implemented. Where real changes are happening – such as minimum wage gains or social protection coverage – this has to date been only in a small number of countries. There is some change but domestic workers feel it is too little and too slow.



Challenges persist in organizing, with domestic workers often hard to reach – this is especially the case for migrant domestic workers.



... Our Sincere Thanks and Appreciation

08

The IDWF is a product of international solidarity, as said by many. In the last congress period, we have been fortunate to continue experiencing and enjoying abundant solidarity support along the way. They do not only provide us with resources and opportunities, but also inspiration and mental strength to move mountains. We would like to especially thank the IUF (International Union of Food Workers) for

providing us a home in Geneva when we have to move out of Hong Kong due to political challenges and the WIEGO for all the financial and technical support. We thank the ILO for their expert guidance on the C189 and a seat at the table, the International Trade Unions Confederation, the Solidarity Centre and other networks for the engagement and opportunity to collaborate. We are indebted to some individuals

who have always been there for us to do whatever needful; just to name a few; Winnie Ng, Nelien Haspels, Maria Elena Venezuela, Jennifer Fish and many more. Finally we thank the following funders and organizations for their grants and contributions towards the Solidarity Fund for the Covid and organizational sustainability.

ACVCSC Service Union

AVINA Foundation

Bread for the World

Collective Future Fund

Canadian Labour Congress

DGB-BW

Ford Foundation

FNV Mondiaal

Foundation for a Just Society (FJS)

Friedrich-Ebert-Stiftung (FES)

Global Alliance Against Traffic in Women (GAATW)

Global Fund for Women

Global Labor Justice - International Labor Rights Forum (GLJ-ILRF)

International Labour Organization (ILO)

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)

Panorama Global

Porticus

Proteus Fund

Solidarity Center

Stiftung Auxilium/Porticus Asia Ltd

Swedish International Development Cooperation Agency (SIDA)

Trade Union Solidarity Centre of Finland (SASK)

The International Federation of Workers' Education Associations (IFWEA)

United Domestic Workers of America

Women in Informal Employment: Globalizing and Organizing (WIEGO)

METHOD & PROCESS

This report highlights the progress made by IDWF since its last Congress in October 2018.

The process used to gather the data for this report is based on the Outcomes Harvesting methodology developed by Ricardo Wilson-Grau and colleagues. Outcome Harvesting is a monitoring, evaluation and learning approach that serves the needs of organizations working in complex and unpredictable environments where change is not necessarily achieved in a straightforward pathway.

Outcomes are defined as changes in the “behavior writ large” (such as actions, relationships, policies, practices) of one or more social actors influenced by an intervention. It’s what happens after IDWF undertakes an activity. By focusing on outcomes, IDWF is able to see what was achieved and how – enabling the organization to learn and adapt strategies and approaches as necessary.

To gather outcomes for this report, several methods were used:

- An outcome harvesting workshop with the IDWF Team
- A survey in English, Spanish and French for the IDWF Exco and Team
- A review of all Annual Reports from 2019-2021
- A review of available Staff Meeting Minutes
- A review of all reports sent to donors from 2019-2023
- A review of all regional reports from 2019-2023, including Pre-Congress reports

Once outcomes were gathered in a spreadsheet, they were reviewed to clarify dates or content, and to eliminate duplication, retaining only the most recent and comprehensive outcome statement in the case of duplicates. After this review, outcomes were categorized by year, by region, by strate-

“Change takes time. Activities conducted in one year may only yield results (i.e. outcomes) several years on, depending on the circumstances.

gic plan pillar, and by various movement-building elements per a framework developed by Sally Roever at WIEGO.

It's important to note that IDWF has only begun working with Outcome Harvesting as a key monitoring, learning and evaluation (MLE) method in the past year. It takes time to shift organizational culture to focus on outcomes over activities, and to learn how to record outcomes accurately. For this reason, it's highly likely that there were outcomes missed in this process. This should be seen as a point of growth and learning.

The Nature of Outcomes

Change takes time. Activities conducted in one year may only yield results (i.e. outcomes) several years on, depending on the circumstances.

Policy and legal outcomes are rarely achieved by IDWF alone. Advocacy work requires strong collaboration with many allies.

Policy outcomes in this report are acknowledged to be the work of IDWF along with its allies and other civil society partners.

All outcomes are not created equally. Some outcomes pertain to change at the personal or individual level, such as when a domestic worker speaks out about her experience with sexual assault for the first time. Other outcomes may relate to structural changes that affect many domestic workers at once.

As well, some outcomes are required in order for the next step in a process to happen, such as when a court declares legislation or practices unconstitutional and this then prompts a government to work on improved legislation. And the capacity-building resulting in domestic worker leaders able to effectively lead this kind of challenge may have been outcomes seen many years prior. In this way, out-

comes function as “chains” or “webs” of outcomes, with one leading to the next in direct, or sometimes indirect, ways.

For these reasons, outcomes should not be compared. There is no telling where one seemingly “small” outcome may lead.

Equally, although this report will highlight some numbers related to the outcomes harvested, it is important not to focus on comparing numbers of outcomes across categories. Outcomes are not comparable in this way and this kind of analysis is not where the power of the method lies – rather, it is important to consider whether the outcomes harvested reflect the kinds of changes IDWF is seeking, and what may be learned to enhance future strategies.



**FIVE YEAR REPORT
OF THE IDWF**

2018 – 2023

ENGLISH

*Approved in IDWF 4th Congress
in De Haan of Belgium*