

INTERNATIONAL DOMESTIC WORKERS FEDERATION



Annual Report 2023

Domestic Work is the Foundation of Care



We believe domestic work is work and that every domestic and household worker deserves to enjoy the same rights as all other workers. Our resulting vision is to build a strong, democratic, and united domestic workers global organization to protect and advance domestic workers' rights everywhere.

IDWF Annual Report 2023

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Annual Report 2023

Contents

| | |
|---|----|
| Domestic Work is the Foundation of Care | 4 |
| President’s Message..... | 6 |
| General Secretary’s Message | 8 |
| 10 Years Strong Together: Reaching Towards Our Strategic Goals, Celebrating Triumphs, and Facing Challenges..... | 10 |
| ● Federation Development | 12 |
| ● Capacity Building | 16 |
| ● Thematic Campaigns: Regional and International Action, Research, and Victories..... | 19 |
| ● Challenges We Faced..... | 30 |
| A Seat at the Table: International Representation and Alliances..... | 32 |
| IDWF 4th Congress October 2023 | 34 |
| Publications and Research | 38 |
| Our Affiliates..... | 39 |
| Financial Report..... | 43 |
| Our Funders and Partners | 44 |
| Who we Are..... | 45 |
| Our Affiliations | 46 |

DOMESTIC WORK IS THE FOUNDATION OF CARE

For domestic workers, two stark truths emerged from the COVID-19 pandemic: first, **the paid care work we perform is, as the International Labour Organization (ILO) affirms, foundational to social, economic, and labor resilience in the face of crisis.**

Domestic work makes all other work possible and, because all care work is still highly gendered, our work helps other women join or remain in the labor force. Therefore, our many tasks are each essential. **The indirect care work we perform—cooking, cleaning, and washing up—is just as important as our direct care work—caring for children, the ill, and the elderly.**

As the care deficits highlighted by the pandemic demonstrated, our work fills the gaps that public policy leaves open. As domestic workers, often working in the private sphere, **we are equally in need of care policies and practices that help ensure our own children, elderly, and ill are cared for so that we can also join the labor market under decent working conditions.**

The pandemic also served to expose a profound contradiction: **domestic work and care are recognized as essential yet**



the workers that provide such essential work are not recognized economically or socially. This lack of recognition deepens the systemic inequalities and widens the gaps of poverty domestic workers already experience worldwide.

Forced labor and child labor are both prevalent in the domestic work sector. In fact, domestic work has the highest percentage of forced labor among the top five sectors in which it is present. It is also the sector that presents the highest deficits of decent working conditions. Many countries do not even recognize us as workers entitled to the labor protections covering virtually all other workers—**an estimated 40.7 million of us are not protected by labor and social security laws.** Globally, eight out of every ten of us are informally employed, which means we have no formal contract, no access to social security laws and protections, and no pensions. **These vulnerabilities are especially pronounced for migrants, 11.5 million of whom are domestic workers.**

In 2023, IDWF grew to include **90 affiliates** from **69 countries** across **7 regions**, representing over **669,082** individual domestic worker **members.**

Domestic Labor Statistics

- 58 million—or 76% of domestic workers worldwide—are women.

- 36 % of domestic workers, particularly in Asia, the Pacific, and the Arab states, are completely excluded by the labor law protections the ILO’s 2011 Domestic Workers Convention (C189) grants.



- Globally, 8/10 domestic workers are informally employed, meaning no formal contract, no access to social security laws and protections, and no pensions.

- 11.5 million migrant workers are domestic workers. Migrant domestic workers are commonly exploited during recruitment processes, face multiple culture and language barriers that make isolation worse, lack protection from absent labor law coverage and/or enforcement from countries of destination, have movements and freedom of association restricted, and have wages, visas, and passports withheld.



Founded in 2013 by 48 domestic workers’ membership-based organizations who saw the need for a global federation to help organize and empower domestic workers facing these challenges, **the International Domestic Workers Federation (IDWF) has spent the last decade helping build a powerful domestic workers’ movement.**

As we are led by women, our understanding of the context, needs, and challenges faced by domestic workers is both personal and international.

We believe domestic work is work and that every domestic and household worker deserves to enjoy the same rights as all other workers. Our resulting vision is to build a strong, democratic, and united domestic workers global organization to protect and advance domestic workers’ rights everywhere.

We do this on local, regional, and international levels by organizing, training, and empowering domestic workers, promoting the ratification of the ILO’s Domestic Workers Convention 189, campaigning for legal change towards decent work for domestic workers and the elimination of child labour, supporting migrant workers, combating gender-based violence, especially through the framework of the ILO’s 2019 Violence and Harassment Convention 190, advocating for social protections, promoting occupational health and safety initiatives for domestic workers, mobilizing allies and growing broad-based support, and building solidarity across regions and domestic worker organizations.





PRESIDENT'S MESSAGE

As we celebrate IDWF's 10th anniversary of the International Domestic Workers Federation, it is essential to reflect on the significant achievements and struggles we've faced. This annual report serves not only as a record of our progress but also as a testament to the resilience and determination of domestic workers worldwide.

Significant milestones have shaped our movement over the past decade, and it is crucial to capture these moments as we look to the future. The ILO's 2011 adoption of Convention 189 marked one such historic moment because it established rights for paid domestic workers across the globe.

We are committed to continuing our fight for the ratification and implementation of this Convention in countries that have not yet done so. We will also not relent in our efforts to advocate for the ratification of Convention 190 and its Recommendation 206 on Violence and Harassment in the World of Work.



The 4th IDWF Congress in De Haan of Belgium was another pivotal moment for our movement, especially as we honoured the memory of Myrtle Witbooi, our founding President, who passed away in January 2023. Myrtle’s dedication and contributions to the domestic workers’ movement were invaluable, and her loss has left a profound impact on all of us. Her legacy inspires us to continue advocating for the rights of domestic workers and to strive for a future where all workers are recognized and respected. We pay tribute to Myrtle and all those who have dedicated their lives to caring for others.

Looking ahead, 2024’s ILO Care Conference will provide a crucial platform for us to further our advocacy. This conference will focus on the recognition of care work as essential to society and will emphasize the need for decent working conditions for all care workers. We anticipate that discussions will highlight the importance of quality care and the role of governments in

“ A Federation like ours can withstand the toughest challenges and reach the highest heights.”

Carmen Brítez, IDWF President

developing supportive public policies for care systems. As a global organization, we will continue to fight for recognition as workers, ensuring that our voices are heard and our rights upheld.

Even as we each work tirelessly in our seven regions, **we must continue to work together as a global team to ensure domestic work is recognized as work, with decent work’s accompanying rights.**



GENERAL SECRETARY'S MESSAGE

IDWF continue growing in number of affiliated organizations, by the close of 2023 we grew into a total of 90 unions/associations in 69 countries. Any grassroots organizer knows how hard it is to organize workers into unions. This is even more true of domestic workers because they work in isolation in private houses—behind closed doors and high walls. This difficulty in organizing is amplified when the socio-cultural norms in most countries still see domestic workers as “helpers” or “almost a part of the family” rather than as workers deserving rights and respect. Our organizing is a labour of love, deeply rooted in the conviction that domestic work is work and that domestic workers deserve to enjoy the same labour rights granted to workers in other sectors.

A common statement I hear from domestic worker leaders across the world is: “We want what you have!” Our union leaders know well that this will only be possible through organizing, organizing, and organizing!

In 2023, our federation continued to focus on building our affiliates’ capacity to become sustainable democratic organizations and key players of social change in their countries. We do this through helping our affiliates build the technical and political skills necessary to be in the driver’s seat of the change they envision for their sector and for the livelihoods of their communities. Since its beginnings, our movement has also embodied the organizing principle **“Nothing for us without us.”**

Leadership development, building collective bargaining power on the ground, and pushing for policy and labour law reform are some of the strategies and important programs that IDWF has implemented across our seven regions.

Another highlight of this year was our 4th Congress, which also marked our 10th anniversary and a decade of history behind the first and only global union federation of domestic workers. Significant time, resources, and energy were dedicated to preparing our affiliates for Congress—the biggest democratic celebration that a democratic union can have. All regions celebrated their pre-regional congresses, where they composed the resolutions and constitutional amendments they wished to discuss with their comrades at the global level. In compliance with our Constitution, an important leadership renewal through elections took place at Congress. As a result, ten out of fourteen Executive Committee members, who represent our seven regions, were elected for their first term. We also elected a new General Secretary. And, although congresses are celebratory occasions in trade union life, this Congress was bitter-sweet as two of our foundational leaders, former President Myrtle Witbooi (RIP) and General Secretary Elizabeth Tang could not be physically present. Their spirits, however, were with us.

[Please see the Congress section below to learn more.](#)



Having just stepped into the General Secretary position in October 2023, I first want to express gratitude to the Congress who elected me uncontested to co-lead, along with the Executive Committee, one of the most vibrant and resilient movements of women workers in the world. We have proved to the world that women not only make history, but against all odds also have the power to change the world in inspiring and uplifting ways. I also want to extend profound gratitude and appreciation to our predecessors for laying the groundwork and planting the vision that we vow to realize in the years to come.

I want to acknowledge and thank the IDWF dedicated staff team, who walk alongside our members and leaders to make our shared vision of justice real and concrete. Finally, a big recognition and thank you to our partners, funders, and allies, who support and believe in the domestic workers' movement and its vision for political change.

“We have proved to the world that women not only make history, but against all odds also have the power to change the world in inspiring and uplifting ways.”

Adriana Paz Ramírez
IDWF General
Secretary



10 YEARS STRONG TOGETHER:

**REACHING
TOWARDS OUR
STRATEGIC GOALS,
CELEBRATING
TRIUMPHS,
AND
FACING
CHALLENGES**

2023, marking the 10th anniversary of IDWF, saw tremendous efforts by affiliates to stay the course in implementing the four priority areas set out in our 2020-2025 Strategic Plan. Including **Federation Development, Organizational Capacity Building for Robust and Sustainable Growth, Strengthening Efforts on Thematic Campaigns and Research, and Focusing on the Organization and Representation Migrant Domestic Workers**, these areas are part of the most direct and impactful strategies in tackling the injustices and systemic barriers that have kept domestic workers, especially women, marginalized for so long.

It would be impossible to capture the full scope of the momentum sustained, the actions taken, and the results the IDWF, its regions, and its affiliates achieved in 2023, so highlights are listed below.

IDWF Priorities: Strategic Plan 2020- 2025

Priority 1 : Federation Development

Main Priorities and Objectives

- Increase DW membership worldwide to 1 million, recruiting 21 new affiliates from 16 countries by 2025
- Strengthen IDWF's organizational and financial sustainability
- Enhance a strong and effective communications system to raise the visibility of IDWF affiliates and their active engagement
- Increase membership and representation of migrant domestic workers
- Mobilize global thematic campaigns on country ratifications on C189 and C190

Priority 2 : Capacity Building

Main Priorities and Objectives

- Ensure all affiliates have basic organizational capacity and resources to become effective DW advocates
- Develop and train emerging leaders

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

Priority 3 : Thematic Campaigns and Research

Main Priorities and Objectives

- Ratification of C189
- Ratification of C190
- The Care Economy and the Care Needs of DWs
- Strengthen Social Security Protection

Priority 4 : Migrant Domestic Workers

Main Priorities and Objectives

- Prioritize affiliation of MDWs and develop organizing strategies with MDWs
- Empower and build capacity of MDW organizations, including advocacy skills
- Convene gatherings of MDW leaders at regional and international levels to facilitate sharing strategies and raising public awareness.

For more on the Resolutions guiding the Strategic Plan and more detail on priorities and objectives, see the [Strategic Plan](#) outlined on the IDWF website.



Welcome New Affiliates

- Sindicato Nacional de Trabajadoras del Hogar (SINTRAHO)
- Asociación Unión de Trabajadoras del Hogar (UTRAHOGAR)

● Federation Development

Membership Building

2023's focus was directed toward **increasing membership within current affiliates**. In Africa, for example, affiliates recruited over 13,200 new members and strengthened their structure at the local level by forming 13 new branches. Latin America gained 6,100 new members from across Brazil, Colombia, Guatemala, Mexico, Paraguay, and Peru. New affiliates from Honduras (Sindicato Nacional de Trabajadoras del Hogar - SINTRAHO) and Colombia (Asociación Unión de Trabajadoras del Hogar - UTRAHOGAR) were also welcomed. Asia recruited 5,000 new members, 500 of whom are migrant domestic workers. A large part of this growth comes from India, where SEWA Bharat recruited 1750 new members.

Organizational and Financial Sustainability

In alignment with the goal of creating a strong, consolidated federation from the inside, IDWF convened its 4th Congress in De Hann, Belgium in October 2023 ([see Congress section below](#)), **where it democratically elected a new Executive Committee and General Secretary**. As most of our first IDWF Executive Committee members ended their leadership tenure, we thanked them for their foundational work. At the same time, we welcomed the incoming Executive Committee members, who will continue building the strength of our global federation.



International focus also continues to rest on **developing strategies for diversifying funding resources for long-term financial sustainability of the organization**. As resolved at Congress, this includes designing projects that strengthen the financial awareness and capacity of affiliates. IDWF affiliate fees will also increase on a scaled level and in increments beginning in January 2024. IDWF continues to fundraise for the Solidarity Fund, which encourages donations by economically stable affiliates located in the Global North.

Regionally, in Asia, four **affiliates worked towards financial sustainability** by fundraising and improving dues collection and **towards organizational sustainability** by participating in union orientation, attending democratic members and leadership meetings.

After the IDWF conducted research on how affiliates collect dues, they were able to implement change, which saw **all 28 Africa affiliates paying their IDWF membership fees. Overall, Africa also saw an increase in union due collection.**

After collective assessment, analysis, and reflection on victories and remaining challenges in the full implementation of the decent work agenda, Latin America consolidated the **unified Union**

Agenda for Implementation of C189 Decent Work for Domestic Workers.

The agenda's main points include wages, wage-setting mechanisms, labour contracts, education and professionalization, labour inspections, social protection, working hours, migration and domestic work, and workplace violence and harassment. The agenda has been adapted to guide unions in their national advocacy context. In parallel to this agenda, a three-pronged approach has been developed to support unions build on-the-ground collective bargaining power, including base building, leadership development, union strengthening, and advocacy campaign development.

Congress approved the resolution to continue the existing Framework for Collaboration between IDWF and the European Federation of Food, Agriculture and Tourism Trade Unions (EFFAT),

which has demonstrated positive outcomes and received unanimous support. The European members of EFFAT and IDWF both recognize the need to further strengthen and extend the collaboration to ensure continuity, trust, and effectiveness in addressing the rights and interests of domestic workers.



In 2023, EFFAT strengthened its financial and organizational stability through targeted partnerships and strategic initiatives, particularly within the EU-backed Personal and Household Services (PHS) **PHSDialogue project, the largest European survey for PHS workers, employers, user-employers, and service users**. By addressing structural issues highlighted in the **PHS Employment Monitor**, EFFAT advocated for improved working conditions and job stability within the PHS sector, which includes domestic work. **The joint statement on labour shortages**, co-signed with EFFE, EFSI, and UNI Europa, highlighted severe staffing challenges in PHS and underscored EFFAT's role in pressing for policies to address workforce retention. This collective action amplified EFFAT's commitment to sustainability and the sector's growing importance across Europe.

From the MENA region, **seven migrant domestic worker groups in Lebanon formed a coalition**, aiming to represent a unified voice against exploitation. IDWF has supported this coalition through capacity building workshops and meetings aimed at strengthening organizational capacity, advocacy skills, and unity. This work is of utmost importance for migrant workers, who, despite working in the most hostile

conditions, continue to organize and build networks of legal and community support among themselves in cross-racial and multi-lingual coalitions. The IDWF has also documented and systematized cases of forced labour and gender-based violence in the region.

To strengthen the sense of belonging to a global organization, IDWF organized and populated an affiliates Facebook group and other social media.

Communication

IDWF regions and the global federation continue to exchange and share information, reach new and existing members, and raise awareness across the world through creative and wide-ranging means from creating booklets to writing testimonials, garnering news coverage, using Facebook, WhatsApp and Google groups, holding Webinars, and increasing media contacts.

On International Domestic Workers Day, IDWF ensured strong communication by holding the webinar Countdown to Congress, with a record number of 14 interpretation channels.

Increasing Membership and Representation of Migrant Domestic Workers

The IDWF remains committed to increasing membership and representation for migrant domestic workers across regions and internationally. As a result, at Congress 2023, the MENA region (composed of migrant domestic workers) was officially incorporated into the political structure of IDWF, with two seats on the global Executive Committee (one Titular member and one Alternate member).



IDWF also continues to advocate for collaboration between countries of origin and countries of destination in various migrant corridors from South-North and South-South migration, including the migration from Africa and Asia to MENA, within Latin American, from Latin America to the United States, and within Asia.

Two workshops focusing on exchange and learning between affiliates from the Asia and MENA regions led to a substantial increase in knowledge and understanding of the challenges of and

strategies in effective transnational organizing and advocacy.

In addition, a comprehensive work plan, in the scope of IDWF's broader strategic goals, has been developed for the MENA region, which is one of the main destinations for migrant workers globally.

In Africa, affiliates have begun organizing migrant domestic workers before they go to their country of destination and when they return, often having faced challenges such as illness, unfair termination, and abuse.





● Capacity Building

In 2023, the IDWF focused capacity building and organizational development efforts on preparing delegates to attend Congress with each holding extensive pre-Congress trainings and meetings designed to enable a **firmly democratic Congress process**. The regional pre-congresses are important moments in the life of our federation via the preparation for participatory democracy; in these moments, affiliates prepare the resolutions and constitutional amendments to be discussed at the global level. Resolutions provide strategic direction to the IDWF to address through specific themes articulated from the member base to the leadership. **For more details, see the Congress section below.**

IDWF also participated in consultative meetings to expand the work of the International Monetary Fund’s 2022 **Gender + Migration Hub**, which deepened the political analytical skills of domestic worker activist attendees, helping them gain skill in speaking out against human rights abuses.

Affiliates also shone in capacity building efforts across regions, just some of which are listed below:

- **The Africa region** held regional and sub-regional training on **legal empowerment, social protections, and organizational finances**. One success included the paralegal program, where knowledge-based training was broadened to 65 union leaders. These leaders are now equipped to handle cases in the Zimbabwe



Domestic and Allied Workers Union. Because training methodology was also included, these leaders will now be able to train their members. The region also produced and

distributed the booklet **Organize, Organize, Organize: How We Do It.**

- In **Francophone Africa**, over 500 domestic workers benefited from various training programs provided by eight affiliates across West Africa, including **unionism management, leadership, and administration, individual leadership development, training of trainers, domestic workers’ rights and protections, occupational health and safety, and legal case handling.**



- In **Asia**, approximately **700 domestic workers received orientation training on unions and 275 received training in organizational administration, advocacy, negotiations and case handling**. Workers also received training in **digital media literacy, Domestic Worker Protection Law advocacy, and building financial resilience through cooperatives**. These trainings have enabled domestic worker leaders and members to implement a series of social dialogues meetings aimed at advocating for the rights of domestic workers with multiple stakeholders, including government bodies, civil society organizations, labour unions, youth, women and other social actors.

In India, 125 domestic workers received training on **functional and digital literacy, communication, management, negotiation, and rights and acts related to domestic work**.



- With an eye to capacity building, **the Caribbean region** held two hybrid workshops for **domestic worker leaders from six Caribbean countries to develop a vision for domestic workers, engender greater solidarity amongst the leadership across the six countries, identify organizational strengths and weaknesses, and identify areas of improvement and the leadership skills necessary to support the vision**. Domestic workers in the region also participated in digital literacy training.
- In collaboration with 14 unions, **IDWF continues to build capacity throughout the Latin America region**. For example, new leaders strengthened their knowledge and skills in Panama, ultimately becoming members of their union's executive committee; and leaders in Colombia await the implementation of a newly designed union training school. **Forty-five leaders from the Dominican Republic strengthened their skills by participating in a diploma program in union leadership. Seventy-five per cent of participants in the regional leadership school LUNA (Leadership, Unity, ReNewal and Amplification) were elected to top leadership positions in their unions**. Others were elected for the first time in their national trade unions, and one participant was appointed to work in Brazil's Federal Secretariat for Human Rights.



Another leader played an important role in coordinating four domestic workers' organizations in Peru during the implementation of an advocacy project for compliance with that country's Domestic Workers Law. In addition, graduates from LUNA's 2019 cohort served as mentors for the 2022 and 2023 groups, which builds internal leadership and mentorship structures. Recent program evaluation of LUNA emphasized **the value of the political, organizational, leadership, and somatic education** it offers. Following the positive impact it had in the Africa region, a training on **Democratic Leadership for Domestic Workers** was also held in Latin America for the first time.

- In **the MENA region**, virtual meetings focused on **sharing country-specific conditions, developing road maps for future affiliates, developing a platform of demands, understanding what support is possible to offer domestic workers facing legal, wage, imprisonment, and health care issues, building solidarity, and training** on the history and current conditions of forced labour in the region.
- In **Europe**, The European Federation of Food, Agriculture, and Food Unions (EFFAT)'s **International Women's Day campaign spotlighted the importance of care work** and addressed the gender disparities that often leave care workers underrecognized and underpaid. This campaign raised public awareness and provided a rallying point for domestic workers to seek greater acknowledgment of their contributions. Regional and National training sessions equipped domestic workers with skills in **collective bargaining and labour rights**, which are vital for strengthening negotiating power. In feedback, participants reported feeling more empowered to advocate for fair working conditions.

● Thematic Campaigns: Regional and International Action, Research, and Victories

C189

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 one new ratification in Spain. As of December 31, 2023, 38 countries have ratified C189.



Countries that have ratified C189 include:

- Antigua and Barbuda
- Argentina
- Barbados
- Belgium
- Bolivia (Plurinational State of)
- Brazil
- Chile
- Colombia
- Costa Rica
- Dominican Republic
- Ecuador
- Finland
- Germany
- Grenada
- Guinea
- Guyana
- Ireland
- Italy
- Jamaica
- Madagascar
- Malta
- Mauritius
- Mexico
- Namibia
- Nicaragua
- Norway
- Panama
- Paraguay
- Peru
- Philippines
- Portugal
- Seychelles
- Sierra Leone
- South Africa
- Spain
- Sweden
- Switzerland
- Uruguay

Support for and action towards the ratification and implementation of C189 continued in the regions and internationally:



In Africa, the Conservation, Hotels, Domestic, Social Services and Consultancy Workers Union met with Tanzania's Minister of Labour, the Economic Council, and members of parliament, who committed to supporting the ratification of C189. Twenty-five workers, trained in the legal foundations of C189, also **participated in a Tanzanian Parliamentary session towards ratification**. Campaigns and workshops towards ratification were also held in Ghana and Guinea Conakry.

In India, leaders took part in a **National Forum of Domestic Workers**, advocating for social and labour protections for domestic workers and for the ratification of C189. They also organized a **My Fair Home campaign**, aimed at raising employers' awareness of C189 and C190.

In Indonesia, Jaringan Nasional Advokasi Pekerja Rumah Tangga (JALA PRT) and its affiliates in domestic workers' unions have **intensified social dialogue and consensus building among stakeholders in the decent work for domestic workers conversation**, an effort that has been accompanied by symbolic street actions and extensive media campaigns.

While Indonesia's President expressed commitment to a proposed Domestic Workers Bill, asking for expedited deliberation and ratification, the bill has yet to be enacted.



In the Philippines, who has ratified C189 and whose ratification of C190 will come into force in 2025, the United Domestic Workers of the Philippines (UNITED) and other organizations continue to hard work of **pushing for improved enforcement of the national Domestic Workers Law**. The response from the government has been slow even after it heard the case of Elvie Vergara, who suffered extreme abuse at the hands of her employers.

In February 2023, after two years of advocacy from and partnership with IDWF and the self-representation of its domestic worker leaders, **the ILO Latin America Regional Office developed a strategy for the formalization of domestic workers in the design of national care systems, a strategy since adopted by all Ministries of Labour and Women in the region**. This strategy is very significant in moving forward the Decent Work agenda, paving the way for a common social dialogue agenda between IDWF-affiliated unions and their governments. The strategy also makes Latin America the only region in the world with a strategy on the Care Economy that puts domestic work at its center.

Also in Latin America, Brazil's National Secretariat for Care and Family Policy invited IDWF and its affiliate Federação Nacional das Trabalhadoras Domésticas (FENATRAD) to **sit on the interministerial working group for the policy design of the Brazilian National Care System**. The strategic positioning of IDWF and FENATRAD in this working group ensures the needs and demands of decent work for domestic workers will not be left out of negotiations or social dialogue.



Latin America continued to support C189 ratification campaigns in El Salvador, Guatemala, and Honduras. Echoing our international strategic decision to work with unions to continue pushing for ratification, the IDWF also worked with unions in Panama, Chile, Colombia, the Dominican Republic, Costa Rica, Nicaragua, and Brazil to advance social dialogue projects around C189 implementation, minimum wage recognition, social security considerations, and written contracts.

In Peru, four domestic workers' organizations worked together to implement a dissemination and advocacy campaign for the implementation of Law 31047, the Domestic Workers Law. In Colombia, the Unión de Trabajadoras Afrocolombianas del Servicio Doméstico (UTRASD) led alliance and network building to prepare and present a labour inspection bill to the Congress of the Republic.



In November 2023 at the 188th Inter-American Human Rights Commission held in Washington, DC, The Latin American and Caribbean Confederation of Domestic Workers were granted a second hearing, which served to inform the Commission around issues of the state of decent work for domestic workers, gender-based violence against women domestic workers, and violations of their economic, social, cultural, and environmental rights.

Latin America also participated in the UNECLAC Regional Women's Forum and an ILO Care Symposium. The region continues to map domestic workers' engagement and involvement in social dialogue spaces regarding the development of national care policies and systems, including the care needs domestic workers themselves have for their families. Sindicato Nacional de Trabajadoras del Hogar (SINTRAHOG) in Honduras gained the support of union allies and Honduras' President in its campaign to see C189 ratified in that country.

In the EU region, EFFAT **intensified lobbying efforts to secure ratification of ILO C189**, focusing on member engagement and policy discussions that would recognize domestic work as essential work, executing many campaigns and actions around C189.

For example, it developed and implemented the **A House of Dignity** campaign to address domestic workers' difficult working conditions through targeted actions at both European and national levels. **EFFAT also successfully organized the hearing "What Can the EU Do to Improve Domestic Workers' Conditions: A Path Toward Dignity" at the European Parliament in Brussels.** EU members participated in a discussion concerning the implementation of C189 following a presentation by the ILO's Claire Hobden, sharing best practices, addressing challenges, and developing action plans to ensure the effective integration of C189 principles into domestic legislation and practices. The EU is also participating in an EFFAT questionnaire assessing the current status of domestic workers' rights in different countries and the implementation of C189. The questionnaire aims to analyze the extent to which the principles outlined in C189 are reflected in national laws and their practical implementation.

EFFAT participated in the celebratory **Manifiesta** festival and released a special podcast with the European Trade Union Institute (ETUI) on decent work for domestic workers

C190

What is C190?

- The International Labour Organization's Convention 190, adopted in 2019, is the first international treaty recognizing the right of everyone to a world of work free from violence and harassment, including gender-based violence and harassment.
- Domestic workers, because of their gender, the fact their work so often takes place in the private sphere, and their exclusion from labour and social protections, are particularly vulnerable to violence and harassment in their work.



By December 2023, 35 countries had ratified C190.

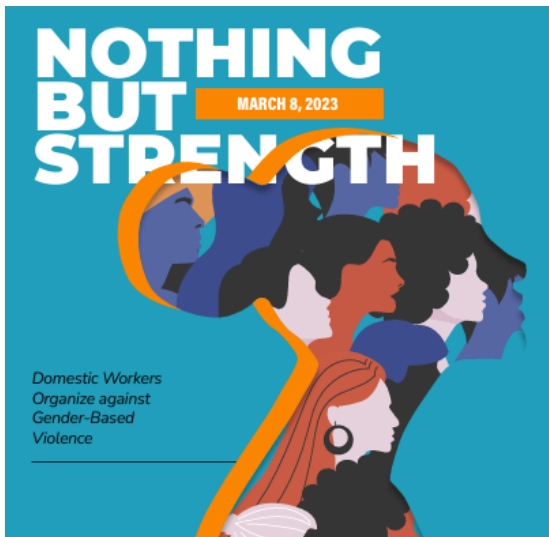
IDWF has affiliates in the following:

- Antigua and Barbuda
- Argentina
- Belgium
- Chile
- Ecuador
- El Salvador
- Germany
- Italy
- Lesotho
- Mexico
- Namibia
- Nigeria
- Panama
- Peru
- Philippines (Ratified 20.02.2024, in force 20.02.2025)
- Rwanda
- South Africa
- Uganda
- United Kingdom of Great Britain and Northern Ireland

2023 was a big year for raising awareness of C190. In Asia, two online Training of Trainers courses on violence and harassment in the workplace for domestic workers went live, were translated into eight languages, and were completed by 81 participants. India’s SEWA conducted five workshops on gender-based violence and harassment, where participants were educated on issues related to gender and violence, including the underlying social structures that contribute to these problems.

Affiliates in the Caribbean fought for and saw ratification of C190 in Antigua and Barbuda, and Grenada. After much advocacy and organizing a dialogue platform, IDWF affiliate the Jamaican Household Workers Union (JHWU) saw a Sexual Harassment Law come into force in Jamaica on July 3.

In Latin America, the campaigns and mobilizations led by Federación Nacional de Sindicatos de Trabajadoras de Casa Particular (FESINTRACAP) contributed to Chile’s ratification of C190. In Brazil, the mobilization efforts of domestic workers helped start the process of that country’s C190 ratification.



In Europe, EFFAT continued to press for legislative protections against violence in domestic work in alignment with ILO C190 standards.

IDWF produced the second volume of the **Nothing But Strength Booklet**, which launched on International Women’s Day to raise awareness and educate affiliates on gender-based violence and C190 and facilitated IDWF’s participation in the **Interactive Multi-Stakeholders Dialogue on Care in Lebanon** to raise awareness of the care economy and care needs of domestic workers.



Migrant Domestic Workers

Demonstrating its commitment to prioritizing the rights of migrant domestic workers on a global level, IDWF made submissions to the UN Secretary General’s Report on the Human Rights of Migrants and to the UN Network on Migration’s Best Practices on the Global Compact. It also developed material for the 5th United Nations Conference on the Least Developed Countries and participated in consultative meetings to assess the successes, challenges, and learnings related to campaigns to advance MDW rights surrounding the 2022 World Cup in Qatar. IDWF’s campaign titled **“Stop Human Trafficking, Protect Domestic Workers”** successfully raised the visibility of migrant domestic workers and connected their demands with other

conventions related to migrants, involving affiliates from various regions in solidarity actions.

In the MENA region, affiliates focused on **building cohesion** across countries and on empowering workers and organizations through capacity building.

In Africa, a regional training with participants from Tanzania, Kenya, Zanzibar, and Uganda focused on safe and fair migration for domestic workers, from which a petition on safe and fair migration was sent to Zanzibar’s government. **Due to the joint effort of the Uganda Hotels, Food, Tourism, Supermarkets and Allied Workers Union (HTC) and other unions, Uganda ratified C190.** HTC also built links with the Migrant Resource Centre to share **best practices on migrant domestic worker protection** and participated in discussions



with the Uganda Association of External Recruitment Agencies on how to practice safe and fair migration for domestic workers. In addition, **HTS is always in communication with workers when they are in their country of destination, and it handled over 200 distress cases and facilitated 20 returnee cases**, ensuring safe return home when employment contracts had ended but employers continued to retain domestic workers without their consent. HTS helps workers invest in constructing their homes, buying land, and supporting their families. Moreover, HTS trained 25 migrant domestic workers in trade unionism, and these workers then joined the union. In Zanzibar, in partnership with the government and recruitment agencies, the Conservation, Hotels, Domestic, Social Services and Consultancy Workers Union (CHODAWU) conducted **continual departure training for migrant domestic workers**. This enables CHODAWU to track migrant domestic workers in their countries of destination. In Kenya, the Kenya Union of Domestic, Hotels, Educational Institutions and Hospital Workers (KUDHEIHA) also **ran an awareness program on safe migration, namely in Mombasa, Kilifi, and Kwale**. During these meetings, migrant domestic workers elected their own committees, who help with recruitment. Through KUDHEIHA, an elected Migrant Domestic Workers' Council from these three counties was formed, which oversees cases and grievances for MDWs in Gulf countries and on their return. Escalated cases are referred to KUDHEIHA's legal counsel for further action and legal redress. In total, KUDHEIHA has organized 1,000 MDWs, and its advocacy has instrumental in the development of Kenya's Labour Migration Policy, approved by Kenya's Labour Cabinet

in August. In addition to predeparture trainings in Ethiopia, the Mulu Tesfa Domestic Workers Association (MTDWA) linked returnees with regional branches to facilitate rehabilitation through counselling, training, and psychological and medical assistance. In Tanzania, the Conservation, Hotels, Domestic, Social Services and Consultancy Workers Union (CHODAWU-T) collaborated with the government to advocate for safe and ethical recruitment practices. Leaders familiar with the legal processes and procedures continue to lobby for ratification in Guinea. Members throughout the region also compiled and shared best practices for protecting Migrant Domestic Workers among themselves.



In Asia, Malaysia's Asosasyon ng mga Makabayang Manggagawang Pilipino Overseas (AMMPO), Persatuan Pekerja Rumah Tangga Indonesian Migran (PERTIMIG), and the Labour Law Reform Coalition (LLRC) formed **an agreement to advocate for labour law reform and the registration of a migrant domestic workers' union**. In Taiwan, the IDWF's support of the Domestic Caretakers Union (DCU) has resulted in a committed leadership team and regular exchanges between migrant domestic

worker leaders, enabling a **successful pushback against discriminatory quarantine measures directed at migrant domestic workers**. In Korea, the National House Manager's Cooperative (NHMC) and allies **successfully rallied the government to include migrant domestic workers in the protective Employment Permit System**. Other successes include gains in increasing punishment to abusive agencies in Hong Kong, Malaysia, and Taiwan, and **legal advocacy for 68 migrant domestic workers across these three countries**. New migrant domestic workers began attending SEWA union meetings in Bengal and Bihar, India.

In Latin America, IDWF continues to work with its trade unions to change the conditions migrant workers face. In Colombia, Sindicato Nacional de Trabajadoras del Servicio Doméstico (SINTRASEDOM) raised awareness with migrant domestic workers from Venezuela at the border. In Panama, Sindicato Gremial de Trabajadoras y Trabajadores del Servicio Doméstico y Similares (SINGRETRADS) **prepared a Guide for Domestic Workers in Panama**, a compilation of rights and guarantees that includes the mechanisms of legal protection against exploitation, vulnerability, and violations of labor rights. In Brazil, the Sindicato dos Trabalhadores Domésticos do Município de São Paulo (STDMSP) union held regular meetings on labour rights in Brazil with groups of migrant domestic workers from many



different countries. These meetings have led to the election of one Filipino worker to the Executive Committee of the union and to a newly established migrant domestic worker's department within the union.

In Europe, EFFAT focused on **inclusivity and advocacy**, utilizing findings from the PHS Employment Monitor to address the vulnerabilities migrant domestic workers face, including limited social security access and precarious employment conditions. EFFAT's joint statement on labor shortages underscored the importance of migrant workers in filling critical Personal and Household Services roles, **urging policymakers to prioritize fair treatment and protections**. Additionally, events like **ManiFiesta** and projects such as **PHSDialogue** bolstered migrant domestic workers representation and visibility, reaffirming EFFAT's commitment to equitable treatment across Europe.



Strengthen Social Security and Protection

Globally and across regions, IDWF continues to advocate for implementation of social security and protection for domestic workers. In 2023, the Europe region planned the **CallingEU** campaign ahead of the 2024 EU elections, which emphasized **the need for comprehensive social security for domestic workers**. In Latin America, domestic workers unions from the Dominican Republic (ATH, UNFRETRAH and SINTRADOMES) and Paraguayan unions (Sindicato de Trabajadoras Domésticas y Afines de Itapúa – SINTRADI, and Sindicato de Trabajadoras del Servicio Doméstico del Paraguay – SINTRADESPY) **designed campaign and advocacy actions for the extension of social security coverage for domestic workers based on the change of specific legislation for part-time workers, which strongly affects domestic workers' access to social security**. These efforts achieved participation on the permanent table of social dialogue on social protection. Following training in negotiation skills, the **African region has seen an increase in written employment contracts in 12 countries**. A small number of workers have begun to see salary increments, pensions, access to credit, social security, health insurance, and workers' compensation.

Care Economy

Domestic workers' essential contributions to and need for an equitable care economy continues to be a major international focus. The IDWF raised awareness about the role of domestic workers in the care economy during the Global Day of Action for Care by organizing webinars and applying the ILO's 5R care framework (recognize, reduce, redistribute, reward, and represent care workers) to the sector.



In addition to preparing for high-level discussions on care at the ILC in 2024, IDWF participated in several capacities at the UN Commission for the Status of Women's meetings on Care in March:

- IDWF co-hosted the panel discussion **“Women, Work, Migration, and Technology,”** featuring the IDWF delegate and two affiliate representatives. Discussion included the ways in which technology enables workers to connect.
- IDWF facilitated the virtual participation of Brazilian affiliate Federação Nacional das Trabalhadoras Domésticas (FENATRAD) on the panel **“Interventions for Ending On- and Off-line Gender-Based Violence and Harassment at Work.”**



- IDWF co-hosted “**Reclaiming Worker-Centric Digital Spaces: Lessons from the Global Tribunal of Women Workers,**” with IWRAW-AP, FIDA Uganda, and AWID.
- IDWF participated in “**Towards Feminist Development Policy for Germany - Focus on Climate, Economic Justice and Food & Agriculture,**” a workshop hosted by the Centre for Feminist Foreign Policy (CFFP), contributing our sector’s perspective on climate justice.
- **IDWF was able to inform conversation,** in particular with government, promoting policy changes around technology. At an ILO-hosted panel, some speakers incorrectly stated that money transfer to migrant domestic workers through digital tools prevents wage theft. In reality, employers can take back this money

from the workers who live in their households, and there is no way to monitor this practice in the absence of labour law and inspections. IDWF’s delegates experiences were key in dispelling myths and re-orienting the conversation to the lived realities of workers.

Regionally, the Asia team completed a Care Policy Mapping, which provides clear evidence of how domestic workers contribute to the care economy and that they bear a major portion of the burden of care in many contexts. In Europe, [the joint statement on labour shortages](#) amplified EFFAT’s awareness campaigns, advocating for improved conditions that would attract and retain workers in the PHS sector as projected demand increases. EFFAT used these insights to encourage policymakers to view care work as a pillar of social infrastructure.



● Challenges We Faced

Global forces like pandemics, wars, lack of freedom of association, and authoritarian regimes shape the lives of domestic workers and the work our affiliates and our federation. One

of the main challenges that our federation faced was the loss of our first elected beloved president Myrtle Witbooi (Aug 31, 1947 – Jan 16 2023) after a battle against cancer. The second big internal challenge was the personal situation of Elizabeth Tang, IDWF’s first General Secretary (2013-2023) who was embattled by political unrest in Hong Kong. As a result, she was not allowed to travel outside of the country during 2023, preventing her in-person attendance at Congress.

In regions like Asia and the Middle East/ North Africa (MENA), where ratifying C189 is unlikely due to authoritarian

governments and to the increasing closure of civic spaces, we must adapt our approach to focus on targeted aspects of implementing the decent work agenda.

Socio-cultural conditions that have historically rendered domestic work as an undervalued occupation and domestic workers not as “real workers” still persist in theory and in practice.

These conditions are manifested in labour laws and wages and in the social treatment of domestic workers. They are also often manifested in

the workers themselves—for a worker to be convinced to join a union first she or he must be convinced that they are indeed a worker and deserve rights. In other words, because domestic work has been historically undervalued socially and economically, many workers do not see themselves as workers, subject to rights.





Unionization means overcoming these challenges; hence it is slow and often implies much work at the grassroots level.

Because of the isolated nature of domestic work, organizers need to go to public spaces (streets, parks, bus stops) to meet domestic workers. **It is crucial to develop leaders, strengthen the internal capacity of unions, consolidate internal governance structures, the administration, and the financial management of these organizations to keep the organizing movement strong.**

One important strength of the domestic workers' movement is its legal advocacy work on the ground at the local level and at regional and international levels. Access to justice is crucial for domestic workers who live in countries where legislative frameworks of protection often fail in compliance mechanisms because of lack of implementation, lack of regulation, budgetary constraints, and/or because justice systems are broken. In those countries where there are no regulatory mechanisms and frameworks, the situation is even more challenging.





A SEAT AT THE TABLE: INTERNATIONAL REPRESENTATION AND ALLIANCES

Because domestic work is the groundwork that makes all other work possible, it reaches into and has an impact on many other spheres. Similarly, **many other issues affect domestic work and domestic workers—including care, women’s rights, gender-based violence, labour rights, social protection, and migration, to name a few.** As a result, **it remains crucial for domestic workers to be present and heard in international fora on the issues that affect our lives.**

Below are some of the many international gatherings in which domestic workers represented the IDWF in 2023:

- **February 2023.** New York. United Nations Sustainable Development Goal Meetings. Expert roundtable consultation on transforming the care system.
- **February 2023.** ILO Latin America Regional Symposium. Investing in Care to Make Decent Work for Domestic Workers Real.
- **March 2023.** United Nations Commission for the Status of Women 67 (see above).
- **March 2023.** On March 8, IDWF co-organized the International Women’s Day Rally, **“Women Workers Claiming Rights!”** in front of the UN Headquarters. The rally focused on migration, decent work, C189 and C190, social protections, fair wages, and an end to wage theft.



- **June 2023.** Jakarta. First Migrant Women’s Forum Assembly.
- **June 2023.** International Labour Conference. Participating in discussions around Just Transition, positioning environmental justice as a labour issue. Representing domestic workers in the Committee for the Application of Standards discussions, particularly around the priority demands of migrant domestic workers in Lebanon.
- **July 2023.** International Association for Feminist Economics. Co-hosted panels and discussions.
- **July 2023.** **CIWO-Rutgers** Transformative Leadership Conference. Showcasing LUNA as a leadership building model.

- **August 2023.** Inclusive Dialogue among States, Migrants, and Representatives of Migrant-led Organizations: Meaningful Migrant Participation for Safe Migration, hosted by the International Organization for Migration.
- **August 2023.** Migrant Forum Asia. “Reclaiming Space, Restoring Democracy and Equality in ASEAN.”
- **August 2023.** ILO workshops in Costa Rica and Dominican Republic. “Integrating Behavioral Science into Domestic Worker Advocacy Campaign for the Implementation of C189.”
- **September 2023.** ILO Migrant Advisory Group meeting and Round Table with Migrant Domestic Workers.
- **November 2023,** Washington DC. 188th Inter-American Human Rights Commission. The Latin American and Caribbean Confederation of Domestic Workers were granted a second hearing, which served to inform the Commission around issues of gender-based violence against women domestic workers as well as violations of their economic, social, cultural, and environmental rights.





CONGRESS 2023

2023 marked 10 years since IDWF’s founding Congress and 5 years since the last in-person Congress. The last years have brought particular hardship, including the death of Myrtle Witbooi, who was not only the founder of the movement, but also its mother.

IDWF General Secretary Elizabeth Tang faced political persecution, including arrest and restricted movement. And, of course, domestic workers everywhere faced the upheaval and loss of livelihood that came with the pandemic.

But **these challenges did not dampen the spirit of hope and the courage to continue to fight for domestic workers’ rights that infused Congress 2023**, which brought together member delegates, observers, speakers, and guests from 68 countries spanning 7 regions.

Addressing this group from her home in Hong Kong, Elizabeth Tang reflected on the successes achieved since 2018,

“ Let us remember that domestic worker organizing is bigger than us. We have immense challenges, yet our vision for justice is bigger than us.”

Adriana Paz Ramírez, General Secretary, at Congress 2023



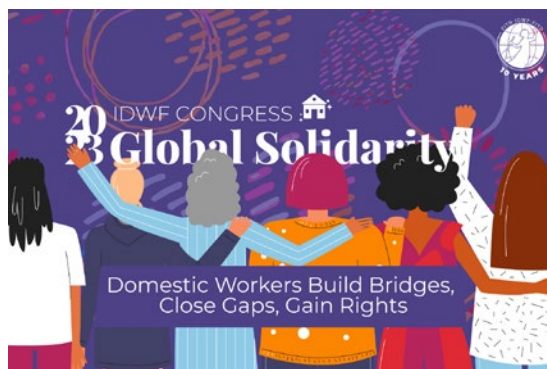


including a 30 per cent jump in affiliates, an almost tripling of the annual budget, a dramatic improvement in affiliates paying their membership fees, the establishment of a solidarity fund for domestic workers, and the successes in C189 ratification and implementation campaigns.

After months of democratic pre-Congress training and preparation, delegates presented their region's proposed resolutions, the most notable being the proposal to grant a seat on the Executive Committee to a member of the Middle Eastern and North Africa (MENA) region. This resolution, along with 13 others, was accepted.

All resolutions are summarized in the text box on pages 36 and 37, and can be [read in their entirety](#) on the IDWF website, which will also house the full Congress report.

Additionally, Congress approved a Constitutional Amendment, highlights being the new inclusion of a second vice-president to the Executive Committee, the inclusion of a titular member on the Executive Committee from each of



the seven regions, and the inclusion of a clause stating Congress can be held virtually or in person dependent on organizational needs.

Our strategic goal of building strong communications was also at the forefront at Congress, where the communications team was instrumental in preparing material from logos to theme songs to WhatsApp groups.

A congress communication highlight: designing and facilitating a five-episode newscast production that trained 16 domestic workers to collect thematic interviews.



SUMMARY: RESOLUTIONS ADOPTED AT THE 4TH IDWF CONGRESS

1. Composite Resolution on Domestic Workers and the Care Economy

- Recognizing domestic workers as care workers, with the right themselves to childcare and elder care support.

2. Resolution Protecting Livelihood and Economic Empowerment of Domestic Workers

- Recognizing that domestic workers are essential workers and should be entitled to rights to meaningful livelihoods and basic incomes.

3. Composite Resolution on Climate Change, Occupational Health and Safety in the Workplace

- Recognizing domestic workers face occupational health and safety risks, including those resulting from climate change, and should be protected from and educated around these risks.

4. Resolution Promoting Environmental Protection through Waste Reduction and Recycling

- Recognizing our connection to the land and that the poorest people, domestic workers and their families among them, are the most vulnerable to the impacts of climate change.

5. Resolution Granting Representation of the MENA Region in the Leadership via the Executive Committee

- Recognizing the significant presence of migrant domestic workers in the MENA region, the unique social and political context the region presents in relation to the realization of domestic workers' rights, and the concern at the lack of basic rights in the region.

6. Composite Resolution on Migrant Domestic Workers: Organizing in Destinations, Advocating for Rights, and Combatting Human Trafficking

- Recognizing the continued relevance of 2018's "Protection of Migrant Domestic Workers" Resolution, the post-pandemic rise in the number of migrant domestic workers, and MDW's increasing vulnerabilities to abuses and forced labour, denial of rights, and lack of protection.

7. Resolution on Protecting Transgender and Marginalized Minorities in the Domestic Worker Industry

- Recognizing that transgender and marginalized minorities who work as domestic workers face compounded discrimination and violence stemming from their race, gender identity, and occupation.

8. Resolution Against the Rise of Authoritarian Regimes in Asia

- Recognizing the rise of authoritarian regimes and political suppression in recent years, the shrinking democratic space for domestic workers, and the need to create shared care of

members and leaders at risk, and approving alliance with other global union federations and human rights organizations.

9. Resolution on Solidary and Justice for Peru and Other Countries in Democratic Crisis

- Recognizing a non-elected leader currently silences the Peruvian majority voice in a context of injustice and systematic violations of human rights by law enforcement, which has resulted in economic and social crises, including unemployment and rising living costs, which particularly affect women domestic workers and jeopardize their labour and social rights, and recognizing this is not a unique situation globally.

10. Resolution on the Financial Sustainability of the IDWF

- Recognizing the IDWF is dedicated to building independent and democratic union movement of domestic workers, that financial sustainability is a key component of independence, and that the IDWF now largely depends on external funding.

11. Composite Resolution on Governance and Internal Organization

- Recognizing the value of transparent decision-making, effective and accountable leadership, and a robust, democratic labour movement, guided by the IDWF Constitution and the duty to continuously improve leadership and organizational functioning.

12. Resolution Enhancing Solidarity and Advocacy for Domestic Workers in Europe

- Recognizing and continuing the positive collaboration between the European Federation of Food Agriculture and Tourism (EFFAT) and the IDWF.

13. Resolution on Strengthening Trade Union Power and Organizing Domestic Workers

- Recognizing the challenges domestic workers face in achieving decent working conditions, fair wages, and social protections, and reaffirming the IDWF objective to strengthen trade union power and improve the organization of domestic workers globally.

14. Resolution in Appreciation of Elizabeth Tang, General Secretary of IDWF (2013-2023) and Prominent Trade Unionist

- Recognizing and appreciating the contributions of Elizabeth Tang to the domestic workers movement, and recommending qualities of equity, democracy, inclusivity, consultation, and respect for diversity be considered for future leaders.



Key elections also took place at Congress, establishing a robust collective of global leaders for the upcoming years: Carmen Brítez as President, Toindepi Dhure as 1st Vice President, June Barrett as 2nd Vice President, and Adriana Paz Ramírez as General Secretary.



PUBLICATIONS AND RESEARCH

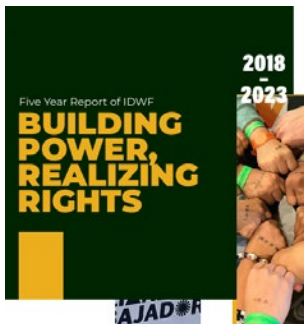
To support our activities across priority areas and regions this year, the IDWF continued its tradition of publishing a wide array of material from brochures for workers to position statements aimed at the ILC.

Three publications rose out of our 4th Congress: **IDWF Resolutions Adopted in the 4th Congress**; **IDWF Constitution Oct 2023**; and our forthcoming Congress Report.

Other key publications include: the five year report **Building Power, Realizing Rights**; the stories of domestic workers who have experienced gender-based violence and harassment in the workplace collected in **Nothing But Strength: Domestic Workers Organize Against Gender-Based Violence**; the position statement on including domestic workers in the global transition towards a low-carbon and sustainable economy, **A Just Transition for Domestic Workers**; and **Organize, Organize, Organize: How We Do It**, which shares good practices on growing and building unions from affiliates in Africa. As a result of collective development with 15 unions in Latin America, the IDWF published an innovative digital **Toolkit for the Implementation of C189**.

These and all other IDWF publications can be downloaded from [our website](#).

The Asia region completed Care Policy Mapping (discussed in Thematic Campaigns & Research). Joint participatory research and capacity building also took place in Malaysia around migrant domestic workers and rest days, which equipped migrant domestic workers with interviewing skills and confidence, helped build partnerships with migrant domestic workers and employers, provided concrete evidence, helped the IDWF and affiliates understand target audiences, and informed campaign strategy.



A Just Transition for Domestic Workers Must Enforce Their Right to Decent Work



OUR AFFILIATES

Africa



1. Syndicat National des Employés d'hôtels et de Maison du Bénin (SYNEHM BENIN) – Benin
2. Botswana Domestic and Allied Workers Union (BODAU) – Botswana
3. Syndicat National des Employés de Maison et de Gardiennage du Burkina Faso (SYNEMAG-B) – Burkina Faso
4. Union de Femme Domestique du Congo (UFEDOC) – Congo
5. Mulu Tesfa Domestic Workers Association (MTDWA) – Ethiopia
6. Domestic Services Workers Union (DSWU) – Ghana
7. Syndicat National des Employés de Maison de Guinée (SYNEM-GUINEE) – Guinea
8. Associação Nacional de Proteção dos Trabalhadores Domésticos da Guiné-Bissau (ANAPROMED-GB) – Guinea-Bissau
9. Syndicat Des Travailleurs Domestiques et Travailleurs de l'Economie Informel (SYTDEI.CI) – Ivory Coast
10. Kenya Union of Domestic, Hotels, Educational Institutions and Hospital Workers (KUDHEIHA) – Kenya
11. Kopanang Domestic Workers Association of Lesotho (KDWAL) – Lesotho
12. Domestic Workers Union of Liberia (DOWUL) – Liberia
13. Commercial Industrial & Allied Workers Union (CIAWU) – Malawi
14. Syndicat des Travailleurs Domestiques du Mali (SYNTRADOM) – Mali
15. Sindicato Nacional dos Empregados Domésticos (SINED) – Mozambique
16. Namibian Domestic and Allied Workers Union (NDAWU) – Namibia
17. Syndicat National des Travailleurs des Hôtels, Bars, Restaurants et Assimilés du Niger (SYNTHOBRA) – Niger
18. National Union of Hotels and Personal Services Workers (NUHPSW) – Nigeria
19. Syndicat des Travailleurs Domestiques et Indépendants de l'Economie Informelle (SYTRIECI) – Rwanda
20. Syndicat National des Travailleurs Domestiques (SYNTRAD) – Senegal
21. South African Domestic Service and Allied Workers Union (SADSAWU) – South Africa
22. Conservation, Hotels, Domestic, Social Services and Consultancy Workers Union (CHODAWU) - Tanzania
23. Syndicat National des Domestiques du Togo (SYNADOT) – Togo
24. Uganda Hotels, Food, Tourism, Supermarkets and Allied Workers Union (HTS-UNION) – Uganda
25. Domestic Workers Union of Zambia (DWUZ) – Zambia
26. Conservation of Hotel, Domestic Workers and Allied Union (CHODAWU-Z) – Zanzibar
27. Zimbabwe Domestic and Allied Workers Union (ZDAWU) – Zimbabwe
28. Sendika Nasionalin'ny Mpiasa An-Trano Malagasy (SENAMAMA) – Madagascar

Asia



1. National Domestic Women Workers Union (NDWWU) – Bangladesh
2. Independent Democratic Association of Informal Economy (IDEA) – Cambodia
3. Association of Domestic Workers (ADW) – Cambodia
4. Hong Kong Federation of Asian Domestic Workers Unions (FADWU) – Hong Kong
5. National Domestic Workers Federation (NDWF) – India
6. National Domestic Workers Movement (NDWM) – India
7. Self Employed Women’s Association (SEWA) – India
8. Gharelu Kaamgar Sangathan, Gurgaon (GKS) – India
9. Gharelu Kamgar Panchayat Sangam (GKPS) – India
10. Jaringan Nasional Advokasi Pekerja Rumah Tangga (JALAPRT) – Indonesia
11. Asosasyon ng mga Makabayang Manggagawang Pilipino Overseas (AMMPO) – Malaysia
12. Persatuan Pekerja Rumah Tangga Indonesian Migran (PERTIMIG) – Malaysia
13. Home Workers Trade Union of Nepal (HUN) – Nepal
14. United Domestic Workers of the Philippines (UNITED) – Philippines

15. National House Manager’s Cooperative (NHMC) – South Korea
16. Domestic Workers Union (DWU) – Sri Lanka
17. Protect Union (PROTECT UNION) – Sri Lanka
18. Domestic Caretakers Union (DCU) – Taiwan
19. Network of Domestic Workers in Thailand (NDWT) – Thailand

Caribbean



1. Antigua Trades and Labour Union (ATLU) – Antigua and Barbuda
2. Jamaica Household Workers’ Union (JHWU) – Jamaica
3. National Union of Domestic Employees (N.U.D.E.) – Trinidad and Tobago

Europe



1. CSC Alimentation et Services (CSC A&S) – Belgium

2. Centrale Alimentation-Horeco-Services FGTB-Horval (Horval FGTB) – Belgium
3. Centrale Générale FGTB (ACCG FGTB) – Belgium
4. Gewerkschaft Nahrung-Genuss-Gaststätten – Germany
5. Federazione Italiana dei Lavoratori del Commercio, Turismo e Servizi (FILCAMS CGIL NAZIONALE) – Italy
6. Federatie Nederlandse Vakverenigingen (FNV) – Netherlands
7. Gewerkschaft Unia (UNIA) – Switzerland
8. Syndicat Interprofessionnel de Travailleuses et Travailleurs (SIT) – Switzerland
9. The Voice of Domestic Workers (VODW) – UK
10. Imece (IMECE) – Turkey
6. Federación de Sindicatos de Trabajadoras de Casa Particular (FESINTRACAP) - Chile
7. Sindicato Nacional de Trabajadoras del Servicio Doméstico (SINTRASEDOM) - Colombia
8. Unión de Trabajadoras Afrocolombianas del Servicio Doméstico (UTRASD) - Colombia
9. Asociación de Trabajadoras Domésticas (ASTRADOMES) – Costa Rica
10. Sindicato de Mujeres Trabajadoras del Hogar Remuneradas Salvadoreñas (SIMUTHRES) – El Salvador
11. Sindicato de Trabajadoras Domésticas Similares y a Cuenta Propia (SITRADOMSA) - Guatemala
12. Red de Mujeres Empleadas del Hogar, Asociación Civil (RMEHAC) - México
13. Sindicato Nacional de Trabajadores y Trabajadoras del Hogar (SINACTRAHO) - México

América Latina



1. Asociación de Trabajadoras del Hogar (ATH) – República Dominicana
2. Unión Nacional FENAMUTRA de Trabajadoras del Hogar (UNFETRAH) – República Dominicana
3. Sindicato Nacional de Trabajadoras/es Domésticas (SINTRADOMES-CASC) – República Dominicana
4. Unión del Personal Auxiliar de Casas Particulares (UPACP) - Argentina
5. Federação Nacional das Trabalhadoras Domésticas (FENATRAD) - Brasil
14. Sindicato de Trabajadoras Domésticas del Departamento de Granada “Claudia Chamorro” (SINTRADOMGRA) - Nicaragua
15. Federación de Trabajadoras Domésticas y Oficios Varios “Julia Herrera de Pomares” (FETRADOMOV) - Nicaragua
16. Sindicato Nacional de Trabajadoras del Hogar (SINTRAHO) - Honduras
17. Sindicato Gremial de Trabajadoras y Trabajadores del Servicio Doméstico y Similares (SINGRETRADS) - Panamá
18. Sindicato de Trabajadoras Domésticas y Afines de Itapúa (SINTRADI) - Paraguay
19. Sindicato de Trabajadoras del Servicio Doméstico del Paraguay (SINTRADESPY) - Paraguay
20. Centro de Capacitación para Trabajadoras del Hogar (CCTH) - Perú
21. Federación de Trabajadores y Trabajadoras del Hogar Remunerados del Perú (FENTRAHOGARP) - Perú

22. Instituto de Promoción y Formación de Trabajadoras del Hogar (IPROFOTH) - Perú

23. Sindicato de Trabajadoras y Trabajadores del Hogar de la Región Lima (SINTTRAHOL) - Perú

MENA



1. Domestic Workers Solidarity Network in Jordan (DWSNJ) – Jordan
2. Sandigan Kuwait Domestic Workers Association (SKDWA) – Kuwait
3. Bayanihang Domestic Worker Qatar (BDWQ) – Qatar

North America



1. National Domestic Workers Alliance (NDWA) – USA
2. United Domestic Workers of America (UDWA) – USA



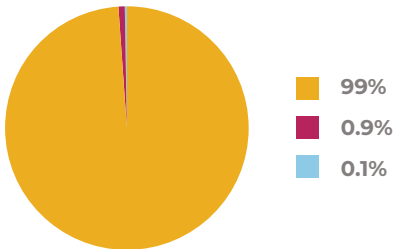
FINANCIAL REPORT: JANUARY – DECEMBER 2023

SOURCE OF FUNDS

The total incoming resources for the financial year ending 31 December 2023 is USD 3,486,092.

Project funds remain the key resource, which is 99% of the total budget, followed by general donations and affiliations fees.

| Source of Funds | USD |
|-------------------|------------------|
| Affiliation Fees | 4,516 |
| General donations | 30,686 |
| Project Income | 3,450,890 |
| TOTAL | 3,486,092 |

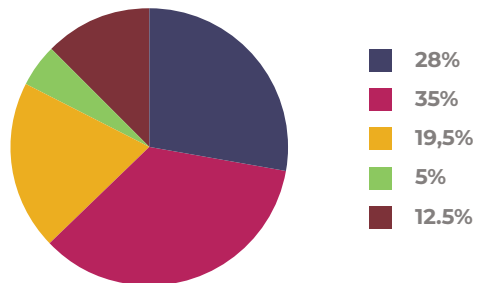


IDWF received funding to support its works and its affiliates. The key funders include Women in Informal Employment: Globalizing and Organizing (WIEGO), Olof Palmes Internationella Center, Foundation for a Just Society (FJS), Wellspring Philanthropic Fund, Stiftung Auxilium, FNV Mondiaal, International Labour Organization (ILO), and Trade Union Solidarity Centre of Finland (SASK). 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 2023 is USD 4,027,744. 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 | 1,141,192 |
| Regional Programme | 1,410,102 |
| Global Programme | 788,055 |
| Fundraising and Communication | 191,868 |
| Coordination and Management | 496,527 |
| TOTAL | 4,027,744 |



The cash on hand as of 31 December 2023 is USD 1,038,617.

To ensure necessary funds are available for future and contingency expenses, IDWF set up a reserve for Congress (USD 416,354) and for staff costs (USD 31,991).

OUR FUNDERS AND PARTNERS

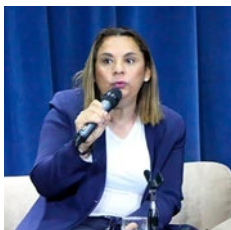
IDWF is grateful for the support of the following organizations:

- Arthur Svensson Award
- European Federation of Food, Agriculture and Tourism Trade Unions (EFFAT)
- Porticus
- FNV Mondiaal
- Foundation for a Just Society
- Friedrich-Ebert-Stiftung (FES)
- Global Labor Justice - International Labor Rights Forum (GLJ-ILRF)
- 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 Palmes Internationella Center
- Open Society Foundations
- SASK – Trade Union Solidarity Centre of Finland
- Solidarity Center
- Stiftung Auxilium/ Porticus Asia Ltd.
- Swedish International Development Cooperation Agency (SIDA)
- International Federation of Workers' Education Associations (IFWEA)
- UN Women
- United Domestic Workers of America
- Urgent Action Fund for Women's Human Rights Asia and Pacific
- Wellspring Philanthropic Fund
- 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

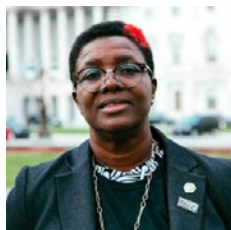
Office Bearers



President:
Carmen Brítez,
UPACP,
Argentina



1st Vice President:
Toindepi Dhure,
ZDAWU,
Zimbabwe



2nd Vice President:
June Barrett,
NDWA,
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General Secretary:
Adriana Paz
Ramírez
IDWF, Bolivia

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SEWA, India



Elaine Duncan,
JHWU, Jamaica



Emanuela Loretone,
Filcams CGIL
Nazionale, Italy*



Mary Ann Abunda,
Sandigan Kuwait
DWs Assoc., MENA

Executive Committee Members – Alternate



Marina Künzi,
ACV Food
and Services,
Belgium



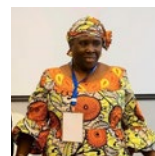
Ruth Díaz,
FENAMUTRA,
Dominican
Republic



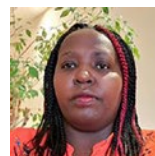
Jec Sernande,
Asia



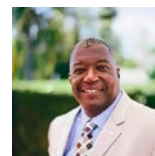
Ida Le Blanc,
N.U.D.E.,
Trinidad and
Tobago



**Aissata
Sadjo,**
SYTHOBRA,
Niger



Mercy,
DWSNJ,
MENA



Doug Moore,
UDWA,
USA

***Note:** Effective April 23, 2024, Ms. Pia Stalpaert has resigned from her position as the Titular Member for Europe. With the consensus of the European Affiliates, Ms. Emanuela Loretone assume the role of Titular Member, while Ms. Marina Kunzi serve as the Alternate Member for Europe.

OUR AFFILIATIONS

The IDWF is affiliated with one other global organization:

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.

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