



INTERNATIONAL DOMESTIC WORKERS FEDERATION

# 5 Year Strategic Plan

2016 – 2020



[www.idwfed.org](http://www.idwfed.org)



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# 5 Years Strategic Plan

2016 - 2020

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# Executive Summary



FOUNDING CONGRESS OF THE IDWF IN URUGUAY OCTOBER 2013



“I have been a domestic worker for over 12 years, and now I am an active trade unionist. People used to say it is too difficult to organise domestic and household workers. This is not my experience. The IDWN preparations for the C189 were the starting point for my own activities. I could tell domestic and household workers that they also have rights but to gain them they have to come together in a union. We had organising drives in many African countries, and this year we have established an African Domestic and household workers Network, composed of 17 unions with 95,000 members. And more unions are being formed. In Africa, our organisations are developing rapidly through active participation of our members. That is why we do not agree that organising domestic and household workers is something difficult.”

Joséphine Zongo from the SYNEMAGB union, Burkina Faso: at the IDWF Founding Congress, October 2013

The International Domestic Workers Federation (IDWF) is a membership-based, democratic, global organization of domestic and household workers. Since its inception as a network in 2006 (the Federation was officially formed in 2013), the IDWF has evolved into a key advocate for the rights of domestic and household workers globally. The IDWF believes that domestic work is work and all domestic and household workers deserve to enjoy the same rights as all other workers.

There are an estimated 53 million domestic and household workers globally, 83 per cent of whom are women. Their work consists of cleaning, cooking, and taking care of children and the elderly in private households. However, domestic work is often characterized by unsafe and abusive working conditions, low (or no) wages, extremely long hours, no rest days or holidays, and a lack of benefits and social protection. These poor conditions are further compounded for migrant domestic and household workers and child domestic and household workers due to particular vulnerabilities inherent to those sub-sectors.

Experience has proven that building collective strength through organising empowers domestic and household workers to address poor working conditions and other issues that affect their lives. Organized domestic and household workers and their allies are able to have a presence at local, national and international policy-making forums. This, in turn, enables them to affect the drafting of legislation that improves their access to rights, their work and their quality of life. However, it's the very private and isolating nature of domestic work that makes organising in this sector particularly challenging.

The aim of the IDWF is to continue to tackle these challenges by building a strong, democratic and united domestic and household workers' global organization in order to protect and advance the rights and dignity of domestic and household workers everywhere. The IDWF accomplishes this through connecting workers' organisations into a global federation, through supporting capacity building and collective bargaining to strengthen those organisations, through advocacy and awareness



DOMESTIC WORKERS MEETING, KOMMUNAL, SWEDEN

campaigns, and by leveraging the support of strategic partners – including traditional trade union bodies and the international labour movement.

As of July, 2015, the IDWF is made up of 56 affiliates from 45 countries, serving a membership of over 330,000 domestic and household workers – and growing. This is an astonishing accomplishment for an organisation with a history of less than a decade, but there is still much work to do in order to increase the reach and impact of IDWF programmes.

From February 9 to 13th, 2015, the IDWF held a Strategic Planning Workshop in Hong Kong in order to define and refine objectives and activities, with attention given to lessons learned, to the practical realities of the organisation, its resources, and the abundant need of domestic and household workers not yet served by an organisation of any kind. The five-year Strategic Plan that follows is the product of this work.

SYTDTEI-CI, IVORY COAST, 2015





## Domestic and household workers and the challenges they face

Domestic and household workers clean, cook, and take care of children and the elderly in private households. Due to the private setting and the hidden nature of the work, domestic and household workers are particularly vulnerable to exploitation and abuse.



INTERNATIONAL DAY OF DOMESTIC WORKERS IN TURKEY JUNE 16, 2015

Domestic work is characterized by lower wages, fewer benefits, and less legal or social protections than other workers. Domestic and household workers typically work extremely long hours, without holidays or rest days. In many cases, in fact, domestic and household workers are forbidden to leave or live outside of the workplace. They rarely have written contracts. Health care, pensions, maternity leave and sick leave are seldom available. Access to maternity leave, health care or pension provisions are virtually non-existent.<sup>1</sup>

In many countries, domestic and household workers are excluded from labour laws benefiting other workers, or, if such laws do exist, they do not have access to remedy when the laws are not enforced. This is further compounded by the fact that the workplaces in question are private homes, which tend to be extremely difficult to regulate regardless of whether protective laws exist or not. Generally speaking, working conditions for domestic and household workers fall well below acceptable labour standards for other categories of workers.<sup>2</sup>

## There are an estimated 53 million domestic and household workers globally (not including child domestic and household workers), 83% of whom are women

Migrant domestic and household workers are particularly vulnerable to workplace abuse and sub-par working conditions. Economic conditions in the global South are forcing many people to migrate for work. Unscrupulous and under-regulated recruitment and placement agencies take advantage of workers for profit. There are no significant protections that follow the migrant worker from their sending country. Lack of status in destination countries adds further barriers to their access to benefits and rights remedies under national laws.<sup>3</sup>

The migrant domestic worker is usually dependent on their employer's approval in order to maintain their immigration status, and – as a result – are often subject to even more dramatic isolation and abuse than their national counterparts. Further, if a contract exists, it is often between a placement agency and the employer, increasing the level of disenfranchisement and access to rights for the worker herself.

It's estimated that there are approximately 17.2 million children<sup>4</sup> working outside the family for an employer, 67% of which are girls.<sup>5</sup> Child domestic and household workers form another subset of this sector that is particularly vulnerable. Typical daily risks for the child domestic worker include long hours, hazardous conditions, insufficient or inadequate food and accommodation, and humiliating or degrading treatment including physical and verbal violence, and sexual abuse.<sup>6</sup> Further, in many cases domestic work prohibits the child's ability to attend school.

### Major Challenges of Organizing

A major global research project has identified the following major and universal challenges to organising domestic and household workers:

- Isolated and invisible nature of work in private homes
- Fear of employers and losing jobs
- Dependency on employer for housing, food, immigration status, etc.
- Not protected by labour laws
- Long hours of work, no rest or free time, and no holidays
- Fear of authorities (particularly for migrant workers)<sup>7</sup>

Experience has proven that “the collective strength of organizing helps women gain representation in local, national and international policy-making forums, allowing them to use their power and influence to make changes in policy and law”.<sup>8</sup> However, it's the very nature of domestic work that makes organising in this sector particularly challenging. Domestic and household workers are typically isolated and therefore hard to reach. Even when they are aware of support systems and workers organisations, they may lack the resources necessary to attend events. Often, the barriers are created by the trade unions themselves: “...formal sector unions are often not interested in informal workers and do not provide consistent support.”<sup>9</sup> In other cases, national laws prohibit unionization of domestic and household workers (particularly in the case of migrant workers).

“I have been a domestic worker for 25 years. They say I am ‘part of the family’ but I cannot eat at the same table as them. Those of us assembled here, we know the experience. We are organising: we hold workshops, educate workers about their rights, what they can get, for example the minimum wage. Now, we in NUDE are setting up a cooperative to employ domestic and household workers, so that our rights will be in our hands. It is time to emancipate ourselves from slavery.”

Gillian Atwell from the National Union of Domestic Employees (NUDE), Trinidad and Tobago





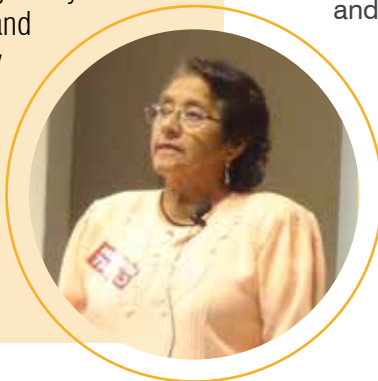


DOMESTIC WORKERS OF CACEH, MEXICO, 2015

## The International Domestic Workers Federation

“For hundreds of years we have been excluded from rights. So I would like to thank all those who have helped us, especially the IUF. If we do not come together, it is impossible to achieve what we want. We all know about our problems. We all have a story to tell. But C189 is a tool to take the struggle forward. That is why we are all here. There is still reluctance among many governments. But Uruguay and the others which have already ratified the C189 show that they are concerned with the development of their country, not their own pockets.”

Adelina Diaz from the FENTRAHOGARP (Federation of Household Workers of Peru), Peru



The IDWF is a membership-based, democratic, global organisation of domestic and household workers. The IDWF believes that domestic work is work and all domestic and household workers deserve to enjoy the same rights as all other workers.

The aim of the IDWF is to build a strong, democratic and united domestic/household workers' global organization in order to protect and advance domestic and household workers' rights everywhere.

The network that evolved into the IDWF that exists today was originally formed in 2006. Today, this global federation of domestic and household workers is making a difference in the lives of domestic and household workers globally – and that service will only continue to expand.

**Of the approximately 17.2 million children working outside the family for an employer, 67% are girls**



The guiding principles of the IDWF as outlined in the organisation's constitution, can be summarized as follows: <sup>10</sup>

- Domestic and household workers must enjoy the same rights as other workers.
- Domestic and household workers are entitled to decent working and living standards as per ILO Convention 189<sup>11</sup>, and these standards must be enshrined in national law.
- Abuses against domestic and household workers are violations of human rights and trade union rights and must be prosecuted.

Domestic and household workers' organizations are part of the global labour movement and will join forces with all other workers in the struggle to change power relationships and to determine their own economic and social destinies, and to secure their own freedom, justice, well-being, security and peace.

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"I have been a domestic worker since I was 7 years old. There is a continuing lack of rights in Nepal. We unionized and joined the national union federation GEFONT in the struggle for C189 to give us rights. Through the Asian Domestic and household workers' Network (ADWN) and the IDWN, I took part in the International Labour Conferences (ILCs) where the C189 was discussed. I became powerful. Where there is a will, there is a way. We can make domestic work decent."

Sonu Danuwar from the Nepal Independent Domestic and household workers' Union (NIDWU), Nepal at the IDWF Founding Congress, October 2013

## A Brief History of the IDWF

In its relatively short history, the IDWF has grown from an informal global network of domestic and household workers' organisations to the significant and thriving global federation that it is today. There were many steps along this relatively recent journey, and some of the highlights of the major milestones and achievements are as follows:

### 2006 The First Domestic and household workers International Conference

It was in November 2006, at the first domestic and household workers international conference, hosted by Federatie Nederlandse Vakbeweging (or the Dutch Federation of Trade Unions) (FNV), that an international network for all the domestic and household workers was agreed upon as a priority objective. This was achieved with the support of two major strategic partners – International Union of Food Workers (IUF) and Women in Informal Employment Globalizing and Organizing (WIEGO) – with additional help from the International Trade Union Confederation (ITUC), the Global Labour Institute (GLI) and the International Labour Organisation (ILO).

**The IDWF is a membership-based, democratic, global organisation of domestic and household workers. The IDWF believes that domestic work is work and all domestic and household workers deserve to enjoy the same rights as all other workers.**



SYNEM, GUINEA, 2015



### 2013 to 2015 Major Areas of Work

THE IDWF IS COMMITTED TO HELPING DOMESTIC AND HOUSEHOLD WORKERS BUILD POWERFUL, DEMOCRATIC AND SUSTAINABLE WORKERS' ORGANIZATIONS

### 2011 The ILO Convention 189 on Decent Work for Domestic and Household Workers

WITH C189, ALL DOMESTIC AND HOUSEHOLD WORKERS HAVE AN ESTABLISHED ACCEPTABLE MINIMUM STANDARD FOR WORKING CONDITIONS

### 2006 The First Domestic and household workers International Conference

HOSTED BY FEDERATIE NEDERLANDSE VAKBEWEGING (FNV), AN INTERNATIONAL NETWORK FOR ALL DOMESTIC AND HOUSEHOLD WORKERS WAS AGREED UPON

### 2012 to 2013 From "Network" to "Federation"

THE IDWN TRANSFORMS INTO THE INTERNATIONAL DOMESTIC WORKERS FEDERATION (IDWF)

### 2009 Formation of the IDWN

LAUNCHED AT THE INTERNATIONAL LABOUR CONFERENCE IN GENEVA THE FOUNDERS AND STEERING COMMITTEE MEMBERS WERE LEADERS FROM KEY DOMESTIC AND HOUSEHOLD WORKERS' ORGANIZATIONS FROM AROUND THE WORLD

## 2009 Formation of the IDWN

Growing out of this flourishing international network, the International Domestic and Household Workers Network (IDWN) was launched at the International Labour Conference in Geneva in 2009. The founders and steering committee members were leaders from key domestic and household workers' organizations from around the world<sup>12</sup>. In addition, a team of coordinators was appointed to carry out programme activities regionally and internationally, with technical support provided by representatives of the IUF, WIEGO and the GLI.

## 2011 The ILO Convention 189 on Decent Work for Domestic and Household Workers

The ILO Convention 189 (C189) represents an historic achievement not only for domestic and household workers, but also for the entire labour movement. With C189, all domestic and household workers now have an established acceptable minimum standard for working conditions, and an important tool to support and guide the ratification of these basic minimum standards into national laws. As of January 2015, the IDWF and its affiliates have supported ratification of C189 in a total of 17 countries. Ultimately, the IDWF would see C189 ratified in every country where there are domestic and household workers. Along this journey, an ILO convention "can be used as [an advocacy tool] in promoting national policies or programmes".<sup>13</sup>

During its first few years of existence, the IDWN worked hard to mobilise domestic and household workers' organisations and their allies worldwide, resulting in the passing of the ILO Convention 189 Decent Work for Domestic and Household Workers.

## 2012 to 2013 From "Network" to "Federation"

Based on the success of C189, the Steering Committee voted to transform the IDWN into the International Domestic Workers Federation (IDWF). In October 2013, the Founding Congress of the IDWF was held in Uruguay, where 180 Domestic Worker leaders from 14 affiliate organisations came together with representatives from long-standing strategic partners<sup>14</sup> to vote on the new constitution and elect the Federation's first Executive Committee.

## 2013 to 2015 Major Areas of Work

Since becoming a Federation, the IDWF has grown to a membership of 56 affiliates in 45 countries. Member organisations have received support that ranges from training in basic administration and capacity building to assistance with organising and campaigns.

The IDWF is committed to helping domestic and household workers build powerful, democratic and sustainable workers' organizations, and to weave these organisations into an influential global



## October 2013 Founding Congress of the IDWF in Uruguay 180 Domestic Worker leaders 14 affiliate organisations



IDWF WORKSHOP, BANGKOK, 2014



IDWF WORKSHOP, BANGKOK, 2014

federation that protects domestic and household workers' rights everywhere. The IDWF works to achieve this end by:

- uniting domestic and household workers' organisations nationally, regionally and globally;
  - promoting women's leadership within those affiliated organisations through training and advocacy;
  - connecting domestic and household workers and their organizations with the national and international labour movement;
  - supporting affiliates to develop effective collective bargaining mechanisms in order to improve the working conditions of domestic and household workers;
  - promoting gender equality, human and trade union rights in every country, and by holding governments accountable to their people;
  - strengthening the federation through solidarity with the labour movement and collaboration with trade unions and strategic allies; and
  - challenging economic and social policies and current power relations that create wealth inequalities, erode worker and other human rights and create forced migration.
- The IDWF has undertaken to achieve the above-listed aims through:
- organising and/or supporting campaigns to ratify ILO Convention 189 and other policy improvements for domestic and household workers, and ensure implementation and enforcement of these protections;
  - representing domestic and household workers at local, regional, national, and international forums;
  - engaging in and promoting research regarding domestic work and domestic and household workers to strengthen advocacy, campaigns and other actions;
  - providing education and training activities and opportunities in order to strengthen the capacity of affiliates and their members, and supporting the formation of new organisations where none exist and where there is a need;
  - facilitating the sharing of best practices among domestic and household workers and their organisations, including documentation and dissemination of advances in domestic and household workers' organising, campaign victories, bargaining models, legal and social protections and other activities of domestic and household workers' organisations that contribute to improving the working and living conditions of domestic and household workers;
  - supporting the strengthening of IDWF affiliates and their struggles and campaigns to improve access to human rights and trade union rights;
  - communicating regularly with affiliates to facilitate their active participation in the life of the IDWF;
  - engaging in strategic public awareness campaigns; and
  - building, promoting, and maintaining alliances with trade unions and other strategic partners, and leveraging the resources created through those alliances to the benefit of domestic and household workers and their organisations.

# Governance <sup>15</sup>

GLOBAL MAP OF AFFILIATES



The Congress of IDWF members is held every 4 to 5 years (the founding Congress was held in Uruguay in October 2013) and is the highest governing body of the IDWF. The Congress sets priorities, reviews and updates the constitution, and elects the Executive Committee.

As of January 2015, the IDWF is made up of 56 affiliates from 45 countries, serving a membership of over 330,000 domestic and household workers.<sup>16</sup>

The Executive Committee provides on-going governance and plays a central role in ensuring that the IDWF acts according to its purpose and vision, and is responsible for the IDWF's policies and governance as well as staff support and oversight. The Executive Committee is composed of the Officer Bearers: President, Vice-president and General Secretary (ex officio) and Executive Committee members. With the exception of the General Secretary, all are representatives from each of the following regions: Africa, Asia/Pacific, Latin America, Caribbean, Europe, and North America. An alternate representative is also chosen from each region to assume the duties of the Executive Committee member when she is unavailable.

The Executive Committee meets a minimum of four times a year, including at least one face to face meeting, with the others held via teleconference (where additional face to face meetings are not possible). Regional Coordinators maintain close contact with their Executive Committee representative, and on-going operations and management is coordinated by the General Secretary.

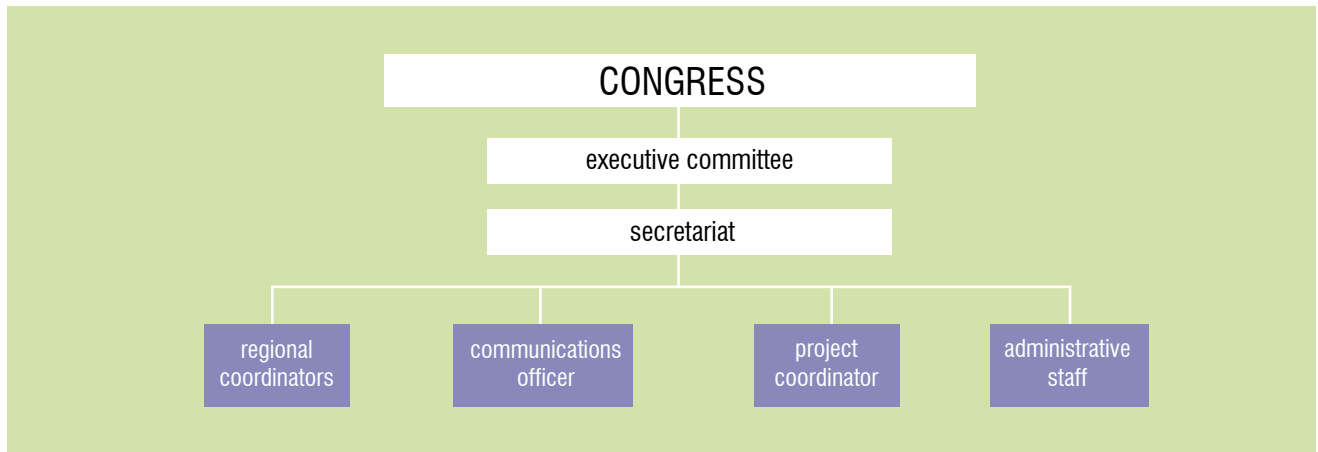
## Our Affiliates

The IDWF membership is made up of eligible affiliates: local or national organisations of domestic and household workers. Affiliates are approved for membership according to an established criteria as outlined in the IDWF Constitution. Affiliates have voting status and form the basis for the organisation.

**“As of July 2015, IDWF  
58 affiliates 46 countries  
membership over 330,000  
domestic and household  
workers”**



## International Domestic Workers Federation (or IDWF) Organisational Structure



## The IDWF Team



### President

Myrtle Witbooi, South Africa  
Domestic and Allied Workers  
Union, South Africa



### Vice President

Ernestina Ochoa, IPROFOTH,  
Peru



### General Secretary

Elizabeth Tang, IDWF Secretariat,  
Hong Kong

## Executive Committee Members



**Giuliana Mesina**  
FILCAMS, Italy



**Shirley Pryce**  
Jamaica Household  
Workers Association,  
Jamaica



**Juanita Flores**  
National Domestic  
Workers Alliance,  
USA



**Phosuk Gasing**  
Hong Kong Federation  
of Asian Domestic  
Workers Union, Hong  
Kong



HONG KONG RALLY AT INDONESIAN CONSULATE 2015

### Alternate Executive Committee Members

**Asmaou Bah SYNEM**, Guinea

**Elena Perez** Asociación de Trabajadoras del Hogar, ATH, Dominican Republic

**Jonaida Kajuya** FNV-Bondgenotten, the Netherlands

**Gillian Atwell** National Union of Domestic Employees, Trinidad & Tobago

**Antonia Peña** National Domestic Workers Alliance, U.S.A.

**Sonu Danuwar** Nepalese Independent Domestic Workers Union, Nepal

### Staff

The IDWF Secretariat has its head office in Hong Kong. There are currently 4 paid staff members, supplemented by seconded staff members as per the list below (new staff positions will be described in the five-year plan that follows):

Project Coordinator: **Rey Rasing** Philippines

Communications Officer: **Met Ma** Hong Kong

### Regional Coordinators

Africa: **Vicky Kanyoka** Tanzania

Asia: **Fish Ip Pui Yu** Hong Kong

Europe: **Karin Pape** (seconded from WIEGO)

Latin America / Caribbean: **Marcelina Bautista** Mexico

North America: **Jill Shenker** USA (seconded from NDWA)



## Registration and Financial Policy

The IDWF is still in the process of becoming registered and incorporated. Though this process has taken longer than originally anticipated, the IDWF anticipates that it will have fully incorporated charitable status by the end of 2015 (at the very latest), and will have also moved book keeping in house and have an approved financial policy. In the meantime, as over the past years, the IUF will continue to partner with the IDWF to receive and disburse funds.

JUANITA FLORES IN FRONT OF THE UN, GENEVA, 2014



## Strategic Planning Process

On February 9 through 13th, 2015, the IDWF held a Strategic Planning Process Workshop in Hong Kong in order to define and refine objectives and activities for five years of operations beginning January 2016. This planning session continued to build upon the five-year action plan presented to members at the Founding Congress in Uruguay in October 2013, and from a planning session held at the executive meeting in Geneva in June 2014. The Hong Kong workshop included staff and Executive Committee members representing a balanced cross section of all levels of IDWF operations and regions. In addition, representatives from the IUF, Solidarity Centre, the Olaf Palme Centre, Kommunal<sup>17</sup> and from WIEGO were in attendance to co-facilitate the sessions, to learn more about potential programming partnerships, and to support the strategic planning process in general. In attendance were:

IDWF WORKSHOP IN BANGKOK, 2014



RALLY, FADWU, HONG KONG



DOMESTIC WORKERS RALLY, DSWU, GHANA



## PARTICIPANTS

Myrtle Witbooi	President	IDWF
Ernestina Ochoa	Vice-President	IDWF
Elizabeth Tang	General Secretary	IDWF
Fish Ip	Asia Regional Coordinator	IDWF
Vicky Kanyoka	Africa Regional Coordinator	IDWF
Marcelina Bautista	Latin America Regional Coordinator	IDWF
Jill Shenker	North America Regional Coordinator Field Director	IDWF National Domestic Workers Alliance
Rey Rasing	Project coordinator	IDWF
Met Ma	Communication Officer	IDWF
Stina Okarsson	Project Coordinator	Olaf Palme Centre
Daniel Karlsson	Financial Controller	Olaf Palme Centre
Thair Ismail	Organizational Development Facilitator	Olaf Palme Centre
Alexis De Simone	Latin America Region	Solidarity Centre
Jennifer Kuhlman		Solidarity Centre
Pauline Conley	Trainer and Facilitator,	WIEGO
Barbro Budin	Coordinator of Gender and Projects Board member	IUF WIEGO
Sofia Eriksson	Kommunal	Kommunal, Sweden
Fernando Tamayo	Interpreter (Spanish/English)	

Several planning methodologies were deployed to inform this process – both in activating a review of past achievements and challenges, in assessing IDWF administrative function and the needs of the IDWF affiliates. Another important facet of the planning process was a deep contextual analysis in order to ensure careful consideration of all internal and external factors that could have an effect – either positive or negative – on the IDWF’s ability to reach their objectives. The following five-year plan is the product of this work.



IDWF DEMONSTRATION IN FRONT UN DEMANDING FOR MIGRANT WORKERS' RIGHTS IN QATAR, JUNE 2014



# The IDWF Five Year Plan:

January 2016 to December 2020

The IDWF has accomplished much in its first years as an organisation, leading to important gains for domestic and household workers and their organisations. However, as a young organisation the IDWF must continue to increase its own capacity along with the support it provides to its members in order to maintain solid and sustainable growth as an organisation.

First, the Federation must strengthen its internal operations and capacity including its head office in Hong Kong and regional offices in Tanzania and Mexico. The work of the entire federation currently rests on the shoulders of a small team, and – despite the considerable assets that this team brings to the table – the creation of new staff positions will be essential to the on-going success and growth of impact of the organisation. In addition to growing IDWF staffing, the IDWF will seek the support of strategic partners, and leverage their expertise to further strengthen the effectiveness and quality of future programming toward organising and empowering domestic and household workers everywhere.

Secondly, the IDWF is committed to support affiliates to be powerful, democratic, sustainable worker organizations. Affiliate member organizations must have the basic organizational capacity and resources necessary to organize domestic workers, facilitate and/or provide needed education and supports, and lead effective advocacy to improve domestic workers lives and working conditions. The IDWF will support affiliates in drafting sustainability and strategic plans, and in accessing resources independently. The IDWF needs to increase its reach in areas such as training, communications, campaigns, and creating strong international networks of organisations in solidarity with one another. In addition, the IDWF will seek to foster stronger links between affiliates and relevant

“As of the mid-2000s, around 6.3 million Asian migrants were legally living and working in the more developed Asian countries Arab countries employ millions of migrant domestic and household workers. In Saudi Arabia there are approximately 1.5 million domestic and household workers<sup>18</sup> – again, most came from Indonesia, the Philippines and Sri Lanka. In Latin America, domestic and household workers (most women) account for up to 60 per cent of internal and cross-border migrants. Young women, in particular, migrate from rural areas to cities or from lower income to higher income countries. Women migrants from Mexico and other parts of Latin America make up most of the domestic workforce in the USA.”<sup>19</sup>

trade union bodies in order to ensure that domestic and household workers are represented at all levels. The IDWF will create database tools for affiliates to use for both organizing and research, and provide training and initiatives for data collection to improve understanding of the sector.

Further, the IDWF is aware that there are sub-sectors of domestic work that will require tailored research, campaigns and intervention such as home care workers and migrant domestic and household workers. The IDWF will facilitate and leverage research to improve strategy, advocacy, and impact of local, national, multinational, and global campaigns. During the next 5 years, the IDWF will prioritize working with migrant domestic workers and organizations in 30 countries, both sending and receiving, on organizing and advocacy resulting in empowerment, self-determination, and improved working conditions for migrant domestic workers.

**By 2020 670 000 domestic and household workers  
(including migrant domestic and household workers) represented by 80 affiliates  
in at least 60 countries**

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Finally, the IDWF will increase capacity to lift up the needs and solutions of domestic workers at a global level. We will have strategic alliances, relationships, and clout with trade unions, civil society organizations, and governments in national, regional, and international arenas. We will join with other informal workers, migrant workers, and women to build power to affect the cross cutting issues that affect all of us.

In line with all of these issues, concerns, and opportunities, the IDWF has set its priorities for the next 5 years. A summary of that plan follows here, with a detailed logic model, budget, risk register and monitoring and evaluation plan (in the form of a performance measurement framework) in the Appendices to follow.

DOMESTIC WORKER LEADERS FROM LATIN AMERICA



## OVERALL OBJECTIVE

By 2020, a strong, democratic and united domestic and household workers global organization will be contributing to the protection and advancement of the rights of its 670,000 members, and the rights of domestic and household workers everywhere.

## IMMEDIATE OBJECTIVE

By 2020, 670,000 domestic and household workers (including migrant domestic and household workers) represented by 80 affiliates in at least 60 countries<sup>20</sup> are organizing to increase their power to affect the decisions that affect their lives, are actively contributing to the strength of their workers' organisations, are engaging with the work of the IDWF, and taking ownership of the federation through the following:

- Participating in IDWF decision-making processes
- Participating in and leading strategic campaigns to improve the lives of domestic workers
- Providing capacity building for organisations and leaders
- Representing the IDWF publicly and in external communications
- Taking action in solidarity with other IDWF affiliates

## OUTCOME 1 FEDERATION DEVELOPMENT

By 2020, the IDWF will have built and strengthened its organisational structure and operations to accommodate a membership of 670,000 domestic and household workers [an increase from 330,000 in 2015] represented by 80 affiliates in 60 countries, ensuring:

- Domestic and household workers everywhere who want to organise have the support they need to do so
- the creation or leveraging of resources necessary to maintain a high standard of relevant support to members
- robust impact measurement
- a global database for domestic worker organizations and researchers
- strong internal communications, ensuring the active participation of affiliates in the work of IDWF
- the creation and implementation of strategic multinational and global campaigns
- the growth of a skilled and effective staff team (regional, campaign, education, operations)

THE ACV-CSC SERVICE UNION AT THE ILO ON RATIFICATION OF C189, JUNE 2015



**By 2020 a membership of 670,000 workers [an increase from 330,000 in 2015] represented by 80 affiliates in 60 countries**



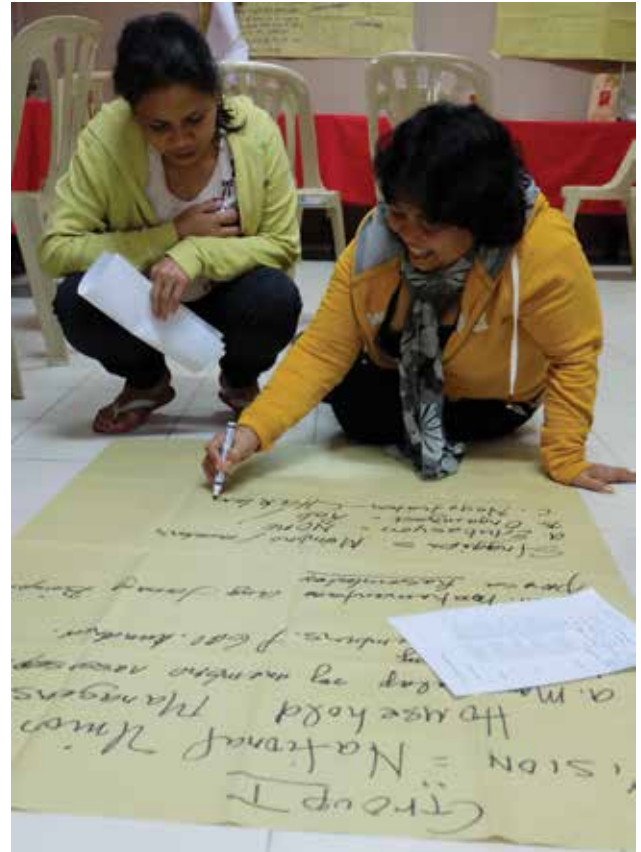
## OUTCOME 2 CAPACITY BUILDING

The IDWF is committed to supporting affiliates to be powerful, democratic, sustainable worker organizations. Affiliate member organizations must have the basic organizational capacity and resources necessary to organize domestic workers, facilitate and/or provide needed education and supports, and lead effective advocacy to improve domestic workers lives and working conditions.

The IDWF will support affiliates in drafting sustainability and strategic plans, and in accessing resources independently. The IDWF needs to increase its reach in areas such as training, communications, campaigns, and creating strong international networks of organisations in solidarity with one another.

In addition, the IDWF will seek to foster stronger links between affiliates and relevant trade union bodies in order to ensure that domestic workers are represented at all levels. By 2020, the IDWF will:

- create database tools for affiliates to use for both organizing and research, and provide training and initiatives for data collection to improve understanding of the sector.
- Support IDWF affiliates to double their domestic worker membership from a current total of 330,000 to 660,000
- 1000 domestic worker leaders will have the resources and training necessary to deliver training programs to a total of 20,000 affiliate members in designated locations, to strengthen the capacity of affiliates and their members, and supporting the formation of new organisations where none exist and where there is a need. Training areas will include thematic areas such as: Organizing skills, Leadership development, Trade Union strengthening, Political education, Gender issues, Vocational training, and other capacity building projects (tailored to the needs of affiliates)
- Facilitate the sharing of best practices among domestic/household workers and their organisations, including documentation and dissemination of advances in domestic/household workers' organising, campaign victories, bargaining models, legal and social protections and other activities of domestic/household workers' organisations that contribute to improving the working and living conditions of domestic/household workers;
- Support women's leadership and their leadership role within their organizations and society
- Support conversion to formal trade union where appropriate. Develop effective collective bargaining mechanisms in order to improve the working conditions of domestic/household workers



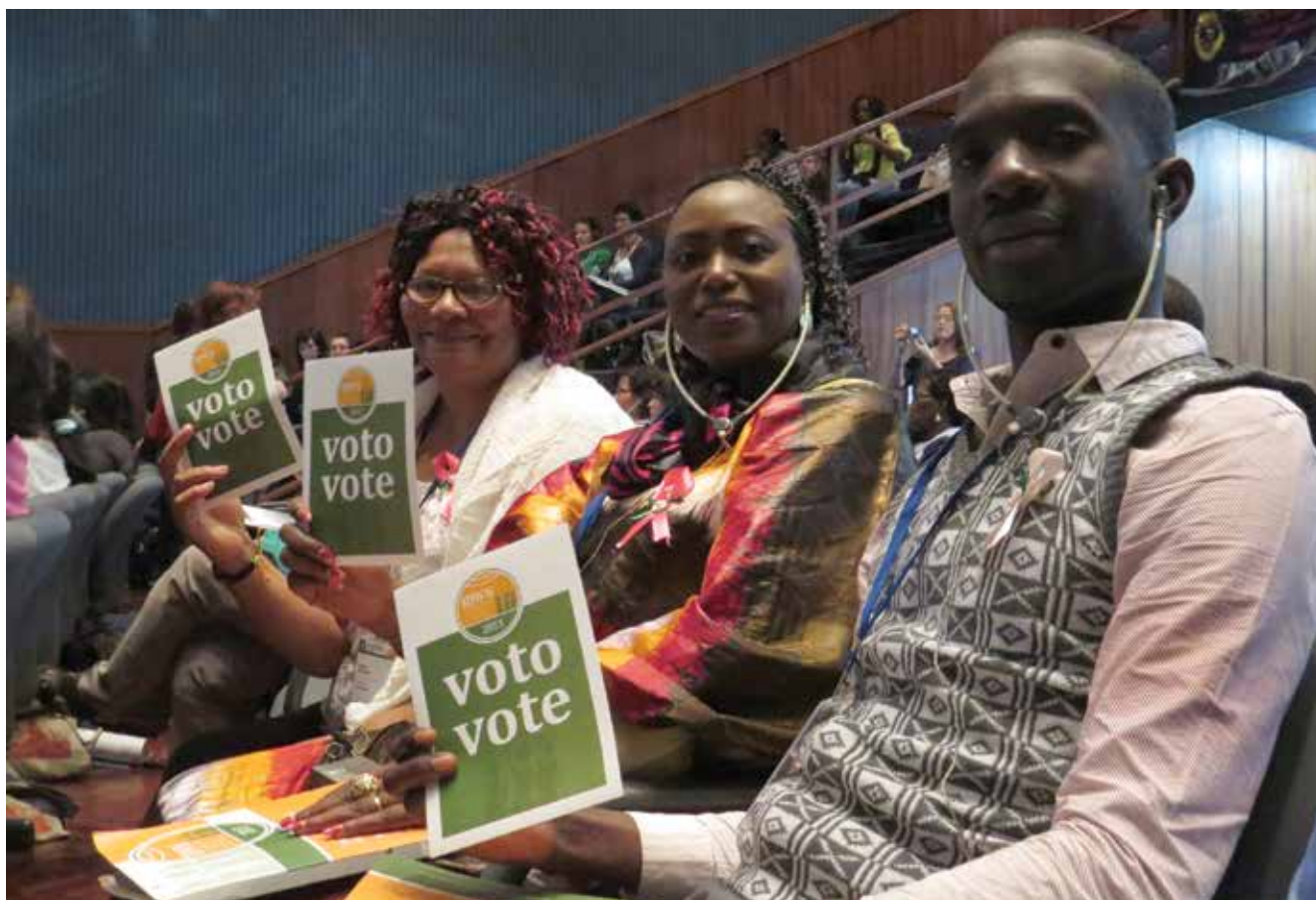
TRAINING FOR TRAINERS' WORKSHOP FOR DOMESTIC WORKERS, PHILIPPINES, 2015

### OUTCOME 3 CAMPAIGNS and RESEARCH

By 2020, 1,700 affiliate leaders in at least 40 countries will have the capacities and resources necessary to conduct thematic campaigns and actions. In addition, the IDWF, with its affiliates, will have developed and implemented strategic multi-national and global level campaigns. The IDWF will engage in and promote research regarding domestic work and domestic workers to improve strategy, advocacy and the impact of these campaigns. Finally, the IDWF will partner and support campaigns and advocacy relevant to improving the lives of domestic workers and addressing the broader factors that create inequality.

Thematic campaigns and/or research areas may include (but are not limited to):

- The ratification of C189
- Domestic worker labour rights and social protections and their enforcement
- Gender-based workplace violence
- Migration
- Wages and minimum wage standards
- Child domestic work
- Forced labour / labour trafficking
- Home care work
- Discrimination
- External communications (education and culture change)





## OUTCOME 4 MIGRANT DOMESTIC AND HOUSEHOLD WORKERS

By 2020, 200,000 migrant domestic and household workers in 30 countries<sup>21</sup> will have the support of IDWF affiliates in sending and/or receiving countries that will be actively organizing and advocating around the specific needs of migrant domestic and household workers, resulting in empowerment, self-determination, and improved working conditions.

- Engage in research to understand of migration flows, process, and violations for migrant domestic workers in order to create strategic and effective campaigns.
- Address the specific needs of migrant domestic workers through social awareness campaigns, education, policy advocacy, organizing, and campaigns targeted at intermediaries/agencies.
- Increase the number of migrant domestic workers IDWF represents through creating and affiliating migrant domestic worker organizations, and by supporting existing affiliates to organise migrant domestic workers where appropriate.
- Increase the leadership role of migrant domestic workers within their organizations and the IDWF.



## OUTCOME 5 INTERNATIONAL WORK

By 2020, 80 IDWF affiliates representing 670,000 domestic and household workers in 60 countries will have the needs of their membership represented on an international level through increasing IDWF participation in global labour organisations, and through strategic partnerships with international networks of civil society organisations.

- Represent domestic/household workers at national, regional and international forums.
- Build, promote, and maintain alliances with trade unions and other strategic partners, and leverage the resources created and political support through those alliances to the benefit of domestic/household workers and their organisations.
- Learn and collaborate with other informal and migrant worker organizations and multi-sector informal worker federations.
- Promote gender equality, human and trade union rights in every country, make governments accountable to their people.



**By 2020, 80 IDWF affiliates representing 670,000 domestic and household workers in 60 countries**

## Overall 5-Year Plan Budget Implications

In order to achieve this plan, IDWF will need to significantly increase its budget to grow staff capacity from its current very small staff (5) to a robust staff (20-25) that can provide increased capacity building in the regions, strategic leadership on campaign areas, effective communications, and efficient high-quality operations. Key areas of work will include activities at the local, regional, and international levels – often requiring travel for participants. The next IDWF Congress will be one of the most significant expenses, bringing over 150 leaders together from across the world.



## ENDNOTES

- <sup>1</sup> “Domestic and household workers.” Domestic and household workers. WIEGO, n.d. Web. <http://wiego.org/wiego-in-brief/domestic-workers>.
- <sup>2</sup> Ramirez-Machado, José Maria. “A Brief History of Long Work Time and the Contemporary Sources of Overwork.” Domestic Work, Conditions of Work and Employment: A Legal Perspective 7th ser. Conditions of Work and Employment Series (2003): 64. ILO. Web. <http://goo.gl/ZzSmpi>
- <sup>3</sup> Alter Chen, Martha, Joann Vanek, Francie Lund, James Heintz, Renana Jhabvala, and Christine Bonner. Progress of the World’s Women 2005: Women, Work, & Poverty. New York, NY: United Nations Development Fund for Women, 2005: 97. UN Women. UNIFEM. Web. [http://www.unwomen.org/~media/Headquarters/Media/Publications/UNIFEM/PoWW2005\\_eng.pdf](http://www.unwomen.org/~media/Headquarters/Media/Publications/UNIFEM/PoWW2005_eng.pdf).
- <sup>4</sup> “Child Labour and Domestic Work.” ILO. International Labour Organization, n.d. Web. <http://goo.gl/J3tkLN>
- <sup>5</sup> Alter Chen, Martha, Joann Vanek, Francie Lund, James Heintz, Renana Jhabvala, and Christine Bonner. Progress of the World’s Women 2005: Women, Work, & Poverty. New York, NY: United Nations Development Fund for Women, 2005: 76. UN Women. UNIFEM. Web. [http://www.unwomen.org/~media/Headquarters/Media/Publications/UNIFEM/PoWW2005\\_eng.pdf](http://www.unwomen.org/~media/Headquarters/Media/Publications/UNIFEM/PoWW2005_eng.pdf).
- <sup>6</sup> “Child Labour and Domestic Work.” ILO. International Labour Organization, n.d. Web. <http://goo.gl/J3tkLN>
- <sup>7</sup> “Domestic and household workers.” Domestic and household workers. WIEGO, n.d. Web. <http://wiego.org/wiego-in-brief/domestic-workers>.
- <sup>8</sup> Alter Chen, Martha, Joann Vanek, Francie Lund, James Heintz, Renana Jhabvala, and Christine Bonner. Progress of the World’s Women 2005: Women, Work, & Poverty. New York, NY: United Nations Development Fund for Women, 2005: 76. UN Women. UNIFEM. Web. [http://www.unwomen.org/~media/Headquarters/Media/Publications/UNIFEM/PoWW2005\\_eng.pdf](http://www.unwomen.org/~media/Headquarters/Media/Publications/UNIFEM/PoWW2005_eng.pdf).
- <sup>9</sup> Budlender, Debbie. “Informal Workers and Collective Bargaining: Five Case Studies.” WIEGO Organizing Brief No 9 9 (2013): 18. WIEGO: Women in Informal Employment: Globalizing and Organizing. WIEGO. Web. 10 Apr. 2015.
- <sup>10</sup> “IDWF Constitution.” International Domestic and household workers Federation. IDWF, n.d. Web. <http://www.idwfed.org/en/about-us-1/idwf-constitution>.
- <sup>11</sup> Convention No. 189: Decent Work for Domestic and household workers. Geneva: ILO, 2011. ILO. International Labour Organization. Web.
- <sup>12</sup> Founding IDWN members included the following organisations: the regional network of domestic and household workers in Latin America and the Caribbean CONLACTRAHO, the Asian Domestic and household workers Network (ADWN) in Asia, the National Domestic and household workers’ Alliance (NDWA) of the USA, the South African Domestic Services and Allied Workers Union (SADSAWU), Jala-Prt (Network for Domestic and household workers Advocacy) in Indonesia, IPROFOTH in Peru, and the National Union of Domestic Employees (NUDE) in Trinidad & Tobago
- <sup>13</sup> “Domestic and household workers.” Domestic and household workers. WIEGO, n.d. Web. <http://wiego.org/wiego-in-brief/domestic-workers>.
- <sup>14</sup> Representatives at the Founding Congress of the IDWF included: the IUF including many of its affiliates, WIEGO, the ITUC and its regional organization in Latin America, ILO, Human Rights Watch, and the GLL.
- <sup>15</sup> Detailed information regarding IDWF roles, terms of reference, policies, and procedures are available in the IDWF Policies and Procedures Manual, which is in draft stage at this writing (completion is anticipated for June 2015). A brief summary of major organizational bodies is related here in lieu.
- <sup>16</sup> “Domestic and household workers.” Domestic and household workers. WIEGO, n.d. Web. <http://wiego.org/wiego-in-brief/domestic-workers>.
- <sup>17</sup> Kommunal is the Swedish Municipal Workers’ Union, also representing domestic and household workers.
- <sup>18</sup> “Saudi Arabia: Domestic Workers Face Harsh Abuses.” Human Rights Watch, 2008. <https://www.hrw.org/news/2008/07/08/saudi-arabia-domestic-workers-face-harsh-abuses>
- <sup>19</sup> “Domestic and household workers.” Domestic and household workers. WIEGO, n.d. Web. <http://wiego.org/wiego-in-brief/domestic-workers>.
- <sup>20</sup> Please see attached Appendix A: IDWF Strategic Plan Target worksheet 2016 -2020
- <sup>21</sup> Please see attached Appendix A: IDWF Strategic Plan Target worksheet 2016 -2020

## Appendix A IDWF Strategic Plan January 2016 to December 2020

### Project Planning Matrix

OBJECTIVES	Indicators	Assumptions
<p><b>Overall Objective:</b></p> <p>By 2020, a strong, democratic and united domestic and household workers global organization will be contributing to the protection and advancement of the rights of its 670,000 members, and the rights of domestic and household workers everywhere.</p>	<p><b>Impact level</b></p> <p><b>00.a.</b> Increase in no. of national governments in countries where IDWF affiliates are located that have ratified and/or implemented ILO Domestic Workers' Convention No. 189 (2011)<sup>1</sup> : 31</p> <p><b>00.b.</b> Increase in no. of national governments in countries where IDWF affiliates are located that have adopted legislation that supports C189: 31</p> <p><b>00.c.</b> No. of government policies adopted in support of the rights of migrant domestic workers: 36</p>	<p><b>00.i:</b> Governments are willing to ratify C189 and related Conventions and Recommendations.</p> <p><b>00.ii:</b> Governments are willing to enact national legislations to implement C189 and related ILO Conventions and Recommendations.</p> <p><b>00.iii:</b> Officials are willing to enforce laws that protect workers and workers' rights.</p> <p><b>00.iv:</b> National Trade Union Centres support work toward the advancement of domestic workers' rights.</p> <p><b>00.v:</b> Affiliates are free and able to carry out lobbying activities</p> <p><b>00.vi:</b> Turn over of those in government positions does not undermine progress of project.</p>
<p><b>Immediate Objective:</b></p> <p>By 2020, 670,000 domestic and household workers (including migrant domestic and household workers) represented by 80 affiliates in at least 60<sup>2</sup> countries are organizing to increase their power to affect the decisions that affect their lives, are actively contributing to the strength of their workers' organisations, are engaging with the work of the IDWF, and taking ownership of the federation through the following:</p> <ul style="list-style-type: none"> <li>• Participating in IDWF decision-making processes</li> <li>• Participating in and leading strategic campaigns</li> <li>• Providing capacity building for organisations and leaders</li> <li>• Representing the IDWF publicly and in external communications</li> <li>• Taking action in solidarity with other IDWF affiliates</li> <li>• Supporting others in the labour movement according to IDWF capacity</li> </ul>	<p><b>Impact level</b></p> <p><b>10.a.</b> % of IDWF affiliates that are able to develop and carry out their own actions (e.g.: advocacy campaigns, days of action, etc.): 80%</p> <p><b>10.b.</b> % of IDWF affiliates that have publicly promoted the IDWF at their own actions and/or events (use of banners, during media interviews, etc.): 30%</p> <p><b>10.c.</b> % of affiliates paying membership fees to IDWF: minimum 80%</p> <p><b>10.d.</b> % of DW members paying membership fees to their local affiliates: minimum 60%</p>	<p><b>10.i:</b> Affiliate leadership is stable during project period.</p> <p><b>10.ii:</b> DWs in sample groups are able and willing to attend focus group sessions/ evaluation meetings.</p> <p><b>10.iii:</b> Stakeholders perceive incentive to attend meetings and/or to enter negotiations with Affiliates.</p> <p><b>10.iv:</b> Political stability throughout the project period in target areas.</p> <p><b>10.v:</b> Turn over of those in government positions does not undermine progress of project.</p> <p><b>10.vi:</b> There are no significant weather or public health events during the project period in target areas.</p>

1 Domestic Workers Convention, 2011, Convention concerning decent work for domestic workers (Entry into force: 05 Sep 2013), Adoption: Geneva, 100th ILC session (16 Jun 2011) - Status: Up-to-date instrument (Technical Convention), [http://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO::p12100\\_instrument\\_id:2551460](http://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO::p12100_instrument_id:2551460)

2 Please see attached Appendix A: IDWF Strategic Plan Target worksheet 2016 -2020



<p><b>OUTCOME 1: FEDERATION DEVELOPMENT</b></p> <p>By 2020, the IDWF will have built and strengthened its organisational structure and operations to accommodate a membership of 670,000 domestic and household workers [an increase from 330,000 in 2015] represented by 80 affiliates in 60 countries, ensuring:</p> <ul style="list-style-type: none"> <li>• that Domestic and household workers everywhere who want to organise have the support they need to do so</li> <li>• the creation or leveraging of resources necessary to maintain a high standard of relevant service to members</li> <li>• robust impact measurement</li> <li>• a global data base resource for domestic worker organizations and researchers</li> <li>• strong internal communications</li> <li>• the creation and implementation of strategic multinational and global campaigns</li> </ul>	<p><b>Output level</b></p> <p><b>1.a.</b> Increase in individual DW members in IDWF affiliates: 340,000 (to a total of 670,000)</p> <p><b>1.b.</b> Increase in the number of countries in which the IDWF has affiliates: 14 (to a total of 60)</p> <p><b>1.c.</b> Increase in No. of IDWF Affiliated organisations: 25 (to a total of 80)</p> <p><b>1.d.</b> % of IDWF affiliates that have completed IDWF-supported strategic planning: 60%</p> <p><b>Outcome level</b></p> <p><b>1.e.</b> % of affiliates who report consistent communications between themselves and the IDWF: 85%</p> <p><b>1.f.</b> No. of IDWF affiliates that have a functioning leadership body made up of DWs, and are able to meet with their members regularly to address members' issues: 50%</p> <p><b>1.g.</b> No. of IDWF affiliates that are taking concrete action toward financial sustainability (including planning, fundraising, etc.): 50%</p> <p><b>1.h.</b> % of IDWF affiliates who report having received benefits from IDWF membership (including training, visits, funds, technical support, solidarity action support, information sharing, networking, monitoring, fundraising, liaison, etc.): 80%</p>	<p><b>1.i:</b> DWs perceive incentive to attend meetings and to seek membership in affiliates.</p> <p><b>1.ii:</b> Affiliates perceive incentive to join the IDWF.</p> <p><b>1.iii:</b> DWs have the resources necessary (particularly women) to attend affiliate meetings and/or training sessions.</p>
<p><b>OUTCOME 2: EDUCATION AND TRAINING</b></p> <p>By 2020, 950 DW leaders will have the resources and training necessary to deliver training programs to a total of 20,000 affiliate members in designated locations<sup>3</sup>, with effective education and training in thematic areas such as (but not limited to):</p> <ul style="list-style-type: none"> <li>• Gender issues</li> <li>• Trade Union strengthening</li> <li>• Vocational training</li> <li>• Political education</li> <li>• Leadership development</li> <li>• Other capacity building projects (tailored to the needs of affiliates)</li> </ul>	<p><b>Output level</b></p> <p><b>2.a.</b> No. of DW leaders effectively delivering training at the affiliate level: 950 (250 in Africa, 200 in Asia, 250 in Latin America and/or Caribbean, 250 in North America)</p> <p><b>2.b.</b> % of affiliate leaders receiving IDWF training who are women: 95%</p> <p><b>2.c.</b> No. of DWs receiving training at affiliate level: 20,000 (4,000 per year)</p> <p><b>2.d.</b> No. of training modules (with related materials) provided to affiliates: 20 (4 per yr)</p> <p><b>Outcome level</b></p> <p><b>2.e.</b> % of DW trainees surveyed who report receiving relevant and effective training from their affiliate leaders: 85%</p> <p><b>2.f.</b> Increase in use of online IDWF resources (including posting current events, campaigns, training material, and membership sign up sheet on IDWF web page, etc.): 60% (10%/yr compounded over 5 years)</p> <p><b>2.g.</b> % of DW leaders who received training that are able to effectively represent the needs of their members in a public forum: 50%</p> <p><b>2.h.</b> No. of trained DW leaders who take up leadership positions in local multi-sector unions: 100 (20 per year over 5 years)</p>	<p><b>2.i:</b> DWs have the resources necessary (particularly women) to attend training sessions.</p> <p><b>2.ii:</b> Local multi-sector unions welcome the input and leadership of DWs.</p> <p><b>2.iii:</b> Social justice partners support and encourage DW participation at relevant decision making and negotiating platforms.</p> <p><b>2.iv:</b> Employers support DWs participation in their local affiliate organisation, and/or in actions and negotiations.</p>

3 Please see attached Appendix A: IDWF Strategic Plan Target worksheet 2016 -2020

<p><b>OUTCOME 3: CAMPAIGNS and RESEARCH</b></p> <p>By 2020, 1,656 affiliate leaders in at least 40 countries will have the resources necessary to conduct thematic campaigns and actions, and the impact of these campaigns will have been deepened through the strategic deployment of expertise and research regarding significant issues related to domestic and household work. Thematic campaigns and/or research areas may include (but are not limited to):</p> <ul style="list-style-type: none"> <li>• Ratification of C189</li> <li>• Gender-based workplace violence</li> <li>• Migration</li> <li>• Wages and minimum wage standards</li> <li>• Child domestic work</li> <li>• Forced labour / labour trafficking</li> <li>• Home care work</li> <li>• Discrimination</li> <li>• External communications (education and culture change)</li> </ul>	<p><b>Output level</b></p> <p><b>3.a.</b> Number of affiliate representatives who have completed regional campaign training (ToT): 1,656</p> <p><b>3.b.</b> Number of IDWF-facilitated campaigns/ actions conducted: 30</p> <p><b>Outcome level</b></p> <p><b>3.c.</b> Number of countries in which affiliates effectively organizing and carrying out awareness campaigns: 44</p> <p><b>3.d.</b> % of DW leaders who received training that are able to effectively represent the needs of their members in external negotiations with government representatives and/or other stakeholders: 80%</p> <p><b>3.e.</b> Number of DWs members of organisations taking part in campaigns: 25,000</p>	<p><b>3.i:</b> DWs have the resources necessary to take part in campaigns and actions.</p> <p><b>3.ii:</b> The right to freedom of assembly is observed in all programme regions.</p> <p><b>3.iii:</b> Officials and other stakeholders perceive incentive to enter negotiations/ attend information meetings and events with affiliates.</p> <p><b>3.iv:</b> Central Trade Unions provide DWs with the support and solidarity necessary for successful actions and negotiations.</p> <p><b>3.v:</b> Employers support DWs participation in their local affiliate organisation, and/or in actions and negotiations.</p> <p><b>3.vi:</b> Turn over of those in official positions does not undermine progress of project.</p> <p><b>3.vii:</b> Political stability throughout the project period in target areas.</p> <p><b>3.viii:</b> There are no significant weather or public health events during the project period in target areas.</p>
<p><b>OUTCOME 4: MIGRANT DOMESTIC WORKERS</b></p> <p>By 2020, 200,000 migrant domestic and household workers in 25 countries <sup>4</sup> will have the support of IDWF affiliates in sending and/or receiving countries that will be actively organizing and advocating around the specific needs of migrant domestic and household workers, resulting in empowerment, self-determination, and improved working conditions.</p>	<p><b>Output level</b></p> <p><b>4.a.</b> No. of affiliates in sending or receiving countries that have completed migrant domestic workers support training programs: 128</p> <p><b>4.b.</b> No of campaigns or actions highlighting the issues of migrant domestic workers: 26</p> <ul style="list-style-type: none"> <li>• 10 in Africa: 2 per year over 5 years</li> <li>• 10 in Asia: 2 per year over 5 years</li> <li>• 6 in Latin America (in Argentina and Paraguay, two bi-national meetings with authorities on the rights of migrant workers and 4 dialogues/round tables of analysis and migration with domestic workers and public officials in each country)</li> </ul> <p><b>4.c.</b> No. of migrant domestic workers working in target countries who are members of IDWF affiliates in sending or receiving countries: 200,000</p> <p><b>Outcome Level</b></p> <p><b>4.d.</b> % of surveyed migrant domestic worker members who report improved working conditions as a result of affiliate membership: 85%</p> <p><b>4.e.</b> % of migrant DW members who take leadership roles in their affiliate organisations: 15%</p> <p><b>4.f.</b> No. of migrant domestic worker members who take part in campaigns/actions highlighting the issues of migrant domestic workers: 40,000 (20% of 4c)</p> <p><b>4.g.</b> No. of awareness raising events or dialogues with decision makers in sending or receiving countries regarding policies that protect domestic workers: 52 (2 per country)</p> <p><b>4.h.</b> No. of media reports and releases regarding the situation of migrant domestic workers and promoting the rights of migrant domestic workers: 780 (6 per 26 countries per year x 5 years)</p> <p><b>4.i.</b> No. of formal complaints filed by IDWF affiliates on behalf of migrant domestic workers): 52</p>	<p><b>4.i:</b> Governments officials in sending and receiving countries are willing to cooperate with one another.</p> <p><b>4.ii:</b> Governments in sending or receiving countries are willing to consider the rights of migrant domestic workers.</p> <p><b>4.iii:</b> Migrant domestic workers are willing to overcome their fears of punitive measures in order to seek affiliate membership and/or attend events.</p> <p><b>4.iv:</b> Employers support migrant DWs participation in their local affiliate organisation, and/or in actions and negotiations.</p>

4 Please see attached Appendix A: IDWF Strategic Plan Target worksheet 2016 -2020

<p><b>OUTCOME 5: INTERNATIONAL WORK</b></p> <p>By 2020, 80 IDWF affiliates representing 670,000 domestic and household workers in 60 countries will be represented on an international level through increasing IDWF participation in global labour organisations, and through strategic partnerships with international networks of civil society organisations.</p>	<p><b>Output Level</b></p> <p><b>5.a.</b> Number of joint activities<sup>5</sup> featuring participation from both trade union bodies and the IDWF or any of its affiliates: 52</p> <ul style="list-style-type: none"> <li>• 23 Trade Union Centres in Africa</li> <li>• 75 in Asia (15 x 5 yrs)</li> <li>• 11 Latin America and the Caribbean (TUCA, IUF, ILO, FES)</li> </ul> <p><b>5.b.</b> No. of IDWF members who are DWs attending international forums: 280 (approximately 2 per affiliate in years 4 and 5)</p> <p><b>Outcome Level</b></p> <p><b>5.c.</b> Number of TUs adding public support<sup>6</sup> to IDWF Campaigns (as per Outcome 3): 134</p> <ul style="list-style-type: none"> <li>• 50 Trade Unions in Africa</li> <li>• Asia: 15 x 5yrs=75</li> <li>• 11 in Latin America (In 9 countries at least on campaign is carried out in conjunction with women’s unions or central national unions, and in some cases the TUCA)</li> </ul> <p><b>5.d.</b> Number of trade unions publicly recognizing the demands, concerns and issues of DWs: 130</p> <ul style="list-style-type: none"> <li>• 50 in Africa</li> <li>• Asia: 15 x 5yrs=75</li> <li>• 5 in Latin America (Of the 12 organizations, including Central America, are supported by trade unions, approx.. 5 unions recognize and support domestic workers’ demands)</li> </ul> <p><b>5.e.</b> Increase in no. of national trade unions that have elected at least one DW to a leadership role: 8</p> <p><b>5.f.</b> Number of events marking IDWF participation and influence in relevant UN, ILO, ITUC, and/or IUF discussions and convenings: 10 (2 per year over 5 years)</p>	<p><b>5.i:</b> The trade union national centers are willing to support DWs organizations;</p> <p><b>5.ii:</b> The GUF, ITUC, IDWF and the ILO are able to effectively coordinate relevant efforts att the regional and international level</p> <p><b>5.iii:</b> Trade Union Officials are able to attend events.</p> <p><b>5.iv:</b> DWs have the resources necessary to take part in trade union meetings and international forums.</p>
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5 includes campaigns, activities, joint letters of protest, MoUs

6 Define what 'support' means in this context.



## Appendix B Risk Register IDWF January 2016 to December 2020

Risk Name/ Description	Risk Number (related Result/ Assumption from PPM)	Probability (1 = unlikely 3 = very likely)	Impact (1 = moderate 3 = high)	Risk Score
DWs have the resources necessary (particularly women) to attend affiliate meetings and/or training sessions. focus group session/evaluation meetings, and campaigns.	10.ii / 1.ii 2.i / 3.i	3	3	6
Stakeholders and/or officials are unwilling to attend meetings/ events/ negotiations with IDWF or affiliates	10.iii / 3.iii	3	2	5
Political instability arises during the project period in target areas.	10.iv / 3.vii	2	3	5
Employers create barriers to DWs participation (including migrant DWs) in their local affiliate organisation, and/or in actions and negotiations.	2.iv / 3.v 4.iv	3	2	5
Migrant domestic workers cannot overcome barriers (such as fear of punitive measures) to seeking affiliate membership and/or attend events.	4.iii	2	3	5
DWs don't have the resources necessary to take part in trade union meetings and international forums.	5.iv	2	3	5
Affiliate leadership (in any given affiliate) becomes unstable during project period.	10.i	1	3	4
Turn over of those in government positions threatens progress of negotiations and other programme targets.	10.v / 3.vi	2	2	4
Significant weather or public health events during the project period in target areas.	10.vi / 3.viii	1	3	4
DWs do not perceive any incentive to attend affiliate meetings or to seek membership in affiliates.	1.i	1	3	4
The right to freedom of assembly is denied in a programme region.	3.ii	2	2	4
Governments officials in sending and receiving countries are willing to cooperate with one another (regarding migrant workers).	4.i	2	2	4
Governments in relevant countries are unwilling to consider the rights of migrant domestic workers.	4.ii	2	2	4
Potential new affiliates do not perceive any incentive to joining the IDWF.	1.ii	1	2	3
Local multi-sector unions are not open to the input and leadership of DWs.	2.ii	1	2	3
The trade union national centers are not supportive of DWs organizations.	5.i	1	2	3
The GUF, ITUC and the ILO do not effectively coordinate relevant efforts (in solidarity with the IDWF) at the regional and international level.	5.ii	1	2	3
Social justice partners do not actively support and encourage DW participation at relevant decision making and negotiating platforms.	2.iii	1	1	2
Central Trade Unions do not provide DWs with the support and solidarity necessary for successful actions and negotiations.	3.iv	1	1	2
Trade Union Officials don't attend events.	5.iii	1	1	2

Mitigation	Contingency	Action Taken by	Timelines for Action
Encourage affiliates to plan for support to DWs and ensure that DWs have information on the benefits of taking part.	Offer training stipends or similar in select cases	Regional Coordinators	Ongoing
Ongoing liaison with officials	N/A	General Secretary	Ongoing
N/A	Have a communications strategy in place in the event that programme action must be suspended	Communications Officer	Plan in place by Q2,Y1
Ongoing liaison and information sharing with employers through campaigns and actions	Support individual workers where possible in negotiations with employers	Regional Coordinators with affiliates	Campaigns as per Research and Campaigns plan (Outcome 3)
Ongoing liaison and information sharing with employers through campaigns and actions	Support individual workers where possible in negotiations with employers	Regional Coordinators with affiliates	Campaigns as per Research and Campaigns plan (Outcome 3)
Encourage affiliates to plan for support to DWs and ensure that DWs have information on the benefits of taking part.	Offer training stipends or similar in select cases. Try to leverage these resources from the unions themselves.	Regional Coordinators	Secure MoU with unions as soon as possible (by end of Y1)
Monitor affiliate leadership - particularly in volatile or vulnerable orgs - and give extra support for succession planning	Offer temporary leadership support, and assist in recruiting efforts	Regional Coordinators with affiliates	Mitigation ongoing, Cont. as needed
Monitor govt. officials and turn over - particularly vis a vis elections. Where necessary and/or possible, diversify contact base over many individuals or departments	Have a communications strategy in place in the event that programme action is temporarily suspended due to change of office	General Secretary	Strategy and contact list in place by Q2, Y1 - annual updates - monitoring ongoing (esp. vis a vis mapping)
N/A	Have a communications strategy in place in the event that programme action must be suspended	Communications Officer	Plan in place by Q2,Y1
Support affiliates in recruiting efforts, tailored to local situations, ensure that they are able to reach DWs with the benefits of organising, through most accessible medium	N/A	Regional Coordinators	Ongoing
Public awareness, govt. liaison, and liaison with other strategic partners	Add this as a priority to campaigns and actions in the area, or campaign remotely if necessary.	Research and Campaigns Officer	As needed
Ongoing liaison, public awareness, sharing of best practices, negotiations, campaigns and actions	Continue liaison and communications, prioritize investment of resources accordingly	General Secretary	As needed
Public awareness, govt. liaison, and liaison with other strategic partners, diversified contact base in govt. offices	Continue liaison and communications, prioritize investment of resources accordingly	General Secretary	Ongoing
Continue communications and liaison regarding IDWF benefits (success stories, support and training opportunities, etc.), offer opportunities to meet with other affiliates (learn potential of best practices and extended network of solidarity)	N/A	Regional Coordinators	Ongoing
Ongoing liaison, public awareness, sharing of best practices, negotiations, campaigns and actions	Continue liaison and communications, include as priority in campaigns and actions	Regional Coordinators	Ongoing

The International Domestic Workers Federation (IDWF) is a membership-based, democratic, global organization of domestic and household workers. Since its inception as a network in 2006 (the Federation was officially formed in 2013), the IDWF has evolved into a key advocate for the rights of domestic and household workers globally. The IDWF believes that domestic work is work and all domestic and household workers deserve to enjoy the same rights as all other workers.

COSTA RICA MAY DAY 2014

