



STRONG United and Growing



ANNUAL REPORT
2017

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PRESIDENT'S MESSAGE

Myrtle Witbooi

Looking back at our nearly five years of existence, the picture of that important and historical day when IDWF was created is still clear and powerful in my mind. We started as a group, and together we began to crawl, take our first steps, and walk in solidarity on a long and unknown road.

Day by day we challenge injustice and campaign for decent rights. Together, we show the world the power of our Federation. We have gained much in our short time, and we are as united as ever. There is no stopping us. Let us continue until each and every domestic worker is valued and all of us are free.

There is no stopping us.

Let us continue until each and every domestic worker is **valued and** all of us are **free**.



GENERAL SECRETARY'S MESSAGE

Elizabeth Tang

The year 2017 was an exciting year in the life of IDWF.

We won three awards, including the CARICOM Woman of the Year Award for Shirley Pryce, a member of our Executive Committee. The Tji Haksoon Justice & Peace Award in South Korea and the Sr Jeanne Devos Award in Belgium are not only strong recognitions of our labour for decent work for domestic workers and gender equality, but also a wake-up call to the community on the plight and contribution of domestic workers. Their work makes all other work possible.

The leadership training of domestic workers is bearing fruit with the emergence of new domestic

workers taking various leadership roles amongst our affiliates in many countries. The process that began two years ago, with three regional training of trainers' workshops using the *Planning for Success* manual, was followed by individual participants practicing and sharing their skills with their own organizations. The results have been impressive, with membership increased and systematic advocacy activities in several countries.

Similarly, the capacity building workshop on migrant domestic workers' issues has led to an increased awareness and interest to include them in their ranks. Examples can be found in affiliates throughout the federation, such as those in South Africa, Uganda, India and elsewhere.

Last year, our Secretariat in Hong Kong became fully operational. We took all project management activity – including financial administration – back into our own hands from the IUF, which had provided technical support to us. We are thankful to them for enabling us to grow, but at the same time excited to see ourselves standing on our own feet.

Finally, I wish to thank all our affiliates for their hard work and creativity in bringing about changes. It is a source of great inspiration to me and my colleagues. Likewise, I wish to thank all our partners and funders for their trust and support.

Together, we grow in **unity** and become stronger.

AWARDS!

IDWF won the South Korean Tji Haksoon Justice & Peace Award 2017.



IDWF received the Sr Jeanne Devos Award in Belgium on June 9, 2017.

Shirley Pryce, member of IDWF's Executive Committee and the Jamaica Household Workers' Union, won the CARICOM Woman of The Year Award 2017, in recognition of her advocacy on domestic work.



WHY WE ARE: CONTEXT & HISTORY

Domestic Work is Work

According to the International Labour Organization (ILO):

- There are over **67 million** domestic workers globally
- **80%** of domestic workers are women
- **17%** are migrants
- Domestic work accounts for **7.5%** of women's wage employment worldwide.



In many places, as advances in medicine allow people to live longer, the need for paid caregivers and housekeepers has increased significantly.

Despite the importance of domestic work, the working conditions of domestic workers are very poor, and wages are low. In many countries, domestic workers lack legal recognition of their status as workers and therefore are not entitled to the usual legal protections afforded to workers.

In the worst cases, domestic workers have suffered extreme abuses, including beatings, withholding of salaries, unlawful imprisonment, rape, starvation and death. Of the 25 million people worldwide in forced labour slavery, approximately 4 million are domestic workers.

The risks can be especially great for migrants, who may face language and cultural barriers, manipulation by employment agencies, lack of access to legal justice and more. Reports of exploitation and abuses among migrant domestic workers reveal rampant violations of their workers' rights and other fundamental human rights.

Yet women who migrate for care work constitute the largest demographic segment of women who migrate for employment.



Of the **25 million** people worldwide in forced labour slavery, approximately **4 million** are domestic workers.



About the IDWF

The International Domestic Workers Federation (IDWF) is a membership-based organization of domestic and household workers led by women.

Our objective is to build a strong, democratic and united domestic and household workers' global organization to protect and advance domestic workers' rights and respect everywhere.

IDWF was founded in October 2013, at its inaugural Congress in Uruguay. Forty-seven domestic workers' member-based organizations became formal members of the new Federation, and thirteen women were voted into the first Executive Committee to steer the organization until the next 5-year Congress.

IDWF creates domestic workers' organizations in places where there are none and strengthens existing organizations by:

- developing the global federation;
- promoting capacity building programmes and exchange of best practices;
- advocacy and awareness campaigns; and
- leveraging the support of strategic partners.

2017 was the third year in a five-year plan developed in 2015, and the activities outlined in this report reflect the five strategic objectives developed in that plan.



MAJOR ACTIVITIES IN 2017

Growing Strong

Federation Development

By the end of 2017 IDWF had:

- 65 affiliates – increased from 59 in 2016
- from 53 countries – increased from 47 in 2016
- representing over 500,000 domestic and household workers
- with the table set for more to join in 2018.



New affiliates!

AMMPO is a group of Filipino migrant domestic workers in **Malaysia**. They had 80 members when first formed, and they are growing.

Our new affiliates in Europe are ACLI COLF in **Italy** and IMECE in **Turkey**, representing a total number of 6050 members and growing.

In Latin America, our new affiliates are Sindicato de Mujeres Trabajadoras del Hogar Remuneradas Salvadoreñas (SIMUTHRES) in **El Salvador** and the Sindicato de trabajadoras Domésticas Similar y a Cuenta Propia (SITRADOMSA) in **Guatemala**.

Our new affiliate representing domestic workers in **Nigeria** is the National Union of Hotels and Personal Services Workers (NUHPSW).

Federation development

The first Executive Committee (EXCO) reached its penultimate year, before Congress in 2018. In 2017, Sonu Danuwar, who served on the EXCO from the Asian region, moved to the USA. She was replaced by Gyanu Kshetri, the general secretary of HUN.

Based in Hong Kong SAR, the Secretariat of the IDWF is managed by the General Secretary, Elizabeth Tang, and is now fully operational. The number of staff grew from 5 to 8 full-and part-time employees by the end of 2017, with preparation for further additions in early 2018.

The Regional Coordinator for Asia-Pacific, Fish Ip, returned from sabbatical in October 2017. Peng Choi filled the role during her leave. Jill Shenker, who had been seconded from the NDWA as the Regional Coordinator for North America, has resigned and not yet been replaced.

The last few years have seen improvements in communication throughout the federation, and this trend continued in 2017. Facebook, WhatsApp and other social media have given staff, EXCO and affiliates better tools for sharing information and fostering communication.

Representing over **500,000** domestic workers and growing.



Affiliates in every region have been strengthened with a notable increase in membership, including a renewed commitment to paying dues.

There are no affiliates in the Middle East & North Africa (MENA) region yet. Given the web of challenges facing the labour movement generally and domestic workers specifically in the Middle East, IDWF is investing in 'middle-out' approaches to organizing where the emphasis is on building strong membership-based organizations of domestic workers until unions are legally, organizationally and culturally able to host and integrate them within their ranks and leadership.

At the same time, IDWF collaborates with local and international organizations to organize and support unions in the region to lay the groundwork for formal unionization. Additionally, the visibility of IDWF has increased in the region, and enabled us to have a bigger voice on issues around migrant domestic workers.



Example: Organizing in Malawi

The Commercial Industrial & Allied Workers Union (CIAWU) in Malawi increased its membership from 179 in 2014 to 9490 in 2017, after the arrival of IDWF materials and support. Domestic workers have reported increased confidence and ability to demand their rights.

Organizers were trained for six months and paired with experienced organizers. They identified focal persons at each of 23 branches, who acted as links to members. Wearing t-shirts that read “Know Your Rights” in local languages, they reached out to domestic workers who had previously not been aware of their rights.

Literature used:

- Employment Act (translated into Chichewa and Tumbuka)
- Pension Act, which provides payment of gratuity for non-pensionable workers
- ILO Convention 189, regarding the rights of domestic workers
- CIAWU brochures.



Organizing Organizers

Capacity Building

Training of Trainers (ToT) and workshops to foster leadership amongst domestic worker organizers take place throughout the IDWF federation. The IDWF publication *Planning for Success* has greatly assisted with these sessions. ToT workshops in French have also been convened for our French-speaking affiliates in the Africa region.



In addition to ToT workshops, domestic worker leaders in the Africa region have participated in workshops on union leadership training, migrant domestic workers, trade unions and the informal sector, and on panels at several global conferences on migrant domestic workers. As a result, domestic worker leaders in Malawi, Mozambique, Ghana, Kenya, Guinea, South Africa, Namibia, Zanzibar, Togo and Burkina Faso are taking active leadership roles in unions and trade unions, in facilitations, organizing and recruitment, representation in different forums and grievance handling of domestic workers' issues.



Regional and inter-regional workshops enhance networking as well as foster knowledge-sharing. The Asia Regional Conference on Enhancing Collective Advocacy, Action and Empowerment of Domestic Workers was a joint undertaking of the IDWF and Migrant Forum in Asia (MFA) held in Manila in October 2017. The conference included 70 participants from 17 countries in Asia and the MENA region, such as Malini Kanda Arachchige (Sri Lankan Women Society in Lebanon), Gemma Justo (Alliance of Migrant Domestic Workers in Lebanon) and Freowini Tesfu Bezabih (Domestic Workers Network in Jordan).



In December, IDWF and the Solidarity Centre in Brazil co-organized the first Afro-Latinas Convening. Black domestic workers from Peru, Colombia, Dominican Republic and Brazil met for three days to share ideas and exchange organizing strategies for black domestic workers. They worked on racial equity policy proposals and concrete strategies for unions and federations to prioritize the organizing and leadership building of Black domestic workers.



Strengthening voices in MENA

IDWF affiliates from Nepal, India, the Philippines, Hong Kong, Uganda, Kenya and Tanzania participated in an interregional workshop in Bahrain to promote cooperation between domestic workers' unions and national trade union centres in countries of origin, and national trade union centres in countries of destination in the Arab Gulf, to build capacity towards greater protection for domestic workers across the migration cycle.

IDWF has supported the Domestic Workers' Union and other migrant workers organizations in Lebanon in articulating a strong position against discriminatory wage-setting practices for domestic workers in Lebanon.

A workshop was held to offer alternatives to the current practice of setting wages according to nationality. It presented best practices for setting wages according to competency and qualifications, rather than country of origin.

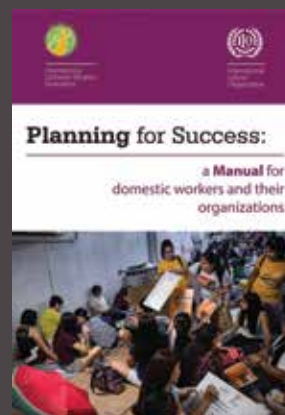
The conference included **70 participants** from **17 countries** in Asia and the MENA region.



New publications

Planning for Success: A manual for domestic workers and their organizations

<http://idwfed.org/en/resources/planning-for-success-a-manual-for-domestic-workers-and-their-organizations>



Decent for Domestic Workers: Eight Good Practices from Asia

<http://idwfed.org/en/resources/decent-work-for-domestic-workers-eight-good-practices-from-asia>

Tackling Child Labour in Domestic Work: a handbook for action for domestic workers and their organizations

<http://idwfed.org/en/resources/tackling-child-labour-in-domestic-work-a-handbook-for-action-for-domestic-workers-and-their-organizations>



Domestic Workers Practicum in Asia (follow-up to Training for Success)

<http://www.idwfed.org/en/resources/domestic-workers-practicum-in-asia>

Domestic Workers Practicum in Asia - India

<http://www.idwfed.org/en/resources/practicum-for-domestic-workers-in-asia-india>



Five IDWF Newsletters

<http://idwfed.org/en/resources/idwf-newsletters>

Generating Conversations

Campaigns & Research

Ratify C189

“Ratify C189 now!” continues to be a rallying cry throughout IDWF. In 2017, Guinea ratified the Convention that enshrines rights for domestic workers in law, and the groundwork was set for Brazil to follow early in 2018.

Work is also done to hold governments who have ratified C189 accountable for implementing change. The Ministry of Women in the Dominican Republic now holds regular meetings with domestic worker organizers in order to strategize concrete ways to implement C189.



Gender-based violence & the ILO process

Gender-based violence is faced by domestic workers in every region. The IDWF is developing advocacy against gender-based violence through building capacity of its affiliates and pressing for an ILO Convention to be adopted at the International Labour Conference in 2019.



Advocacy plans or campaign plans to address GBV exist in all regions. For example, affiliates ACV-CSC (Belgium) and FILCAMS (Italy) have been heavily engaged in national activities with regard to violence against women in the workplace. In Belgium, domestic workers were targeted. ACV-CSC undertook a comprehensive study on violence in the workplaces of domestic workers.

Activities:

- ILO questionnaires regarding domestic workers' experiences with gender-based violence were sent to all affiliates and 18 replied. An integrated report was sent to the ILO.
- A regional campaign to stop gender-based violence was formulated at a regional workshop for affiliates in Santiago de Chile in March.
- A baseline survey on issues and needs around GBV was developed and sent to affiliates in Asia.
- The resulting report was published as *Report on IDWF Survey on Gender-Based Violence Against Domestic Workers, Asia*.

www.idwfed.org/en/resources/report-on-idwf-survey-on-gender-based-violence-against-domestic-workers-asia



My Fair Home

The My Fair Home Campaign is an initiative of IDWF and the ILO that encourages employers of domestic workers to sign a pledge respecting domestic workers' rights in their own homes. The campaign is an effective strategy for engaging unions in the Middle East, especially those in the Gulf Cooperation Council (GCC) where trade unionists may each employ as many as five domestic workers in their homes.

In March 2017, the National Federation of Employees' and Workers' Unions (FENASOL) became the first organization in the Middle East to join the MFH campaign. A compelling video (see My Fair Home Launch at FENASOL on YouTube <https://youtu.be/CE0ID8TmVIA>) was produced that showcases, in a series of interviews, how FENASOL members balance their roles as workers and trade unionists on the one hand, and employers of domestic workers on the other.



The General Federation of Bahraini Trade Unions also joined the campaign in March 2017.

UNITED Philippines has conducted discussions with several unions, promoting the campaign.

FADWU Hong Kong has members and leaders asking their employers to pledge to My Fair Home. A seminar was held in October with the Professional Teachers' Union on malpractices by employment agencies.

Arrest of domestic worker activists

In November 2016 in Lebanon, two founding members of Lebanon's domestic workers' union and members of GEFONT, Nepalese nationals Shusila Rana (known as Zogana Rana) and Roja Maya Limbu (known as Rosie Limbaugh), were detained without clear explanation of the charges.

Shusila was deported on December 10, 2016 and Roja on January 28, 2017.



Roja Maya Limbu

In October 2017, two more domestic worker activists, Gemma Justo from the Philippines and Rose Mahi from Cameroon, were deported from Lebanon.

IDWF has published and disseminated a statement to condemn the growing pattern of arrests which aims to weaken the union and systematically intimidate its current and prospective members.



Shusila Rana

IDWF marked International Women's Day by publishing another statement that pays tribute to Shusila Rana and Roja Maya Limbu.

New laws & legal protections

Nepal: After remarkable effort and lobbying by IDWF affiliate HUN, along with its union center, GEFONT, domestic workers have been included in the new labour act. The act puts in place many protections for workers, including on wages and benefits. Amongst other protections, the act bans exploitative labour practices such as child and forced labour, prevents employers from banning unions and gives women workers maternity leave and better protections against harassment and gender-based discrimination.

Mexico: SINACTTRAHO was able to obtain unemployment insurance benefits for the domestic workers who lost their jobs because of the earthquake on Sept 19th. As well as helping those workers, this highlights domestic workers as workers with labour rights.





The economy of care

“Unpaid care and domestic work” – the UN Sustainable Development Goal (SDG) No 5.4

Care-giving – particularly to children, the elderly and the disabled – is a growing area of need and employment. Women who migrate for care work constitute the largest demographic segment of women who migrate for employment. Legal protections are needed for care-givers as they fulfill this necessary role in society.

IDWF actions in 2017:

- Workshops in Beirut/Lebanon, on “Revisiting the meaning of ‘domestic work’ in Lebanon in 2017: Demographic transformations and policy implications for the Sector” as an attempt to develop an IDWF skill-training program for migrant domestic workers to match the needs of the society in Lebanon.
- Meetings with the ILO, ITUC and other organizations who share a concern for issues that arise in the care economic chain; it is a major component of future work, with reports and conferences forthcoming.

Local campaigns: A sampling

Bangladesh: NDWWU is monitoring the implementation of the national welfare and protection policy, as well as demands for a law for domestic workers.



Dominican Republic: The plights of domestic workers were highlighted by Domestic Workers' Day activities on March 30 and June 16. The Ministry of Women responded by inviting leaders of the ATH to work together in achieving gender equality for the sector.



Hong Kong: FADWU is monitoring the implementation of the government’s Code of Practice on employment agencies. It is fighting for a law to be adopted in May 2018 for the punishment of illegal practices by agencies.

India: The government is formulating a national policy on domestic workers with the “aim to explicitly and effectively expand the scope of applicable legislations, policies and schemes to grant domestic workers rights that are enshrined in laws for other categor[ies] of workers, including minimum wages, equal remuneration, etc.”

Mexico: A “Collective Agreement” campaign calling for minimum wage, social security and other labour and social protections for domestic workers was launched by the national domestic workers’ union, SINACTRAHO, and it has succeeded in generating much public attention, as well as the support of female senators. SINACTRAHO was also able to form a network of alliances with civil society groups and domestic workers to create a political platform of rights for domestic workers in Mexico. This political platform is being used for advocacy and lobbying activities during the campaign for presidential elections in June 2018.



Peru: Our affiliates in Peru are demanding an amendment of the laws pertaining to domestic workers, and ratification of C189.

Philippines: UNITED is demanding an increase to the minimum wage and an amendment of the Kasambuhay (domestic workers) Act.

South Africa: The South Africa Domestic Service and Allied Workers Union (SADSAWU) has launched a strong campaign for domestic workers to be included in the national pension fund and the Compensation for Occupation Injuries and Disease Act (the COIDA).



Changing moves

Migrant Domestic Workers

Our voice in the international process

IDWF has played a visible role in several consultative processes concerning migrant domestic workers, including at the UN Global Compact for Safe, Orderly and Regular Migration (GCM).

Ensuring that migrant domestic workers' issues and concerns are heard remains a priority for IDWF. Other places where IDWF has participated with advocacy for migrant domestic workers are the Colombo Process Members State, the GFMD, the interregional tripartite meeting on decent work and mobility in the Asia/ Africa to Middle East corridors, and the ASEAN Forum on Migration.

Strengthening capacity of migrant domestic workers

IDWF is strengthening the capacities of affiliates to address the issues of migrant domestic workers. Sub-regional workshops were held for our affiliates in Latin America (El Salvador) and Africa (Kenya) this year. Others, either in preparation to form new organizations or to strengthen existing ones, have been convened in Kuwait, Jordan and Lebanon. These meetings bring together unions and domestic workers, to build relationships, develop common strategies for the organizing of migrant domestic workers and advance their rights.

Efforts to organize migrant domestic workers have been implemented by an increasing number of IDWF affiliates, including in Malaysia, South Africa, Uganda, Kenya, Argentina, Dominican Republic, India, Nepal, Tanzania, Ethiopia and elsewhere.

In Argentina, Union Personal Auxiliar de Casas Particulares (UPACP), the Ministry of Labour and the ILO developed and launched a mobile application “Migration and Domestic Work” <http://idwfed.org/es/recursos/migracion-y-trabajo-domestico> for migrant domestic workers in the region.



Organización
Internacional
del Trabajo



U.P.A.C.P.
Unión Personal Auxiliar de Casas Particulares



Para trabajadoras del servicio doméstico paraguayas
QUE LLEGAN A LA ARGENTINA

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“Migración y Trabajo Doméstico”

Bajala ahora!



Y conocé dónde hacer los trámites y cuáles son tus derechos.



www.upacp.org.ar · UPACP



The National Domestic Workers' Alliance in the USA, where most domestic workers are migrants, demonstrates particularly strong and effective advocacy for migrant domestic workers.

Taking action along the Migration Corridor

IDWF has facilitated cooperation between domestic workers' unions and national trade union centres in countries of origin in Africa and Asia, and national trade union centres in countries of destination in the Arab Gulf, to provide greater protection for domestic workers across the migration cycle. Encouraging these union-to-union agreements, and involving participants from countries of origin, was a strategy at both an interregional workshop in Bahrain and a national workshop in Jordan.

Example: Destination country advocacy

There has been significant development around advocacy for Filipino domestic workers:

- One of the newly joined affiliates to the IDWF is AMMPO in Malaysia, comprised of Filipina domestic workers.
- With support from the ILO's regional office for Arab states, an 8-session training workshop was held to set up a members-based organization of Filipina domestic workers in Kuwait.
- The Asia-Pacific region is finding success helping Filipino migrant domestic workers with a new model of organization in Hong Kong, Macau, Malaysia & Singapore, in collaboration with SENTRO and LEARN (a trade unions centre and workers' NGO) in the Philippines. Their goal is to create an international federation of Filipino domestic workers in 2020.

Example: Origin country advocacy

70% of migrant workers from Uganda to Middle East countries are domestic workers. Uganda Hotels, Food, Tourism, Supermarkets & Allied Workers Union (HTS-Union) is the trade union responsible for Ugandan domestic workers, and these are some of the strategies they use to assist MDWs:

HTS-Union identified gaps in the labour laws and advised the government of Uganda to review their M.O.U with Saudi Arabia. This enabled a joint effort against a recruitment agency that trafficked a MDW to United Arab Emirates, where she was mistreated and denied her wages. The agency was made to transport the MDW back to Uganda and to refund her recruitment fees.

An awareness campaign has been conducted through radio talk shows and public announcements, in which domestic workers are informed of the trade unions that represent them and their rights, both in Uganda and in other countries. Working with the association of external recruitment agencies has enabled HTS-Union to identify and talk to migrant domestic workers before they leave the country. After they've migrated, MDWs can keep in touch with HTS-Union through WhatsApp.



Networking has been an effective tool as well. When contacted by an MDW working in Oman, HTS-Union was able to reach out to IDWF contacts, who introduced the Union to the Oman Human Rights Commission. The Commission resolved the worker's issues, and she later returned to Uganda. Other MDWs have been rescued and returned to Uganda through networking with the Federation of Oman Trade Unions.

The government of Uganda is currently in the process of negotiating agreements with Middle East countries and setting up an information database, while HTS-Union remains involved in the formulation of policy that involves MDWs.

HTS-Union has rescued nine domestic worker victims from MENA countries, and has given guidance to many more, sometimes enabling them to complete their contract term, or demand such items as protective equipment, meals, drinking water or better working conditions. The support of the Union, knowledge of the law and occasional threats of intervention usually assist the worker in negotiations with their employer.



A seat at the table

International Representation & Alliances

IDWF's participation at the UN Global Compact for Safe, Orderly and Regular Migration (GCM) has advanced our work ensuring domestic workers' issues and concerns are heard. In this consultation, we have thus far spoken and provided input at five regional and thematic workshops and meetings, including the panel discussion on Decent Work and Labour Mobility on Global Compact, in Geneva, October 2017.

Additionally in 2017, approximately 20 IDWF and domestic worker leaders were invited to participate at key regional and international meetings, forums and conferences, giving voice to issues that pertain to domestic workers.

IDWF has become a respected reference on migration for domestic work, particularly in the MENA region, by contributing to a variety of technical meetings on migration and refugees, labour migration and domestic work. These meetings are convened at the global, interregional, regional and national levels.

These include government processes and multi-stakeholders meetings such as the Colombo Process Member States, ILO Policy Advisory Committee on Fair Migration in the Middle East, the Cities in Global Agendas meeting, and so forth.

At the International Labour Conference 2017, the IDWF Regional Coordinator for Europe participated as WIEGO and gave interventions on the inclusion of undocumented migrant workers. These contributions were well received by the workers' group and were reflected in the final conclusions.

IDWF representatives, including Shirley Pryce (JHWU), Rowena Arangorin (FADWU) and Pat Sauls (NDWA), spoke at meetings inside and outside the UN Commission on the Status of Women 61 sessions in New York.

An IDWF delegation went to the GFMD in Bangladesh and participated at the CSO's events "Inside" and "Outside", representing issues of migrant domestic workers.

Carmen Brites (UPACP in Argentina) spoke at meetings that brought together domestic workers' groups and the governments of Paraguay and Panama to discuss legal frameworks for the protection of domestic workers' rights. These meetings set an example for governments in Costa Rica, El Salvador and Nicaragua to organize tripartite meetings in their countries to discuss the implementation of C189.



Other events that IDWF representatives were invited to speak at in 2017 included:

- Myrtle Witbooi (President) at the IUF 27th Congress as a guest speaker and the ITUC 3rd World Women Conference
- Elizabeth Tang (General Secretary) at the Australian ACTU NexGen 17 Conference
- Shirley Pryce (EXCO) at the IUF Caribbean Regional Conference
- Maia Montenegro (UNITED) at the IDWF-MFA Domestic Workers Conference
- Ruth Kakame (KUDHEIHA), Assumpta Namaganda (HTC-Union), Zena Mohamad (CHODAWU-Zanzibar) & Shiella Estrada (FADWU) at the interregional migrant domestic workers conference in the Arab Gulf
- Adriana Cretu (FILCAMS) at the ITUC-FES meeting on migrant domestic workers
- and many others.



Ruth Kakame



Shiella Estrada

Financial Report 2017

	(HKD)	(HKD)
TOTAL INCOME		\$5,575,402.38
Expenses:		
Program Costs: National Activities (Capacity Building, Organizing Drives, Advocacy)	\$1,541,797.16	
Program Costs: Regional Activities (Training of Trainers, Materials, Meetings, Research)	\$1,104,776.47	
Program Costs: Global Activities (Meetings, Translation)	\$631,572.09	
Total Program Costs		\$3,278,145.72
Fundraising & Communication		\$125,034.75
Coordination, Management & Administration		\$2,591,920.27
Contingency		\$2,730.00
TOTAL EXPENSES		\$5,997,830.74
BALANCE (Deficit)		(\$422,428.36)

Exchange Rate: USD 1/HKD 7.8

Our Funders

IDWF's major funders are the Olaf Palme International Centre, Novo/Tides Foundation, Ford Foundation, Bread for the World, FNV Mondaal, SASK (Trade Union Solidarity Centre of Finland) and DGB-BW.

IDWF's financial situation improved in 2017 with an increased number of funders. The outlook for the next few years is good, as these funders have expressed intentions to support us in our growth while we explore additional sources of funding. Although payment of membership dues has increased and become part of the culture for a growing number of affiliates, IDWF is dependent on our funders.

In addition, partnership with the ILO, IUF, ITUC, WIEGO, FES and the Solidarity Centre continues to enhance our resources and enables us to grow stronger.



Future Sights: 2018

In 2018, IDWF will continue taking strides towards the goals of the 5-year plan.

Actions involve:

- increasing global membership;
- fostering leadership amongst domestic workers;
- building local capacity to address issues of migrant domestic workers;
- strengthening legal protection of workers' rights;
- promotion of domestic workers' rights in the global 'care economy' and supply chain;
- staying at the forefront of new policy research around domestic workers;
- supporting national and global campaigns on gender-based violence at work;
- alliance building;
- and many other organizational goals.

Congress!

IDWF's second Congress will be held November 16–19, 2018, in Cape Town, South Africa, to close our first 5-year chapter and prepare for the next.

Over 120 delegates from (as of April, 2018) 67 domestic worker affiliates across 54 countries will meet to vote for the Executive Committee and reaffirm IDWF's goals and aims.

Find out more about Congress <http://idwfed.org/en/2018-congress>

Who We Are

Executive Committee

President: Myrtle Witbooi, South Africa Domestic Service and Allied Workers Union, South Africa

Vice President: Ernestina Ochoa, IPROFOTH, Peru

General Secretary: Elizabeth Tang, Hong Kong

Titular Regional Representatives:

Wendy Paula Garlaza Quinonez, FILCAMS CGIL, Italy

Shirley Pryce, Jamaica Household Workers' Union, Jamaica

Juanita Flores, National Domestic Workers Alliance, USA

Phobsuk Gasing (Dang), Hong Kong Federation of Asian Domestic Workers Unions, Hong Kong

Alternates:

Asmaou Bah, SYNEM-GUINEE, Guinea

Elena Perez, Asociación de Trabajadoras del Hogar, Dominican Republic

Grace Papa, ACV-CSC, Belgium

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

Antonia Peña, National Domestic Workers Alliance, USA

Gyanu Maya Kshastri (after August 2017), Home Workers Trade Union of Nepal, Nepal

Sonu Danuwar (until August 2017), Home Workers Trade Union of Nepal, Nepal

Secretariat

General Secretary: Elizabeth Tang

Administrative Officer: Phyllis Law

Communication Officer: Yee Ting Ma

Finance Officer: Ivan Wong

Fundraising Officer: Carmel Purkis

Migration Expert: Marie-José Tayah

Network Facilitator for Latin America: Sofia Trevino (seconded from WIEGO)

Program Officer for Asia: Niken Wulan

Project Manager: Kris Chiu (until January 2018)

Regional Coordinator for Africa: Vicky Kanyoka

Regional Coordinator for Asia-Pacific: Fish Ip Pui Yu

Regional Coordinator for Europe: Karin Pape (seconded from WIEGO)

Regional Coordinator for Latin America: Adriana Gabriela Paz

Regional Coordinator for Middle East and North Africa: Mariela Elizabeth Acuña

Our Affiliations

The IDWF is also affiliated to two other global organisations:

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



<http://www.iuf.org>

Women in Informal Employment: Globalizing and Organizing (WIEGO)



<http://www.wiego.org>



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IDWF Annual Report 2017

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“UNITING FOR DOMESTIC WORKERS’ RIGHTS!”

The International Domestic Workers Federation (IDWF) commits to unite all domestic workers at all levels (local, national and global) to overcome the exploitation and abuse experienced by domestic workers across the world.

It is part of a global labour movement, seeking to join forces with all workers in the struggle to change power relations and to secure justice, dignity, security and peace.