

# DOMESTIC WORKERS ORGANIZE AGAINST VIOLENCE & HARASSMENT

## TRAINING PACK



### Unit 5

## COLLECTIVE ACTIONS AGAINST VIOLENCE & HARASSMENT

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## Overview

This unit is about DWO organizing against violence & harassment.

We discuss how we promote self and collective care in our DWOs.

We show how DWOs in Asia protect domestic workers from violence & harassment and take strategic actions to fight against it.

We share how to expand our DWO and individual networks and build alliances, how to protect our rights to our own bodies, and how we can set priorities to fight violence & harassment and promote our human and workers' rights.



## UNIT SUMMARY

	TITLE	AIMS	TIME (MINS)
5.1	Self and collective care in DWOs	<ul style="list-style-type: none"> <li>■ To build trust, shared responsibility and solidarity between us</li> <li>■ To find out how self and collective care in DWOs strengthens us and our organizations</li> </ul>	90
5.2	DWO actions against violence & harassment in Asia	<ul style="list-style-type: none"> <li>■ To experience the power of collective action</li> <li>■ To share DWO collective actions to fight violence &amp; harassment</li> </ul>	120
5.3	DWO and DW networking and alliance building	<ul style="list-style-type: none"> <li>■ DWOs: To encourage DWO outreach, networking and alliance building with people and organizations to act against violence &amp; harassment</li> <li>■ DWs: To help domestic workers who experienced violence &amp; harassment to expand their support network and recover</li> </ul>	120
5.4	DWOs changing mindsets on domestic workers' sexual rights	<ul style="list-style-type: none"> <li>■ To fight patriarchal mindsets that increase violence against domestic workers</li> <li>■ To increase domestic workers' awareness of their rights over their own body</li> <li>■ To develop advocacy messages on domestic workers' sexual rights</li> </ul>	120
5.5	DWO action planning against violence & harassment	<ul style="list-style-type: none"> <li>■ To create ideas and set priorities for DWO actions against violence &amp; harassment</li> </ul>	90



**TOTAL TIME : 9 HOURS – 540 MINUTES**



## KEY MESSAGES

**We take care of ourselves and our sisters, looking after our health and happiness together. When we organize in DWOs, we are strong: We help each other and fight to stop violence & harassment. We network and build alliances within and outside our DWOs. We fight gender discrimination that leads to violence against us. We decide collectively to set priorities and reach our goals step-by-step.**

- Self care is looking after our own health, well-being and happiness. Collective care is about being careful with one another and caring for one another in a group.
- As domestic workers and as women, we are very good in caring for others but we often don't take enough care of ourselves. Self and collective care keep us strong, build our strengths and prevent burn-out of people and organizations.
- Organizing is the most powerful tool of DWOs in fighting violence & harassment:
  - We directly help our sisters and represent their interests
  - We advocate and push for long term solutions
  - We tell the story of violence survivors
  - Awareness-raising, campaigning and advocacy are key DWO tools to fight violence
  - Collective actions show the strength of our collective power.
- We invest a lot of time and energy in networking and alliance building, because we need many actors to provide help to victims and put a stop to violence & harassment
- We network and build alliances by having a clear vision and goals and convincing others to help us to reach our goals.
- We fight patriarchal laws, mindsets and practices that promote violence & harassment against women and domestic workers.
- We have the right over our own bodies and we have sexual rights.
- We organize against violence & harassment in many ways: We raise awareness, advocate, campaign and train. We help violence victims become survivors. We negotiate with employers and the authorities. We represent and voice domestic workers' interests in legal and policy reform. We monitor implementation and build many alliances.



## Training Organization

- If you want to do only one training activity on DWO actions against violence & harassment select **Unit 5.2** DWO actions against violence & harassment in Asia (90 minutes)
- All 5 exercises can be done in 2 or 3 half-day activities on off-days:
  - **Unit 5.1** Self and collective care and **Unit 5.2** DWO actions against violence & harassment in Asia (210 minutes)
  - **Unit 5.4** DWOs changing mindsets on domestic workers' sexual rights and **Unit 5.3** DWO and domestic workers (DWs) networking and alliance building (240 minutes)
  - **Unit 5.5** DWO action planning against violence & harassment can be done at the end of a training series before the evaluation and closing (90 minutes)
- If you want to train DWO leaders and members to become trainers in a TOT workshop, you need 1.5 days for this unit.
- **Unit 5.3** is useful for domestic workers engaged in peer support and case work with violence victims and survivors, so can be done after **Unit 6.4** Respond, report and refer.



# 5.1 : Self and collective care in DWOs

90 minutes

	Aims	<ul style="list-style-type: none"> <li>To build trust, solidarity and shared responsibility between us</li> <li>To find out how self and collective care in DWOs strengthens us and our organizations</li> </ul>
	Participants	<ul style="list-style-type: none"> <li>Domestic worker leaders</li> <li>Domestic workers</li> </ul>
	Room Arrangements	<ul style="list-style-type: none"> <li>Step 1: Big space to walk around with some chairs and other obstacles spread around</li> <li>Other steps: Seating in small groups and in the big group</li> </ul>
	Materials	<ul style="list-style-type: none"> <li>Step 1: Blind folds (scarves, shawls or sheets of paper and tape), one per pair</li> <li>Computer and projector for slide presentation</li> <li>Flipchart papers and markers for small working groups</li> </ul>
	Training Aids	<ul style="list-style-type: none"> <li>Slide show: Self and collective care in DWOs</li> <li>Handout: Self and collective care: Points for discussion</li> <li>Info note: Self and collective care in DWOs</li> </ul>



## Session Plan Steps

1.	Cars and drivers	Game	20 minutes
2.	Self and collective care	Small group work	30 minutes
3.	Self and collective care	Reporting in the big group	35 minutes
4.	Key messages	Conclusion	5 minutes



## Preparation

- For step 1: Make an 'obstacle course' in the training venue or outside for participants to walk through. Put in some obstacles, like chairs or boxes. Ask participants to bring blindfolds, such as scarves or shawls for use during the session (one blindfold for each pair), or provide for sheets of paper and tape to make blindfolds. It is also possible not to use any blindfold and ask participants to close their eyes, but many will be tempted to open them during the game and then not experience the game's benefits.
- Read and discuss the Info note with others so that you fully understand it.
- For step 2: Prepare photocopies of the handout with the points for discussion on self and collective care, one for each small working group.

## SESSION PLAN

STEP 1	CARS AND DRIVERS <sup>1</sup>	GAME	20 MINUTES
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- Welcome everyone to the training. Link this session to the last training session and say: Today we will **discuss how to take care of ourselves and our sisters**. Trust and solidarity between domestic workers are vital to fight violence & harassment against us. In this game we will **experience how we feel about trust**. Explain the rules of the game:
  - Ask participants to form pairs selecting someone they do not know.
  - Say: This is a **silent** game so do not speak. Every pair is a car with a driver: One person, ‘the car’, stands in front with closed and blindfolded eyes, and arms held in front of the chest with palms outward as the car bumpers. The second person, ‘the driver’, stands behind with eyes open and hands on the shoulders of the car. The driver will steer the blind car around the area, avoiding collisions with other pairs and obstacles. Remember that the safety of the car is the driver’s responsibility, so show compassion and care.
- Demonstrate the ‘driving’ with a volunteer, reminding the group that anyone with eyes closed is going to feel nervous. Ask the pairs to spread evenly along the sides of the room and put the blindfolds on the cars. Tell the group each pair has to get to the other side of the room. Remind everyone to keep silent, and then announce in a loud voice: START.
- After 5 minutes, say ‘STOP’. Ask the pairs to switch roles, move to one side of the room, put the blindfolds on the cars, remind everyone to keep silent and start the game again. After 5 minutes, stop the game, and ask the pairs to take a seat.
- Start a brief discussion with the following questions:
  - **How did it feel to be the car?** Could you trust your driver? How did the drivers treat their cars?
  - **How did it feel to be the driver?** Was it easy or difficult to steer your car safely?
  - **What did you learn from this game?**
- Facilitate the discussion and encourage the participants to share their views and feelings. Conclude the discussion by saying:
  - This game helps to **overcome fear and build mutual trust** between people. Guidance by a stranger through physical contact only is scary if one can not see. The driver, therefore, needs to know how to ease the tension through proper body language. *[During the exercise, the following usually happens: The cars dare not follow the drivers’ guidance at first, but later on start to trust and follow their directions. The drivers feel a little helpless at first when the cars hesitate to cooperate. Later on the pairs usually find ways that relax them both and finish the task.]*
  - **Mutual trust and shared responsibility** are the **basis for successful cooperation in DWOs**.

STEP 2	SELF AND COLLECTIVE CARE	SMALL GROUP WORK	30 MINUTES
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- Distribute the handout to the group and introduce the points for discussion on self and collective care in small groups. Answer questions if any. Divide the participants in small working groups and give them time to discuss.
- Walk around and answer any questions which may come up in the groups. After 25 minutes, tell the groups they have 5 minutes to conclude the main points of discussion for sharing with others. When the time is up, invite everybody back to the big group.

1 Adapted from: Dada Maheshvarananda: [Cooperative games that teach solidarity](#) There are many variations of this game. It is also known as the Trust walk or the Blind walk.

STEP 3	SELF AND COLLECTIVE CARE	REPORTING IN BIG GROUP	35 MINUTES
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- Start a discussion on the first question **What is self and collective care?** by asking one group to report on the outcome of their discussions. Ask the other groups to add points that not have come up, and add any missing points, using the Info note as needed. [*Self care is looking after our own health, well-being and happiness. Collective care is about being careful with one another and caring for one another in a group. It is about looking after our needs, respecting our limits and finding our community in our DWOs. The aim is collective empowerment. The well-being of each of us is a shared responsibility of the group. It is not an extra task on top of our other work. It is HOW we do our work.*]
- Say: Audre Lorde, a famous black woman activist and poet said: **Self and collective care is transformative, liberating and empowering.** Ask: **What does she mean?** With the responses, briefly discuss. [*Transformative: In a world where we are treated violently, we fight for equality and a world free of violence in our DWOs that nurture us and make us grow. Liberating: We express our self-worth, we have hopes, dreams, stories, we form our own opinions and deserve respect. Empowering: Self and collective care is about valuing and caring for ourselves, our sisters and other loved ones. We decide for ourselves what self and collective care means for us, independent of what others say.*]
- Ask another group to share their findings on the next question: **Why is self and collective care important for domestic workers and their organizations?** Ask the other groups to add points that not have come up, and add any missing points. [*We work hard and spend a lot of strength, energy and time. We face injustice, violence and resistance. We suffer from stress and trauma. As domestic workers and as women, we are usually very good in caring for others but we often do not take enough care of ourselves. We have to look after our own and our sisters' health and happiness. We have to stay strong and pace ourselves so we can sustain our fight. Looking after our well-being together is a collective strategy to remain strong as individuals and as organizations.*]
- Do the same for the next point: **How can we recognize burn-out in ourselves, our sisters and DWOs?** [*We become unhealthy and unhappy and can not do our work. We feel we never do enough. Our DWO becomes an unhappy and unsafe place.*]
- Do the same for the last point: **How can we promote self and collective care in our DWOs?** [*We practice non violence (ahimsa) toward self and towards others. Self and collective care is not selfish. Self and collective care builds our strengths and keeps us strong. We connect with our sisters and build solidarity in our DWO. When we care and share we build strong relations that will make our DWO strong. We find ways to nurture ourselves and do fun and creative things in our DWO. We budget for self and collective care in our financial plans. We stop judging ourselves and our groups by our performance only. We create a shared understanding of care. We share decision-making and we pay attention to the division of labour. We discuss our roles and what it means to be useful for our DWO. We openly share our happiness and joy, as well as our doubts, shames and fears.*]

STEP 4	KEY MESSAGES	CONCLUSION	5 MINUTES
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- Conclude by standing up, singing and memorizing the key points together:
  - Self care is looking after our own health, well-being and happiness.
  - Collective care is about being careful with one another and caring for one another in a group.
  - As domestic workers and as women, we are very good in caring for others but we often don't take enough care of ourselves.
  - Self and collective care keeps us strong and builds our strengths
  - Together we are strong. In our DWOs we help each other and fight for economic and social justice.



## HANDOUT : SELF AND COLLECTIVE CARE

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### Points for discussion

Select a reporter from your group to write down the main points of your discussion and present them in the big group.

Discuss the following issues in your group:

- 1. What is self and collective care for domestic workers and in domestic workers organizations (DWOs)? Share examples.**
- 2. Why is self and collective care important for domestic workers and their organizations?**
- 3. How can we recognize burn-out in ourselves, our sisters and DWOs?**
- 4. How can we promote self and collective care in our DWOs?**



## Info note: Self and collective care in DWOs<sup>2</sup>

**“Well-being is not a burden or a luxury!  
It is an individual and collective need.  
Caring for ourselves and our sisters is part of our daily political  
actions to end violence & harassment.”**

**(in spirit of Audre Lorde)**

### What is self and collective care?

- Self care is about **taking action to keep up or improve our own health, well-being and happiness.** Self care is important. It helps us to have a good mood and good relations with other people, and it lessens our worries and fears in times of stress.
- Collective care is about **being careful with one another and caring for one another** in a group. The aim is collective empowerment. The well-being of the members is the shared responsibility of the group and there is joint accountability.
- **Self and collective care is not a separate task** on top of our other work. **It is HOW we do our work.**

### Caring for ourselves and each other means:

1. **Recognizing and looking after our needs:** For our survival and health we need spaces and time for rest and renewal. Healthy food sustains us. Finding pleasure and joy in our lives connects us with purpose and happiness: Whether it is dancing with friends or cooking a nice meal, making yourself beautiful or creating something with your hands, it can release tension and renew meaning in the work we do.
2. **Recognizing and respecting our limits:** We are not machines and need to relax. We have biological, emotional and physical rhythms that we need to respect. It is important to find small and daily ways to get rid of the weight of facing violence & harassment, because we often carry our own trauma and that of others. Daily acts of care are, for example, treating ourselves and others with love, care and compassion, speaking with friends, family or co-workers, and finding spaces for silence, relaxation and using your body, like going for a walk or exercising.
3. **Finding our community in our DWOs:** As domestic workers we need to come together and organize. Together we are strong, we can help each other and fight for economic and social justice. We must build mutual support networks in DWOs to prevent breakdowns and burnouts from happening. This means knowing with whom we can connect, when, where and how. Having people with whom we can cry and laugh, and discuss fears and dreams, keeps us strong and is our safety net in difficult times.

<sup>2</sup> Adapted from: Furia, JASS and Raising Voices: Self and collective power; Artemisa, Elige and CREA, Self-care and self-defense, Manual for feminist activists, 2008; Briarpath Magazine: Be careful with each other; Canadian Labour Congress: Collective care and self-care, 2017; MOB Laboratories, 2018, Why self-care and collective wellbeing are critical to winning change



## Self and collective care is a daily political act, because it is:

- **Transformative:** In a world where women and domestic workers are treated violently, we fight against patriarchal, sexist and racist norms, and for equality and a world free of violence. We do this in our DWOs that nurture us and make us grow.
- **Liberating:** It is a way of expressing our self-worth: we are not passive objects designed to serve anyone and everyone except ourselves. We have hopes, dreams, stories, we form our own opinions and deserve respect.
- **Empowering:** Self and collective care is about valuing and caring for ourselves, our sisters and other loved ones. Self care is not about buying and using vanity products so we can fulfill our roles as desirable sex objects, and caring wives, mothers and domestic workers who sacrifice themselves for others. We need to decide for ourselves what self and collective care means for us, independent of what the authorities, employers, our family members, or influencers and advertisements say.

## Why do we need self and collective care?

As domestic workers, DWO members, activists and leaders we work hard. We put in many hours to earn a livelihood for ourselves and our families. We also join together to improve the situation of domestic workers and stop violence against our sisters. **All this work requires an incredible amount of our strength, energy and time.**

We, ourselves, also often **face injustice, resistance and violence.** Our actions, voices and movements are not always taken seriously, or worse, policed and suppressed. This creates individual and collective stress and trauma. We feel the anger, anguish, stress, frustration, pain and desperation that come with fighting for justice. We also share these feelings every time we care for our sisters who suffer from violence & harassment. Helping domestic workers to become violence survivors is a huge task for us as there are generally few other support services they can turn to.

**As domestic workers and as women,** we are usually **very good in caring for others but we often don't take enough care of ourselves.** The structure of patriarchy and capitalism invite us to squash our own needs. We are invited to work as hard as we can for low pay. We juggle work, family and DWO responsibilities. We don't always look after ourselves. Many women have sub-consciously internalized many, if not all of the oppressions we want to resist.

Internalizing the message that we must always care more for others than for ourselves can be sneaky and sabotage our efforts to care for ourselves. We can be our own 'worst enemies'. For example, we may find ourselves making plans to do things for ourselves but then keep prioritizing other things and avoiding our own needs, telling ourselves they aren't really that important after all.

If we are not careful, heavy workloads and such feelings will wear us down, decreasing our strength and that of our organizations. **We need to look after our own and our sisters' health and happiness.** We need to take care of ourselves and to know how we can defend ourselves. Only then, can we care for our sisters and continue fighting towards an equal world, free of violence & harassment.

**We have to keep strong and pace ourselves so we can sustain our fight.** Our struggle against violence, harassment and inequality takes time, and we need many people to share the work. When we encourage others to take care of themselves, we are taking care of each other. The movement to end violence & harassment will continue to progress and achieve victory upon victory as long as we take time to care for ourselves and each other.

**Looking after our well-being together is a collective strategy to stay strong** as individuals and as organizations. Although caring for ourselves and other domestic workers can feel like an extra job on our busy to-do list, an extra burden, an extra cost or a luxury, it is essential: It keeps us healthy and full of energy, so we can make progress with our social movements. **Self and collective care in our DWOs is necessary for our social movements.** It is not a separate, extra task. It is how we do our work. The well-being of each of us is not the task of some individuals only but a shared responsibility of the group.

## What are the signs that we are passing our limits?

Burn-out is often considered to be a sign of weakness. It is often a taboo: People are shy to discuss it and keep quiet about it. But it is real and happening to many of us, women activists, all over the world. Burn-out in an organization happens when people stop really communicating, interacting and caring for one another. Group members become demotivated, start quarreling, engage in internal power struggles and people start dropping out of the group.

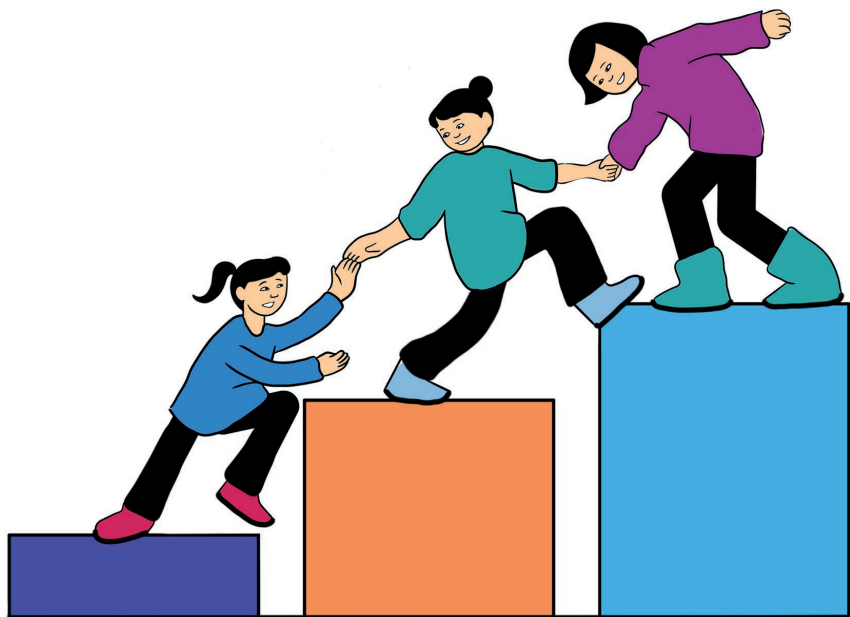
Some **warning signs** that we are **passing our limits** are:

- When we **are not looking after ourselves** – We need clean water, healthy food and enough sleep.
- When we feel **unsafe, alone or uncomfortable in our safe spaces** – Nothing makes us feel comfortable or happy anymore.
- When we **feel we are never doing enough** – We are always working and never take a break. We start to regularly miss deadlines, get easily distracted, become messy and sloppy, lose enthusiasm in what we are doing, skip work and get sick easily.
- When we **experience changes in our abilities** – We have trouble thinking and processing information about our work or even every day things.
- When we **lose the connection with those we love, our work, our DWOs and our movements** – We feel empty and without energy. The causes and issues that once raised passion in us to move and push for change, seem hopeless. We feel numb to these issues and become impatient with violence survivors or others.
- When we **are projecting our emotions onto others and are not able to engage in open communication with each other anymore** – We create emotionally charged environments at work, at home and in our organizations, or decisions are made by only a few rather than the group.
- When there are **destructive power plays in the group**, leading to breakdown of trust, mutual care, reliability and accountability.
- When **our DWO becomes an unhappy and unsafe place**, it becomes weak, loses members and breaks down.

### How do we promote self and collective care in our DWOs?

- **We practice non violence toward self and others.** Non violence is about using peaceful means, not force, to bring about individual, social, economic and political change. Non violence ('ahimsa' in yoga teachings) has been practiced by people and social movements across the world. Practicing non violence means that we need to stop the harmful internal dialogue that we are never doing enough, that we cannot take a break, and have to keep pushing forward at the expense of ourselves.
- **Non violence means that we seek to defeat injustice, not people.** Non violence is not only about not using violence against ourselves and others. It is also about taking individual and collective action to resist oppression and violence and bring about positive changes. Non violence does not mean that we cannot be angry and aggressive, and cannot fight. On the contrary, anger, assertiveness and aggressiveness are emotions that motivate and energize us to stand up and fight injustices.
- **We recognize that self and collective care is not selfish and that it is important to create space for it** within each one of us and in our organizations. We practice self and collective care so that it becomes a habit in our daily life. It is better not to wait until we are burned out to pay attention to our needs and emotions.
- **Self and collective care keeps us strong and builds our strengths.** We need it because our work is risky, especially in repressive contexts. As women defenders on the frontlines, we do not have the ability to stop or step out of our struggles.
- **We connect with our sisters and build solidarity.** We are all responsible for the well-being of each other. It is in the moments of caring and sharing that we build stronger relations that make our DWO strong. Our feelings of unity and the mutual support within our groups build our individual and collective strengths. It is through the friendship in our organizations and movement that we are able to find release and find a space where we can all talk freely about our experiences and trauma.
- **We find out:** What is the best way for me to release tension and stress? Which practices can I do today on my own that relax me and nourish my body, mind and soul? What gives me pleasure and joy? Exercise, dance, meditation or prayer, reading, sleeping, alone time, group support, art therapy, hiking, spending time with friends?
- **We ask ourselves: Are our DWOs full of joy? Of pride? Do they reflect the soul of our work?** There are many ways to practice self and collective care. Whatever we do by ourselves or in our group, it needs to be something that restores us, and gives us energy and happiness.

- **We include art and creative activities as part of our DWO group actions.** Activities like singing, crochet, clay, sewing, walking, yoga, meditation, art, exercise and closeness with friends are part of our individual and collective routines. Acts such as making signs for protests are acts of healing and care, as they help us to reconnect to our individual and collective power and agency. Neuroscience has proven that creative methodologies ‘open the body, the heart and the brain’, and are critical for processing deep repressed feelings and healing.
- **We budget care into our financial plans and ask our donors to finance care** – we need to be able to allocate **funds for psychosocial support and other creative and healing practices:** art, song, dance, and time and space to take care of one another.
- **We stop judging ourselves and our groups by our performance only.** Our results, successes, productivity, effectiveness and efficiency are important, but so too are effort and commitment. We are not cogs in a machine, looking after the well-being of others and forgetting our own. We are worthy, human beings, building a better future together.
- **We create a shared understanding of care.** As DWOs we can share experiences and insights about self and collective care. We talk with people about what is working well, what is not working well, and how to address our concerns. Creating and practising a culture of care, allows people to be mindful of collective well-being and their own well-being. We try to improve collective care by sharing happiness and enjoyment, as well as doubts, shames and fears openly. If conflicts come up between us we try to solve these by discussing them in the open. We aim not to gossip, not to engage in power games or use tricks to deceive people.
- **We share decision-making.** We take time to discuss and come to an agreement together on what we want to do and how. We make step-by-step plans, set deadlines, follow-up and debrief after events and reaching milestones. We select leaders who are reliable, and accountable to the members. We train and coach new leaders and give them opportunities to lead.
- **We pay attention to the division of labor.** We discuss our roles and what it means to be useful for our DWO. We are a mix of different weaves, flavors and colors, and everyone has something to contribute. We want to recognize and accept our differences, needs and limits in the work we do. We share duties and responsibilities equally, so as not to overburden anyone, and we encourage team work, joint leadership and group responsibility. We rotate responsibilities and tasks so that everyone can take a break regularly. We affirm and support our members on what they are doing. Each person can talk about their workload and ask for help as needed.





## 5.2 : DWO actions against violence & harassment in Asia



120 minutes

	Aims	<ul style="list-style-type: none"> <li>To experience the power of collective action</li> <li>To share DWO collective actions to fight violence &amp; harassment</li> </ul>
	Participants	<ul style="list-style-type: none"> <li>Domestic worker leaders</li> <li>Domestic workers</li> </ul>
	Room Arrangements	<ul style="list-style-type: none"> <li>Big open space for the group to sit, stand and walk around</li> </ul>
	Materials	<ul style="list-style-type: none"> <li>Computer and projector for slides and flipchart stands with flipcharts</li> <li>Step 3: A flipchart paper and markers for each role-play group</li> </ul>
	Training Aids	<ul style="list-style-type: none"> <li>Slide show: DWO actions against violence &amp; harassment in Asia</li> <li>Handout 1: Roleplay case stories</li> <li>Handout 2: Discussion of roleplays</li> <li>Info note: DWO actions against violence &amp; harassment in Asia</li> </ul>



### Session Plan Steps

1.	We can do more in a group	The lap sit game	20 minutes
2.	Collective actions	Roleplay preparation in small groups	15 minutes
3.	Collective actions	Roleplaying and discussion	75 minutes
4.	Key messages	Conclusion	10 minutes



### Preparation

- For step 2:
  - The 4 roleplay cases are real life stories from DWOs in Asia. You can also prepare other roleplay case stories from your own experience.
  - Prepare photocopies of the roleplay cases and provide any supporting information, like newspaper clippings or photos for each roleplay, if available.
- For step 3: To facilitate the discussion, use the slide or write the 4 discussion points on a flipchart or board:
  1. What happened to the domestic worker?
  2. What did she, others and the DWO do?
  3. What were the results?
  4. What made the collective actions successful?

## SESSION PLAN

STEP 1	WE CAN DO MORE IN A GROUP	THE LAP SIT GAME <sup>3</sup>	20 MINUTES
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- Link this session to the previous session and ask everyone to stand in one big circle. People of the same height and weight should stand next to each other so that someone of around the same size and weight stands on either side of each person. Give the participants some time to arrange themselves.
- Say: **We can do many things as a group that we cannot do as individuals.** This game, the lap sit, demonstrates that. The game was invented by people who wanted to keep dry while resting in a wet field. Everyone will turn right, step closer to the person in front of you and put your hands on her waist. In a moment, you will sit on the knees of the person behind you, and keep your knees together. Concentrate on guiding the person in front of you to sit comfortably on your knees, and trust that the person behind you will guide you, too.
- Say: First we will do a trial run: On the count of three we are going to bend down, touch our bottoms to the knees of the person behind us and come right back up to make sure we are all standing closely enough together. Ready? 1, 2, 3: GO
- Ask participants to readjust their positions, if necessary. Encourage them, and make it fun for the participants to do the game. Say: Now we are going to sit down, and clap our hands together. Ready? 1, 2, 3: GO.
- After sitting down like this for 10 to 20 seconds, do 1 or 2 more fast rounds if it goes well and there is time, so everyone has a good time.
- Ask: **How do you feel about this game? What does it show us?** After a few responses, say: The aim of this game is to experience the **power of collective action.** It is amazing what we can do in solidarity. We are stronger in a group, so it is essential for us to organize. DWOs are our best protection and means to achieve success in our fight against violence & harassment.

STEP 2	COLLECTIVE ACTIONS	ROLEPLAY PREPARATION IN SMALL GROUPS	15 MINUTES
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- Ask people to return to their seats and say in your own words: All DWOs have experience with supporting domestic workers who have suffered from violence & harassment. In this session we are going to **find out how DWO collective actions have enabled domestic workers to recover and seek justice.** We will do roleplays based on real stories of domestic workers and DWOs.
- Divide the group into 4 small groups of 6-8 people to each do a different roleplay. *[If you have a much larger group, you can have more groups doing the same roleplay. This will take more time.]*
- Say: Every group will receive one roleplay scenario. Do the following:
  - Read the roleplay case story in your group and briefly discuss it so that everyone understands it.
  - Make a roleplay of 5-8 minutes together, showing what happened.
- Provide a place for each group to plan and practice their roleplay. Provide each group with their roleplay case, additional information, like newspaper clippings or photo's if available, and some flipcharts and markers which they may want to use. After 10 minutes, tell the groups they have 5 more minutes to prepare. When the time is up ask everyone to come and sit in the big group.

3 Dada Maheshvarananda: [Cooperative games that teach solidarity](#)

STEP 3	COLLECTIVE ACTIONS	ROLEPLAYING AND DISCUSSION	75 MINUTES
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- Ask the group roleplaying case 1 to present their roleplay. *[Take around 20 minutes for each roleplay case, 5-10 minutes acting and 10 minutes discussion. If there are more roleplays of the same case, have them done one after the other, and then discuss them together, before moving to the roleplays of other cases.]* Thank each group for their play with a big applause and have a brief discussion: Ask the players how they felt and ask the others whether all 4 questions were answered. Answer any further questions, using handout 2 as needed.
  - Do the same for the roleplays of the other cases.
  - Distribute a flipchart and some markers to each roleplay group and ask them to write down key words of the reasons for success in their roleplay on a flipchart, and display them for all to see. **[For use in the next step]**. This will look more or less as follows:

**Roleplay 1: Anowara in Bangladesh: Reasons for success:**

- The NDWWU had **trained domestic workers in local areas** in organizing and on gender-based violence.
- DWO members can **ask their sisters for help and know how to network** and **carry out group actions**.
- The NDWWU **mobilizes** DWO members to show **collective power** and **solve problems directly** by blaming and shaming employers to honor rightful claims of domestic workers.
- **Give a tip:** Ask the group If a DWO cannot access the house of the employer and perpetrator, what should it do? Say: The DWO can try to find out where the employer works and write about the abuse to the leadership of the organization or business where s/he works and shame him/her into compensating the domestic worker.

**Roleplay 2: Sunita in India: Reasons for success:**

- The abuse was discovered only because the **NDWM leaders are always on the look-out** to spot abuses against child domestic workers.
- Sunita could stay in a **safe NDWM shelter** and heal from the abuse. **Discuss:** It is a big job to run a shelter so this is beyond the capacity of many DWOs. Often they will have to find access to available shelters, but these are often full or not safe or suitable for domestic workers.
- The NDWM helped her to: **get proof of the rape, pursue her case in court** so that she finally got compensation through the court, and **helped her to find another job**.
- Sunita got **all vital support** and this helped her to become a successful survivor and strong DWO leader.

**Roleplay 3: Murni in Indonesia: Reasons for success:**

- For many years, JALA PRT has been engaged in **intensive public advocacy, networking and cooperation** with other organizations. It also runs a school recognized by the Ministry of Education. The DWO is well-known in the country. The police knew where to find JALA PRT. The Women’s Legal Aid Institute cooperated by providing legal support.
- Murni could recover because JALA PRT: provided her with a **safe shelter** in the home of their leader, helped her to **reunite with her family**, and enabled her to **pursue adult education** at a JALA PRT school.
- The advocacy by JALA PRT and the Women’s Legal Aid Institute resulted in **achieving justice for Murni** herself. They also **used her case to raise public and government awareness** on the need for legal protection of all domestic workers from workplace violence & harassment.
- The **presence of JALA PRT members at the court hearings** of Murni showed the judiciary and the general public that **the case was being monitored** and provided participating domestic workers with an important learning experience.

**Roleplay 4: Baby Jane in Hong Kong: Reasons for success:**

- Baby Jane could regain her health, because Jessica, provided her with a **safe space, living expenses and funds to go to the hospital.**
- Due to **legal advice and support** by FADWU and Jessica, who was a lawyer, Baby Jane could pursue her case under the labor and anti-discrimination laws.
- **Sharing her story** benefitted both Baby Jane and the FADWU members.
- As a member of the HKCTU, the FADWU had **access to trade union knowledge and channels** so they could approach lawmakers and knew how to raise the issue and advocate for legal reform with the Legislative Council and the media.

<b>STEP 4</b>	<b>KEY MESSAGES</b>	<b>CONCLUSION</b>	<b>10 MINUTES</b>
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- Ask the group: **What did we learn from the lap-sit game?** After a few responses, say: **We need to unite. Together** we are strong and can make a fist against violence. It’s easy to break one chopstick but a bunch of chopsticks is very strong. When domestic workers organize and form groups they have collective power. **Organizing domestic workers is the most powerful tool for DWOs to effectively fight against violence & harassment.**
- Ask the group: **What made the DWO actions and strategies successful?** After a few responses, summarize at least one successful DWO action and strategy from each roleplay with the group, using their flipcharts. For example:
  - **We directly help our sisters** who suffer from violence & harassment: We are on the lookout for possible violence victims. We negotiate with employers and the authorities. We help to find shelter, health care and legal support.
  - **We advocate and push for long term solutions:** We give a voice to domestic workers. We represent domestic workers’ interests in legal and policy reform. We follow-up and monitor.
  - **Telling the story of violence survivors** is a powerful tool for changing attitudes and opinions.
  - **Awareness-raising, campaigning and advocacy are key DWO tools** to prevent and redress violence against domestic workers.
  - **Group actions** on the streets and in the courts **show the strength of our collective power** in fighting violence & harassment against our sisters.
  - **We invest a lot of time and energy in networking and alliance building** with domestic workers and also with other allies. **Together we are strong!**



## HANDOUT 1 :

# Roleplay case stories<sup>4</sup>

### Case story 1. Anowara and the NDWWU, Bangladesh

Read the case story in your group and briefly discuss it so that everybody understands it.

Make a roleplay together of 5-8 minutes, showing:

1. **What happened to Anowara?**
2. **What did she, others and the DWO do?**
3. **What were the results?**
4. **What made the collective actions successful?**

## CASE STORY

Anowara took a job as a part-time domestic worker for a family in Dhaka, Bangladesh in August 2018. Her employer, Jalid, had agreed to pay her 1200 Taka (around USD14) per month for this job. But, he forced her to do cleaning and washing fulltime for the same monthly salary. When her first pay-day arrived, he postponed the payment. At the end of 2 months he had not paid her anything.

In early October, Anowara dropped a drinking glass by accident while she was washing the dishes. Her employer was furious. He fired her on the spot and told he she could forget about any payment. He also became violent. He slapped and hit her backside, and pulled her hair. He dragged her down from the third floor all the way to the ground floor and then chased her out from the apartment. Anowara got a headache and pains on her head even if she was not injured seriously.

Anowara was a member of the National Domestic Women Workers Union (NDWWU). She had been trained by her union on organizing and what to do in case of violence & harassment. So she contacted the Organizing Secretary in her area. The next day, with the help of NDWWU, 50 of the domestic worker union members from the area went to Jalid's house and demanded the payment of the unpaid wages to Anowara.

The employer became worried after seeing a large group of domestic workers under the banner of the NDWWU. He paid the outstanding wages on the spot, but did deduct 20 Taka for the broken glass.

<sup>4</sup> The cases come from: IDWF, [Gender-based violence & harassment against domestic workers: Case stories from Asia, Hong Kong, 2020](#)





## HANDOUT 1 :

# Roleplay case stories

### Case story 2. Sunita and the NDWM, India

Read the case story in your group and briefly discuss it so that everybody understands it.

Make a roleplay together of maximum 5-8 minutes, showing:

1. **What happened to Sunita?**
2. **What did she, others and the DWO do?**
3. **What were the results?**
4. **What made the collective actions successful?**

## CASE STORY

In March 2014 Sunita (not her real name) of the Uraon tribe was 16 years old when a neighbor from her village brought her to the capital city of Bihar State in India, to work as a domestic worker for a family. She never got any pay for her work. Whenever the female employer was away for work, the male employer would sexually harass her. After four months, the male employer raped her repeatedly for 3 days. When she fought back, he threatened to kill her. She reported this to the employer's wife, but then both the husband and wife beat her up thoroughly.

One day when she went to pick up the employers' child from school, Leena, a domestic worker leader started to chat with her casually. Then Sunita started to cry and told Leena what was happening. Leena was able to convince Sunita to leave her job. The National Domestic Workers Movement's (NDWM) leader brought her to their office and an NDWM shelter. The next day, the NDWM helped her file a case with the police against the employer couple and the neighbor who brought her to work with this family.

Sunita was kept at the police station for two days and taken for a medical check-up. However, the medical report showed that nothing had happened, probably because the police and doctors had been bribed. The NDWM demanded another independent medical check-up and this one confirmed that Sunita had been raped. However, no one was arrested, because the local police had been bribed.

While Sunita was recovering at the NDWM shelter she was stalked by her male employer. During this time, the government did not provide any support or services. However, Sunita was fortunate that she could recover at an NDWM shelter where she was safe.

The NDWM helped Sunita approach higher-ranking officials and took her case to the State Legal Authority of Bihar State using the Indian Penal Code which specifies punishment of sexual assault and rape. Indian Rupees 1 lakh (INR100,000 or around USD1,392) was eventually paid to Sunita as compensation from the Bihar government under the 2014 Bihar Victim Compensation Scheme. However, until today, no one has been arrested.

Sunita was very courageous in continuing the fight for justice. She was traumatized but not crushed by the abuse. The NDWM helped her to get another job as a domestic worker and to complete her 12th standard of education. She has moved forward in life, and is now also a strong domestic worker leader.



## HANDOUT 1 :

# Roleplay case stories

### Case story 3. Murni and the JALA PRT, Indonesia

Read the case story in your group and briefly discuss it so that everybody understands it. Make a roleplay together of maximum 5-8 minutes, showing:

1. **What happened to Murni?**
2. **What did she, others and the DWO do?**
3. **What were the results?**
4. **What made the collective actions successful?**

## CASE STORY

After completing elementary school at 12, Murni (not her real name) started to work for a family in Jakarta upon recommendation of her aunt. Murni agreed, as her employers promised to pay for her further education. But she could not go to school and they never paid her any salary. They provided her too little food, prohibited her from contacting or communicating with anybody, and she could not leave the house. When Murni's parents came to visit her, they prevented them from seeing her.

Murni was responsible for cooking, doing the laundry and cleaning the three-story family home of her employers. Murni's employers often beat her with physical objects, poured hot water on her, and burned her with an iron. One day, the female employer accused her of having an interest in her husband. She punished Murni by stripping off her clothes and assaulting her vagina with chili and blows. She also forced 2 male domestic workers to rape Murni. Once, the female employer forced Murni to eat the feces of cats. As a result Murni developed tuberculosis from the infection.

In 2016, when Murni was 21, the female employer badly injured her mouth with a broom. Murni found it unbearable, way past the breaking point for a normal person. She decided to escape. She climbed down the TV cable and ran straight to a neighborhood police post. She was extremely malnourished, weighing only 25kg., as the police report stated. An officer took her to the police hospital of East Jakarta, contacted her parents in Bogor, and got in touch with JALA PRT, the National Network for Domestic Workers Advocacy and the Women Legal Aid Institute (IPH APIK) in Jakarta.

JALA PRT and the IPH APIK started an advocacy campaign to gain justice for Murni. They held press conferences, provided legal assistance and monitored the case closely. They arranged for feature stories in the media and took domestic workers to attend the court hearings.

As a result, Murni's employers were brought to court in October 2016. They were found guilty and received a sentence of nine-year imprisonment. Due to this campaign and the close monitoring of the legal proceedings, there was a lot of public debate and a general recognition of the need to better protect domestic workers from abuse.

The JALA PRT leader arranged for Murni to live in her home so she could recover and heal. Murni's parents could come to stay with her in this safe home so she could reunite with her family. Murni's ardent wish was to continue her junior high school education as an adult student and her ambition was to become a spa massage therapy trainer. Her wish was granted when she completed her junior high school education at JALA PRT's school where teaching is provided by the Ministry of Education.



## HANDOUT 1 :

# Roleplay case stories

### Case story 4. Baby Jane and the FADWU, Hong Kong

Read the case story in your group and briefly discuss it so that everybody understands it. Make a roleplay together of maximum 5-8 minutes, showing:

1. **What happened to Baby Jane?**
2. **What did she, others and the DWO do?**
3. **What were the results?**
4. **What made the collective actions successful?**

## CASE STORY

Baby Jane, a 38 year old Filipina migrant domestic worker, was employed by a woman, Jamil, in Hong Kong from September 2017. Then, in January 2019, Baby Jane consulted a doctor after she had been feeling unwell for quite some time. She was diagnosed with a stage-three cervical cancer. The doctor issued a medical certificate for 3 weeks of sick leave. But when Baby Jane told her employer, Jamil fired her on-the-spot giving her a termination letter that stated that the cancer diagnosis was the reason for job termination.

The loss of her job meant that Baby Jane lost all the rights she was entitled to as a Filipina migrant domestic worker in Hong Kong. She could not go on paid sick leave. She lost the right to free medical treatment during employment. She lost her job, and thereby, also her resident status. Baby Jane filed a complaint against her employer. She then received a visitor status from the authorities so she could stay in Hong Kong and pursue her case. But, she was still not allowed to use public healthcare services or work.

Baby Jane asked her sister, also a domestic worker in Hong Kong, for help. Her sister's employer, Jessica, was a lawyer, and she was very supportive: She advised Baby Jane how to use the law to defend her case. Baby Jane could move in with her sister in Jessica's home. Jessica also helped to cover her living expenses and raised money through a donation campaign to cover her medical fees. Baby Jane received the medical care she needed, and became healthy again.

With the help of Jessica, and the Hong Kong Federation of Asian Domestic Workers Unions (FADWU), Baby Jane filed two complaints, one under the employment law with the Labour Department and the other under the disability discrimination law with the Equal Opportunities Commission (EOC). The FADWU helped Baby Jane prepare her testimonies and negotiate her case during the legal proceedings with the Labour Department. At the Labour Tribunal, she was finally granted a conciliation fee of HKD\$30,000 (around USD3,846) which Jamil paid her. In early 2021 the EOC accepted to hear the case, and Jessica represented her at the EOC hearings.

The FADWU invited Baby Jane to its meetings where she shared her story. Their care and support helped her a lot. The sharing also helped FADWU members to understand and learn about violence against domestic workers, so that they can help each other better.

The FADWU is a member of the Hong Kong Confederation of Trade Unions (HKCTU), and has access to the union's legal knowledge and connections. With the agreement of Baby Jane, and the support of the HKCTU, the FADWU used her case to lobby for legal reform on improving legal protection and access to health care for migrant workers who are unfairly dismissed. The FADWU met with the lawyers of the Legislative Council and a public hearing was held in mid 2019. Many domestic workers attended the public hearing where FADWU represented the case to the Council. The case was widely reported in the local and international media.



## HANDOUT 2 :

# Discussion of roleplays<sup>5</sup>



## Tip for Trainers

*This handout provides the summary answers for discussion with the group after each roleplay. Background information on the DWO strategy is also provided for the trainer to understand the context and answer any possible questions. This information does not have to be shared with the whole group, unless there is interest and time.*

### Case story 1. Anowara and the NDWWU, Bangladesh

#### Summary answers

##### 1. What happened to Anowara?

- She encountered physical and economic violence. had to work full-time on a part-time job. She did not get her wages. She was physically abused. She was dismissed on-the-spot without any wage payment.

##### 2. What did she, others and the DWO do?

- Anowara was a member of a DWO, so she asked her DWO leader and sisters for help. The DWO leader contacted and mobilized other domestic workers. They went to the house of the employer and negotiated with him.

##### 3. What were the results?

- The employer was afraid for his reputation so he was willing to negotiate and pay the outstanding wages. He did charge the victim for a broken glass and did not apologize or pay any compensation for the physical violence.

##### 4. What made the collective actions successful?

- Group action by domestic workers and their DWO going to the house of the employer to shame and blame the employer into compensating victims is effective.
- When we are a DWO member, we can ask and get support from our DWO sisters.
- The NDWWU had started to organize domestic workers in local areas. The union trained them on organizing and on fighting violence & harassment. So the members know the problem and could be easily and quickly mobilized to take action.

#### Background info on the NDWWU strategy

In Bangladesh, the Penal Code can be used when domestic workers have been physically and sexually assaulted by non-family members. Other laws and some policies and guidelines have been adopted to eliminate and prevent sexual harassment. A policy on domestic worker protection and welfare was also adopted. But, all of these are not effectively enforced. Legal action also takes time and money, and it is unsure if justice will be upheld.

During the last 2 years, the NDWWU has started organizing domestic workers in the capital and other cities of Bangladesh. Domestic workers have been trained on networking and organizing, and on gender-based violence. The NDWWU wants to showcase the power of organizing through direct, practical interventions. When a domestic worker faces a problem with the employer, quick networking among domestic workers results in employers being confronted by a large group of unionized domestic workers, calling for justice.

The NDWWU believes in the power of organizing and taking group action to solve problems directly by blaming and shaming an employer into honoring a domestic worker's rightful claims. The NDWWU has found that this organizing and networking strategy is successful in many cases, because the outcome of such direct negotiations with employers tends to be in favor of the workers and helps them to get justice.

<sup>5</sup> The cases come from: IDWF, [Gender-based violence & harassment against domestic workers: Case stories from Asia](#), Hong Kong, 2020

## Case story 2. Sunita and the NDWM, India

### Summary answers

#### 1. What happened to Sunita?

- Sunita was sexually and physically assaulted by her employers, and they did not pay her any wages. She also encountered institutional violence by the police who tried to cover up the rape and did not arrest the rapist.

#### 2. What did she, others and the DWO do?

- Sunita fought back when her employer raped her. Leena an NDWM leader met Sunita at the school of her employer's child, and Sunita told her about the abuse. Sunita agreed to leave her employers and was rescued by the NDWM.
- The NDWM provided her with a safe shelter and legal assistance and helped her to find another job.

#### 3. What were the results?

- Sunita was given compensation by the state government but her employer was never arrested. She was able to recover safely, found another job and became a strong domestic worker leader herself.

#### 4. What made the collective actions successful?

- The abuse was discovered because the NDWM leaders are always on the lookout to spot abuses against domestic workers.
- Sunita could recover and heal from the abuse in a safe NDWM shelter. The NDWM established their own shelters in India because government shelters are not safe for child and adult domestic workers.
- The NDWM helped Sunita to get proof of the rape. They provided legal assistance and pursued the case from the lower courts all the way up to the state's legal authorities so she got compensation. They also helped her find another job.
- Sunita got all vital support and so could become a successful survivor and a strong DWO leader.

### Background info on the NDWWU strategy

Apart from the long process of investigation by the police and in court, Sunita had to endure the notoriously intrusive 'two-finger test' (physical examination and further violation of her vagina) by the authorities.

While Sunita was recovering at the NDWM shelter she was stalked by her male employer and the government did not provide any support or services during this time. However, Sunita was fortunate that she could recover at an NDWM shelter. The NDWM decided to set up their own shelters for domestic workers who have been subjected to abuse, because the government's Juniors Homes, where victims of abuse sometimes end up, are notorious for sexual abuse and rape incidents.<sup>6</sup>

The NDWM, the Self-Employed Women's Association (SEWA) and many other women's, workers' and child rights organizations in India have found that children and women from ethnic groups, the lower castes and lower income groups easily fall victim to abuse, rape and murder. Sometimes these atrocities are also recorded and circulated on the internet or on videotapes. Physical assault and rape are outlawed under the Indian Penal Code, but, in practice, it is difficult for victims to file a case with the police. When victims manage to do so with the help of a support organization, the police and/or the perpetrators and their families often threaten or pay the victims to withdraw the case. The NDWM and other child, women and human rights organizations in India, therefore, recommend that:

- A separate court should be set up for investigating and prosecuting rape cases.
- A special unit should be set up in police stations to handle cases of rape or sexual assault.
- Female police officers should be assigned to attend to female victims of rape cases or sexual assaults.
- Women shelters and counselling services should be provided for the victims of rape, sexual assault, and other forms of violence & harassment.

<sup>6</sup> See, for example, <https://www.aljazeera.com/indepth/features/tragedy-year-girls-raped-shelter-180731081743838.html> and <https://www.bbc.com/news/world-asia-india-45124802> (accessed 5 January 2020).

## Case story 3. Murni and the JALA PRT, Indonesia

### Summary answers

#### 1. What happened to Murni?

- Murni encountered severe physical and sexual assault, as well as psychological and economic violence. She worked and lived in slavery-like conditions for almost 10 years.

#### 2. What did she, others and the DWO do?

- Murni escaped to a police post. The police contacted JALA PRT and a Women's Legal Aid Institute. They came to her rescue. She could recover at the home of a JALA PRT leader, and her parents could stay there too. Murni could also further her education at a JALA PRT school. The 2 organizations engaged in an intensive advocacy campaign. They monitored the situation closely, provided legal assistance and gave press conferences.

#### 3. What were the results?

- Murni's employers were brought to court in October 2016. They were found guilty and received a sentence of nine-year imprisonment.

#### 4. What made the collective actions successful?

- The police did the right and smart thing by contacting a DWO and a Women' Legal Aid Institute.
- Murni could recover, reunite with her family and pursue adult education, because JALA PRT provided her with a safe shelter in the home of a DWO leader and enrolled her in a DWO school.
- DWOs can increase their impact and visibility by engaging in intensive public advocacy and networking. Because of this, the police knew about JALA PRT and where to find them. Close collaboration existed with the Women's Legal Aid Institute and pursuing justice for Murni. The DWO runs a school, accredited by the Ministry of Education.
- JALA PRT and the Women's Legal Aid Institute advocated not only to achieve justice for Murni herself but also used her case to raise public and government awareness on the need to better protect domestic workers from workplace violence & harassment under the law.
- Bringing domestic workers to attend court cases shows the judiciary and the general public that the case is being monitored and provides participating domestic workers with a valuable learning experience.

### Background info on the JALA-PRT strategy

Murni's victory marked a milestone in the fight for the protection of women domestic workers in Indonesia but violence against women remains widespread in Indonesia. The Penal Code prohibits physical assault against another person. In 2004, Indonesia adopted a law to eliminate violence in the household (Act No. 23 of 2004). This domestic violence law explicitly includes live-in domestic workers in the legal definition of the household. Thus, they are legally protected against physical, psychological, sexual and economic violence in their employers' household. But many barriers exist to implement this law effectively, especially the failure to educate communities and institutions about domestic violence.

JALA PRT and Komnas Perempuan (National Commission on Violence against Women) and many women's and gender equality organizations are continuing the campaign to eliminate violence against women. Since 2004, JALA PRT has also been at the forefront of developing and advocating the passage of the Perlindungan Pekerja Rumah Tangga (PPRT or Protection of Domestic Workers Bill). Progress has been slow due to the lack of political will among the members of the Indonesian House of Representatives. However, in early 2020 the House has finally started to discuss this bill for the protection of domestic workers.

## Case story 4. Baby Jane and the FADWU

### Summary answers

#### 1. What happened to Baby Jane?

- When Baby Jane was diagnosed with cancer her employer fired her on-the-spot. As a result she lost her residence status, access to sick leave and health care.

#### 2. What did she, others and the DWO do?

- Baby Jane could stay in the house of her sister's employer, Jessica, a lawyer. Jessica also started a donation campaign so Baby Jane could get medical treatment. Baby Jane filed two complaints, one under the labor law and the other under the anti-discrimination law with help from the FADWU and Jessica.

#### 3. What were the results?

- She could stay in HongKong to pursue her cases. She had a place to stay, could go to a hospital and pay for her bills. She became healthy again. She was granted a compensation at the Labour Tribunal which her employer paid to her. The other case is still pending. She received legal assistance from FADWU and a lot of support from its members, when she was in the hospital. FADWU used her case to advocate for legal reform.

#### 4. What made the collective actions successful?

- Baby Jane could regain her health, because Jessica provided her with a safe space, covered her living expenses and made sure she could go to the hospital.
- With advice and support by FADWU and Jessica, Baby Jane could pursue her case under the labor and disability anti-discrimination laws.
- Sharing her story with FADWU members, and their care and support was a good experience for both Baby Jane and the FADWU members.
- As a member of the HKCTU, the FADWU had access to trade union knowledge and channels to access lawmakers. So FADWU knew how to raise the issue and advocate for legal reform with the Legislative Council and the media.

### Background information on the FADWU strategy

In Hong Kong migrant domestic workers are covered by the law. Physical and sexual assaults are covered by criminal law. The employment of migrant domestic workers is regulated by immigration and labour laws. For example, a Standard Contract for the Employment of migrant domestic workers (ID407) must be completed and signed by migrant domestic workers and their employers. Specific Ordinances have also been adopted against discrimination on the basis of sex, race, disability and family status. Implementing rules and mechanisms exist to enable the implementation of the laws.

However, in Hong Kong, the labor rights of migrant domestic workers are undermined by the immigration restrictions on migrant domestic workers, such as the 'two-week rule' which allows migrant domestic workers to stay in Hong Kong for two weeks only, once their contract is terminated. Baby Jane was unfairly dismissed because she had cancer. Thus, although she could stay in Hong Kong to pursue her case, she lost her access to public healthcare, and she was not allowed to work and earn an income. Her sister and her sister's employer fully supported her and helped her financially to seek private medical care.

Baby Jane's case story shows that there is a large gap in the laws and regulations in Hong Kong regarding the protection of migrant domestic workers when they fall ill. For FADWU, the priorities to be addressed as a matter of urgency are the following:

- Repeal of the two-week rule.
- Government support and services to enable migrant domestic workers to pursue legal court cases.
- Full medical insurance and public healthcare services for migrant domestic workers not only within the employment period but also after it, in the case of unfair dismissal.

Baby Jane continued to pursue her case with the EOC under the Disability Discrimination Ordinance. FADWU launched a campaign for migrant workers to have access to public healthcare when their employer terminates their job unfairly. It organized a press conference to showcase the plight of Baby Jane and gather support for the campaign. These activities attracted considerable media attention, both national and international. A hearing was also organized at the Panel on Manpower of the Legislative Council in mid-April 2019<sup>7</sup>, but the campaign could not be expanded because of the political turmoil in Hong Kong. In early 2021, the EOC announced it would start the court hearings on the case, even if the employer of Baby Jane has not been found. Sadly, Baby Jane passed away in her home country a few months later.

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<sup>7</sup> See 16 April 2019 meeting of Panel on Manpower, under Agenda IV “Foreign domestic helpers’ access to healthcare services”





## Info note: DWO actions against violence & harassment in Asia

When domestic workers organize and form groups they have collective power. Organizing **domestic workers is the most powerful tool for DWOs** to effectively fight against violence & harassment:

- DWOs are very important for domestic workers who suffer from violence & harassment: We **directly help** our sisters in need. We negotiate with employers and the authorities to obtain justice. We help victims to recover, become survivors, and to get education and/or another job. We help domestic workers to find shelter and legal aid, enabling them to survive and get their life back. Some survivors become strong role models and domestic worker leaders.
- DWOs **advocate and push for the adoption of long-term solutions** such as legal reform and setting up effective and safe implementation mechanisms to prevent and redress violence against women in informal work. **We give a voice** to domestic workers who are demanding a stop to violence & harassment against us. We speak up for domestic workers and make sure that our concerns are heard. **We make sure to represent** the interests of domestic workers in policy debates. **We follow-up, monitor and put pressure** so that government, employers and the public can not ignore our demands for justice and protection against abuse.
- We find that **telling the story of violence victims and survivors** is a powerful way to change attitudes and opinions among domestic workers themselves, their employers, the general public and the authorities. We always do this with the permission of violence survivors (if still alive) and we take special care to respect their privacy and not expose them to further dangers.
- **Awareness-raising, campaigning and advocacy** are key tools for DWOs to prevent and redress violence against domestic workers. We raise awareness among our members and other domestic workers. We organize and mobilize them to take action. We raise awareness among employers, the general public and the authorities to change negative attitudes about women in domestic work. We campaign actively for the reform of laws, policies and practices to protect domestic workers from violence and provide them with decent work.
- **Collective actions** like blaming and shaming employers into compensating violence survivors for damages or attending and monitoring court cases successfully **show** domestic workers and the outside world **the strength of DWO collective power** in fighting violence & harassment against their sisters.
- **Together we are strong!** We invest a lot of time and energy in **networking and alliance building**. We join, are part of, and strengthen the women's, workers' and human rights, and cooperative movements from the local to the national and international levels. We work together with government and non-governmental partners. We negotiate with employers, employers' organizations and recruitment agencies.





## 5.3 : DWO and DW networking and alliance building<sup>8</sup>



90 minutes



### Tip for Trainers

This unit is about networking and alliance building by DWOs and DWs (domestic workers):

- ▼ Do option A with domestic worker leaders with focus on DWOs networking with other DWOs, other organizations and people.
- ▼ Do option B with domestic workers who have encountered violence & harassment and want to increase their support network.

	Aims	<ul style="list-style-type: none"> <li>● Option A: To encourage DWO outreach, networking and alliance building with people and organizations to act against violence &amp; harassment</li> <li>● Option B: To help domestic workers who experienced violence &amp; harassment to expand their support network and recover</li> </ul>
	Participants	<ul style="list-style-type: none"> <li>● Option A: DWO leaders</li> <li>● Option B: Domestic workers (DWs) who experienced violence &amp; harassment</li> </ul>
	Room Arrangements	<ul style="list-style-type: none"> <li>● Step 1: Open space for the group to stand in a big circle.</li> <li>● Seating in big and small groups around tables or on the floor</li> </ul>
	Materials	<ul style="list-style-type: none"> <li>● For step 1: Rope or string of around 150 meters length wound in a ball for use by up to 30 people. Type of rope or string: Easy to hold, light, strong and cheap.</li> <li>● Flipchart papers, markers in 3 colors, rolls of masking tape, and cards in 2 different colors</li> </ul>
	Training Aids	<ul style="list-style-type: none"> <li>● Slide show: DWO and DW networking and alliance building</li> <li>● Info note: DWO and DW networking and alliance building</li> </ul>



### Session Plan Steps

1.	Stringball network	Exercise	25 minutes
2.	DWO and DW network drawings	Small group work	30 minutes
3.	DWO and DW network drawings	Q&A and discussion	30 minutes
4.	Key messages	Conclusion	5 minutes

<sup>8</sup> Adapted from ILO, Gender and entrepreneurship together: [GET ahead for women in enterprise, Training package and resource kit, Bangkok, 2008](#)



## Preparation

- Read the infonote and the session plan so you fully understand it.
- For step 2: Ensure that the small working groups can work at a table or on the floor and can hear the trainer's step-by-step guidance while developing their drawing.

## SESSION PLAN

STEP 1	STRINGBALL NETWORK	EXERCISE	25 MINUTES
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- Invite the group to stand in a big circle. Welcome them to the training. Link this session to the previous session and say: Now we are going to **discuss how we can increase our contacts and find allies** so we become stronger together to fight violence & harassment. Hold the stringball and say: We start with sharing short (mini) stories and creating a network between us with this ball. The **stories** are **about the most positive experience** we had as DWO leader (option A) or as a domestic worker (option B) when a person or an organization helped us act against violence & harassment. Give some examples: [Option A: Our DWO found it difficult to get legal aid for domestic workers, one trade union helped us a lot by providing their legal aid officers. Or: We campaigned with health centre staff and thereafter they treated rape victims with respect. Option B: I was beaten by my employer. A neighbor helped me to go to the hospital. I was so happy she helped me. Or: I was very sad when my mother left to work in another country, but my older sister became like a mother to me. This helped me a lot.] Each story should be very short and take no more than 30-40 seconds maximum. [Some storytellers will speak straight from their heart. Acknowledge these emotions when they come up by thanking the speaker for her contribution in a light and friendly way, but also keep the pace and move on.]
- Start the game by telling a short story from your own experience. Then throw the string ball to someone opposite in the circle, making sure to hold on to the loose end of the string. The person who receives the ball of string tells her story, then throws the string ball to another person in the group, and holds on tightly to a part of the string. Encourage people, make sure they keep their stories short and lively. Continue with the exercise until everyone has told a short story, and holds a piece of the string in their hands.
- Once all participants are linked through the string, ask them to pull it lightly towards their bodies. Say: We can now see a network of lines between us. This network stands for the relationships we build with people. The **network** we just made **demonstrates the lines of communication we have built between us** in this exercise.
- To better see the lines of the string ball and the network or web of relations, ask the participants to hold the string above their heads. Then, throw one or more objects (such as a document, a vest or sweater) on the net and explain that it illustrates the strength of the jointly held string: **One person can be strong, but as a group we are stronger.**
- Ask all participants to lay down the net on the floor together and ask them to sit down around it.

STEP 2	DWO AND DW NETWORK DRAWINGS	SMALL GROUP WORK	30 MINUTES
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- Summarize some highlights of cooperation from the stories during the stringball network exercise. Say: As DWOs we need **to reach out** to other people and organizations if we want to fight violence & harassment against domestic workers successfully. We need to increase our network of contacts, we need to find allies and build alliances.
- Ask: **What is alliance building?** Get some responses, write key words on the board and discuss: Alliance building means **selecting the most effective people and organizations to work together towards a common goal**. People and organizations working towards the same goal are called allies.
- Ask: **Are allies always friends?** After some responses, agree with the group: **Allies** are often **friends**, and people and organizations that we can trust. But not all allies are friends. They can **also be adversaries**: Allies who **sometimes work together towards the same goal but also have different interests**. *[For example: Option A: DWOs can be more effective if they build an alliance with employers of domestic workers and employment agents to fight abuse against domestic workers. Of course, this is not always possible: An abusive employer or employment agency is an enemy and will remain an enemy until the abuse stops. But if DWOs and domestic workers can build an alliance with fair employers, their organizations and employment agents, the DWO is able to fight against violence more effectively and powerfully. Option B: A domestic worker who has been raped by her employer needs help from people: Besides supportive friends and family members these can be: adversary family members, friends or other people who blame her, police officers, health personnel, judicial officers, social workers. These people may not want to support her at first, or may even work against her, but she and her DWO have to try to make them allies who will take her side and support her.]*
- Say: We are now going to make **network drawings**. Divide the participants in small groups, by DWO or by the place where participants live and/or work. *[Each group needs a flipchart or board (or wall, or empty space on the ground), and they need to be able to hear the trainer to guide them through the group work.]* Distribute a blank flipchart paper, markers of 3 colors and cards of 2 colors to each group.
- Ask the groups:
  - Option A: To identify people and organizations that the DWO needs to fight more successfully against violence & harassment against domestic workers *[like more members or leaders in their DWO, other DWOs, the police, a health center or medical doctors, lawyers, judges, journalists, employers, employment agents, shelters, trade unions, women’s, children’s, human rights and migrant workers organizations, government departments at different levels, embassies, consulates, important donors or charitable organizations. Note: Let them come up with their own list. They can add missing people or organizations later.]*
  - Option B: To identify people and organizations that a domestic violence victim needs to become a violence survivor *[like family members and friends, other domestic workers, DWOs, health centre staff, police officer, legal aid workers, women’s group, faith-based or other group. Note: Let them come up with their own list. They can add missing people or organizations later.]*
- Tell the groups to list all the actors that need to support them against violence & harassment. Every actor needs to be listed on a separate card:
  - Actors who are or could become supportive allies on cards of one color (for example: green).
  - Other possible allies on cards of the other color (for example: yellow).
  - They should only list relevant actors.
- When the groups are ready, draw a circle in the middle of the trainer’s flipchart, and write DWO (option A) or DW (option B) in the circle. Explain that the circle stands for our DWO (option A) or a DW who needs help against violence (option B).
- Tell the groups to also draw a circle in the middle of their flipchart and write the name of their DWO (option A) or their own names (option B) in the circle.
- Tell the groups to paste the key actor cards around their circle: closeby if the actor is important and further away if the actor is less important:
  - The closer the card is to the DWO/DW circle, the more important the actor is to the DWO or DW.

- The greater the distance of the card from the centre of the circle, the less important this actor is to the DWO or the DW.
- [Show how to do it by pasting some cards on the trainers’ flipchart.]
- When the groups are ready, say: Think about the **type of relationships** that exists between us, our DWOs and the various people or organizations involved, and illustrate these as follows:
  - If the relationship is strong and good, draw a **thick blue** line. If the relationship is strong, but not good, draw a **thick red** line
  - If the relationship is average and good, draw a **regular blue** line. If the relationship is average but not good, draw a **regular red** line.
  - If the relationship is weak and good, draw a **dotted blue** line. If the relationship is weak and not good, draw a **dotted red** line.
  - When there is no relationship, no line is drawn. [Show how to do it by drawing these lines on the trainer’s flipchart.]

<b>STEP 3</b>	<b>DWO AND DW NETWORK DRAWINGS</b>	<b>Q&amp;A AND DISCUSSION</b>	<b>30 MINUTES</b>
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- When the groups are ready, put up their DWO/DW network drawings on a wall or flipchart stands in different parts of the room. Ask the groups to walk around and take a look at the DWO/DW network drawings of the other groups and to:
  - Check whether they understand the DWO/DW network drawings of the others.
  - Find ideas for improving their own DWO/DW network drawings.
- Invite the small groups to the big group. Ask participants whether they have any questions or comments on the drawings of the other groups. Give time for the questions and answers on the network drawings.
- Ask the small groups whether they got ideas from the other drawings to improve their own DWO network drawing. Give them a few minutes to add any key actors to their DWO network drawing as they wish.
- Tell the groups to stop working on their drawings. Start a discussion by saying: When we look at the drawings, there are many similarities but also differences between the drawings of the groups *[Point out some similarities and differences. In general the type of actors will be the same, but the drawings can differ widely, because DWO and DW situations vary, depending on the country, the human, workers’ and women’s rights situation and DWO/DW experience and power.]* Start the Q&A discussion with the following questions:
  - **Why do we network and build alliances?** *[Successful DWOs invest a lot of time and energy in networking and alliance building with domestic workers and other allies. We need practical support to gain justice for violence victims and we need to engage and convince many other organizations and people to provide their support, knowledge, skills and power to push for the adoption of long-term solutions such as legal reform and the setting-up of effective and safe implementation mechanisms to bring an end to violence & harassment.]*
  - **How do we expand our networks and alliances?** *[We need to have a clear vision, goals and strategies and find common ground with a wide range of parties: We need to select our allies carefully: Find out if they share our goals. Check if we have common interests. Start building alliances with supporters of DWOs and DWs. Ask them to share and introduce you to their allies. Gradually, reach out to those that are indifferent but may become important allies. If a relationship gets strained, communicate, find out what the problem is and try to solve it.]*
  - **Who supports us?** *[Option A: Organizations and people that fight for social justice and uphold the rights of domestic workers. Examples: Other DWOs, women’s, workers’ and human rights organizations and movements from the local to the national and international levels, trade unions or other membership-based workers’ organizations of informal economy or migrant workers, legal aid organizations, NGOs or community-based groups. They can also include, journalists, the authorities from the local to the national levels, political parties, or influential people. Option B: Other domestic workers and DWOs, some family members and friends, supportive neighbors, police officers, health staff or human, women and workers’ rights defenders in their communities.]*

- **Which other organizations and people do we need?** [Option A: Local, provincial and national authorities, enforcement agencies (police and judiciary), health and social welfare organizations Workers’ and employers’ organizations, employment agencies and their organizations, journalists, policy makers, faith-based or charitable organizations, youth or student groups, journalists, famous people, like movie or sports stars. Option B: Some family members and friends, people in the community, people that are friends with the abusers, are related to them, take their side and/or receive bribes from them, police, staff of health agencies ar at the courts.] Say: These actors can be indifferent to domestic workers and can make life very difficult for DWOs/DWs but they can also become supportive allies, if we can convince them to join the fight against violence & harassment of domestic workers.
- **What to do with people who are hostile or exploit domestic workers?** [Do not prioritize, or waste energy, on them. It is useful for DWOs to develop and widely disseminate blacklists of such people and organizations, like abusive employers or recruitment agencies to prevent them from hiring and harming domestic workers.]

STEP 4	KEY MESSAGES	CONCLUSION	5 MINUTES
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- Say: In conclusion, HOW do we expand our networks? Agree with the group on the following key actions:
  - We need to ensure we have a clear vision, goals and strategies, and find common ground with many parties
  - Identify supportive people and organizations
  - Ask them for introductions to others
  - Build our network gradually and keep in touch
  - Reach out to indifferent groups which may become supporters
  - If relations become difficult, communicate and try to solve it
  - Do not prioritize clearly hostile people and organizations: Blacklist them.



## Training Organization

- **Unit 5.3** is useful for domestic workers engaged in case work with violence victims and survivors, so can be done after **Unit 6.4** Respond, report and refer.
- If participants lack self-confidence or are shy in contacting and negotiating with persons or groups in authority whose support they need to fight violence & harassment against domestic workers, organize roleplays where they can try out meetings with leaders or hostile groups in the safe training environment. See, for example **Unit 4.3** How to handle power struggles.



## Info Note: DWO and DW networking and alliance building

### Why do we network?

Networking and building alliances with other people and organizations is very important for DWOs/DWs. We need to have a **clear vision, goals and strategies and find common ground with a wide range of parties** that violence & harassment against domestic workers is unacceptable and must be effectively outlawed:

- We need **practical support** to gain justice for violence victims and help them to become survivors.
- We need to **engage and convince** many organizations and people in society to **become strong advocates** of eliminating violence & harassment and improving working conditions in domestic work.

### Important DWO/DW partners and allies

- Organizations that **fight for social justice, and uphold the rights of domestic workers** as women and as workers, like DWOs, trade unions, women's, children's, human rights, migrant workers' organizations, informal workers organizations, like HomeNet and StreetNet and cooperatives.
- **International and regional organizations and networks:** The IDWF (83 affiliates from 65 countries in early 2022 is affiliated to the IUF (International Union of Food, Agricultural, Hotel, Restaurant, Catering, Tobacco and Allied Workers' Associations) and the WIEGO (Women in Informal Employment: Globalizing and Organizing). IDWF cooperates with the International Trade Union Confederation (ITUC), the ILO, UN Women and other organizations of the United Nations, and a range of other partners.
- **Governmental** organizations at **the local, provincial, regional/state and national levels**. These have a duty to uphold the law and provide public services to domestic workers, for example:
  - Health agencies
  - Law enforcement agencies like the police, the judiciary, the labor inspectorate
  - Local authorities (locally elected or informal community leaders, local government officials (community health, schools, volunteer networks)
  - Immigration departments
  - Embassies or consulates of migrant domestic workers' home countries
  - Embassies from donor countries providing grants or other support to DWOs
- **Workers' and employers' organizations.** At the national level, countries which are members of the ILO, have employers' and workers' organizations that know and acknowledge the rights of domestic workers to decent work, and the rights of all workers to workplaces free of violence & harassment.
- **Organizations of employers of domestic workers** are viable partners for DWOs but few of these exist in Asian countries. In Asia, DWOs may find and be able to cooperate with a variety of groups and associations whose members are employers of domestic workers, like residential committees, home-makers' or housewives' organizations (mothers' forum), wives' groups of occupational groups or expatriate groups.
- **Employment or recruitment agencies**, and their federations or associations, especially if they have developed 'fair recruitment guidelines and practices'.
- **Legal aid organizations**, progressive lawyers associations or collectives that provide legal services to women and to workers.
- **Journalists** and sympathetic local, regional, national or international newspapers, and radio, TV or social media outlets.
- A wide variety of other groups: **Academics, women's shelters, safe abortion clinics**, faith-based organizations, faith-based organizations, youth groups or student groups.
- Music, movie, TV or sports **stars** and their industries, actors and actresses, singers, talkshow hosts, social media influencers, and their fanbase.



### How to do it?

- We need to have a **clear vision, goals and strategies** and **find common ground with a wide range of parties**.
  - Start with **identifying supportive people and organizations**. Find respected women and men leaders with skills and formal or informal power, who are or who may be supportive of DWOs/DWs.
  - **Ask these supporters to introduce the DWO/DW** to other people and organizations, or help with representing the interests of domestic workers and become allies.
  - **Build our network gradually** and make sure to **keep in touch** regularly so relationships become strong.
  - Many groups in society don't know and are indifferent about domestic workers. **Reach out to indifferent**, important **groups** and convince them **to become supporters** and allies.
- 
- **If relations** with another person, group or organization **become difficult** or strained, **communicate** with them to find out what the problem is and **try to solve it**. Sometimes there is a practical misunderstanding that can be solved easily. In other cases, try to find and agree on the common interests, principles and strategies that are necessary for cooperation. If these cannot be agreed upon, find other partners.
  - **Do not prioritize and spend energy on groups or people that are hostile** to domestic workers and DWOs. However, identify these people or groups, like abusive employers or recruitment agencies, **blacklist them** and disseminate this information widely to domestic workers and other relevant groups.





## 5.4 : DWOs changing mindsets on domestic workers' sexual rights<sup>9</sup>



120 minutes

	Aims	<ul style="list-style-type: none"> <li>To change mindsets and prevent sexual violence and harassment in domestic work</li> <li>To increase domestic workers' awareness of their rights over their own body</li> <li>To develop advocacy messages on domestic workers' sexual rights</li> </ul>
	Participants	<ul style="list-style-type: none"> <li>Domestic worker leaders</li> <li>Domestic workers</li> </ul>
	Room Arrangements	<ul style="list-style-type: none"> <li>Step 1: Open space for the group to stand in a big circle and run around.</li> <li>Step 2: Seating in big group and pairs around tables or on the floor</li> <li>Step 3 and 4: Open space for small groups to prepare and show roleplays</li> </ul>
	Materials	<ul style="list-style-type: none"> <li>For step 2: Flipcharts and markers in 2 colors for use by the trainer</li> </ul>
	Training Aids	<ul style="list-style-type: none"> <li>Slide show: Changing mindsets on domestic workers' sexual rights</li> <li>Handout 1: What is and what is not consent – Statements</li> <li>Handout 2: DWO street theatre plays on women's sexual rights – Preparation</li> <li>Info note: Changing mindsets on domestic workers' sexual rights</li> </ul>



### Session Plan Steps

1.	Fish ponds	Energizer	10 minutes
2.	What is consent?	Sharing in pairs and in the big group	45 minutes
3.	Changing mindsets on sexual rights	Roleplays	60 minutes
4.	Key messages	Conclusion	5 minutes



### Preparation

- Read the Info note and the session plan. If the audience has traditional gender ideas and norms about women's roles and sexual rights, emphasize the importance of protecting women and their rights.
  - For step 1: This game is generally suitable for both one-sex-only and mixed groups. In groups where touching between the opposite sexes makes participants uncomfortable, check whether the game can be done in mixed groups.
  - For step 2: Make photocopies of handout 1 for all participants and prepare a score list on a flipchart to put upfront and keep score of the outcomes of the discussions in pairs.

<sup>9</sup> ILO, *Brief No. 2: Sexual harassment in the world of work*, Geneva, 2020; UN Women, *Take action: 10 ways you can help end violence against women, even during a pandemic*, 2020; ILO, *Action against sexual harassment at work in Asia and the Pacific*, Bangkok, 2001

## SESSION PLAN

STEP 1	FISH PONDS <sup>10</sup>	ENERGIZER	10 MINUTES
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- Invite the group to stand in a big circle in an open space with space for all to run around. Say: We start with a fun game with fishes in ponds. We play it like this:
  - I will tell you to make fish ponds and be fishes in fish ponds as follows: When I say: '2 make a pond for 1 fish', 2 persons will join hands to make a pond and 1 person will enter the pond as a fish.
  - Then I tell you to make other ponds with fish, for example: '3 make a pond for 2 fishes'. Then 3 persons join hands to make a pond and 2 persons get into each pond as fish. Or, I say: '2 make a pond for 3 fishes. So 2 persons join hands and make a pond, and 3 persons get into each pond as fishes.
  - If some people can not manage to make a pond or be a fish in one round, they stand aside and join the game again at the next round.
- Start the game. Keep up a fast pace and change the size of the pond and the number of fishes 5-6 times. *[People will run around and have fun. Make sure people do not cheat. If people get too rough, tell them to be more careful.]*
- This game is also a fun way to form small groups. For example, if the instruction is: '4 make a pond for 2 fishes', then groups of 6 will be formed. Note: In step 3 below, participants will work in small working groups of 6-8 people each, so the last instruction could be, for example : '3 make a pond for 3 fishes'. (Then the size of the small working groups in step 3 will be 6 people per group).
- Stop the game, and say: We will continue the session in the last fish pond you made. So stay together in your small groups and come sit in the big group.

STEP 2	WHAT IS CONSENT?	SHARING IN PAIRS AND IN THE BIG GROUP	45 MINUTES
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- Link this session to the previous session and say: In this session, we are going to **discuss how DWOs can change mindsets and prevent sexual violence & harassment in domestic work**. Taking action against sexual violence & harassment, means that we need to change gender, cultural and social norms that support violence & harassment against women and girls. Let's start with looking at our own norms and values on consent. Ask: **What is consent?**
- Write key points of participants' answers on a flipchart or board. After a few responses, agree with the group: **Consent** is a **voluntary agreement** between people to engage in sexual activity.
- Distribute a copy of handout 1 to each of them with the **statements on what is and what is not consent**. Ask volunteers to read them out in the big group. Check if the statements are clear, and answer questions as needed.
- Say: Let us discuss in pairs what this means for each of us. Form pairs with your neighbor to the right. When the pairs are formed, say: Go through the statements one by one and share your views or personal stories. After every statement, Tick ✓ in one of the boxes (Agree, Not sure or Don't agree). Give 2 answers if you don't agree on a statement in your pair. Give the pairs 15 minutes to discuss.
- When the pairs are ready, say: **Let us discuss the statements and what we think about them**. Go through the statements one by one and ask the pairs to briefly share what statements they agree with, are not sure about or don't agree with and why. Mark their answers on the flipchart with the score card. When all statements have been discussed, briefly summarize the discussion outcomes, and start a discussion on the statements that participants are not sure about or don't agree with. *[The pairs may agree to all the statements but it is more likely that some statements are considered difficult or controversial, because of differences in age, gender norms and values in the group. It is useful to discuss this so encourage the group to air different views and opinions.]*

<sup>10</sup> ILO, *Rights, responsibilities and representation: (3-R) Trainers' kit, Empowerment for children, youth and families, Book 1, User guide Bangkok, 2006*

- Ask: **Is consent an issue in our own sexual relations?** Invite a few volunteers to share their story and affirm their views. If no one wants to share, move on.
- Summarize the outcome of the discussion with the group:
  - Nowadays, **women and men are equal before the law** in most societies. But, **in practice**, there are differences in the sexual freedoms of women and men, and **women in general don't have full control over their body and have less sexual rights and freedoms** than men in most societies.
  - In many groups and societies, it is **still difficult or not possible for girls and women to say NO to sexual activities they don't like**. This is because traditional gender attitudes and mindsets still exist among many groups and in many countries, specific gender equality laws do not yet exist or are not properly implemented. Especially in patriarchal societies, women are considered to be the property of men who think they have the right to demand sexual services from women.
- Ask: **What effects does this have on us?** After a few responses, conclude: Many girls and women can not freely choose and have **no or little control** over their sexuality, fertility, reproduction, sexual orientation and gender identity. Boys and men often also have difficulties if they don't conform to the expected sexual roles of men (like, not showing emotions or solving problems with violence), and LGBTI+ people face such problems as well. This increases the risk of sexual violence & harassment. *[Examples: marital rape is one of the most common types of sexual violence against women but it is not prohibited in many countries. Some countries have yet to outlaw rape altogether. Or laws against rape exists but rape culture is wide spread so women do not feel safe in public spaces or transportation.]*
- Ask: **What are our sexual rights?** After a few responses, say: The rights of all human beings to high standards of **sexual health**, to a **safe and pleasurable sexual life** and to **have control over their sexuality, reproduction, and sexual orientation and gender identity**.
- Ask: **What challenges do domestic workers face regarding their sexual rights and rights over their body?** *[Sexual violence & harassment by their employers, husbands or partners is common. Because of their job, it is often difficult for them to start or maintain sexual relationships or to raise children, especially if they are migrant workers. Dismissal after pregnancy or discrimination against LGBTI+ people are also common.]*
- Say: From our discussion, we can conclude that:
  - People often have different norms on women's and men's sexuality. Sexual rights and freedoms differ between people, depending on their sex and gender, race or ethnicity, socio-economic background or origin, class, caste, culture or religion. Generally however, these **gender norms restrict the sexual rights of women, domestic workers and LGBTI+ people**. Therefore, they are **at higher risk of sexual violence**, and have to **fight for their sexual rights**.
  - **Sexuality** is about **sexual feelings, thoughts, attractions and behaviors, and these vary a lot among people**. It is best to make decisions about sexual matters for ourselves and not be judgemental about others as it is not our business. Everybody has a right to decide over their own body and have sex with others the way they want as long as there is **freely given consent** and it does not hurt others against their will.
  - There is **one universal exception to this rule. Who can tell me what it is?** *[Sexual activities of adults with children and teenagers who have not reached adulthood.]* Children and teenagers may say they give their consent to provide sexual services to adults, but they are too young to give their consent out of their own free will. For this reason, **sexual exploitation of children and acts of pedophilia are outlawed** in most countries. Again, this universal rule is not yet applied everywhere. Sexual exploitation of children still happens everywhere in and outside families and child marriage from as young as 9-13 years is still allowed in several countries.
- Say: Let us remember what is consent like this: **Consent** is like our favorite **FRIES**:
  - **F**reely given – Without fear or coercion
  - **R**espect a NO – If I says NO, it means NO, not 'maybe'
  - **I**nformed and honest – I know what I am doing and I don't want to be cheated
  - **E**nthusiastic – YES, I like it and I want it
  - **S**pecific – A YES to one thing is not a YES to everything.

*[If participants don't have favorite FRIES or if it is difficult to translate, try to find another way to make it easy for participants to remember the key content of consent.]*

STEP 3	CHANGING MINDSETS ON SEXUAL RIGHTS	ROLEPLAYS	60 MINUTES
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- Say: **Sexual violence & harassment against women in domestic work will remain common so long as we do not have the right over our own bodies.** Sexual rights are human rights and they are crucial to our empowerment. Many people, including women themselves are often not aware of this because of the patriarchal norms in their family, workplace and society. We are, therefore, now going to prepare short DWO street theatre plays or skits in small groups. Do you remember the members of your last fish pond group in Step 1?
- Divide the big group in the last fish pond groups of step 1. Distribute handout 2 and give the instructions for the street theatre plays:
  - Each small group is a DWO. Each DWO will prepare a short (3-4 minutes) DWO street theatre play or skit on **domestic workers' sexual rights**, based on their personal experiences and priorities. The aims of the DWO street play are to:
    - **Promote women's sexual rights**
    - **Convince the audience to change mindsets that lead to violence against women.**
  - Discuss and agree as a group:
    1. **What is the story about?**
    2. **Who is your audience?** *[Be specific: For example, domestic workers, employers of domestic workers; community health workers; local policy makers, police officers, a community, women's, religious or other group or club.]*
    3. **What are the key messages** of the play for your audience?
  - Divide the roles and rehearse the play. Preparation time is 15 minutes.
- Ask if everything is clear and answer any questions. *[It is best if the story is about a **priority sexual rights issue** of the participants. The audience can be other domestic workers, their employers or the community where domestic workers live and work. Example key messages are: Domestic workers have the right over their own body. They have the right to say NO or YES to sexual activities. End victim blaming – Stop the perpetrators. Outlaw rape within marriage. Free sex massage is not part of a domestic workers' job. We say NO to child marriage. We want to stop rape culture. We need free sanitary products for women's monthly periods].*
- Tell the groups to start working on their skits. Help them as needed. After 10 minutes, tell the groups they have 5 minutes left to finish their preparations.
- Tell the groups to come back to the big group for the street theatre shows.
- Ask the groups to perform their play, one by one. After every skit, start a big applause for the performers. Ask if there are any questions for the performing team and have the audience guess and repeat the key messages of each play, for example:
  - **End rape culture**, sexual violence & harassment against women
  - **End victim-blaming.** The perpetrator is the sole reason for violence & harassment, and must bear the responsibility alone.
  - **Assert our right to our own bodies** and to take decisions about sexual matters.

STEP 4	KEY MESSAGES	CONCLUSION	5 MINUTES
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- Conclude the session by repeating the key messages with the group, for example:
  - We need to fight patriarchal laws, mindsets and practices that lead to violence & harassment against women and domestic workers
  - We have the right over our own bodies and we have sexual rights
  - Consent is important when people engage in sexual activity. Consent is like our favorite FRIES: **F**reely given. **R**espect a NO. **I**nformed and honest. **E**nthusiastic. A **S**pecific YES every time.
  - Repeat the key messages from the street theatre plays: ...



## HANDOUT 1 : STATEMENTS

### What is and what is not consent<sup>11</sup>

Discuss the statements together and share your ideas or personal stories.

Tick  in 1 of the columns for each statement. Answers can differ in the pairs.

No.	STATEMENT	AGREE	NOT SURE	DON'T AGREE
<b>What is consent:</b>				
1	YES, YES and YES is consent. Not silence or hesitation			
2	Something you give freely and can also take back			
3	The right to say NO always and anywhere			
4	Equality and respect for the well-being of others			
5	A MUST for everything and everyone			
6	Consent starts at home and applies to everyone			
7	Respect and agreement to a NO by the other			
8	Full awareness and agreement by all concerned parties			
9	Everyone's right to choose			
10	Something that needs to be asked. It can not be taken for granted			
11	Respecting boundaries, every single time			
12	Saying NO is NO. It's not an opportunity to persuade.			
<b>What is NOT consent:</b>				
13	Silence			
14	A forced YES because of unequal power relations			
15	Giving in to one's husband or boss because women should obey men			
16	A mini-skirt and saying: She asked for it with her sexy dress			
17	Drunk, high, drugged or unconscious			
18	Flirting and saying: 'Maybe'			
19	Saying: Boys will be boys, just do what he wants			
20	Promising to use a condom and not doing it			
21	Forced sexual services to avoid job loss or pay-off debts			
22	Children or teenagers saying 'yes' to providing sexual services			
23	Marital rape (rape within marriage)			
24	Child marriage			

11 Adapted from UN Women, [When it comes to consent, there are no blurred lines](#), 18 Nov 2019



## HANDOUT 2 : PREPARATION

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### DWO street theatre plays on women's sexual rights

Each small group is a DWO. You will prepare a short DWO street theatre play of 3-4 minutes, based on your own experiences and the priorities in your group:

**The aims of the play are to:**

- Promote women's sexual rights
- Convince the audience to change mindsets that lead to violence against them.

**Discuss and agree as a group:**

- What is the story about?
- Who is your audience?
- What are the key messages of the play for your audience?

When you know what play your group is going to perform, divide the roles and rehearse the play.

Preparation time: 15 minutes. More time will be needed if DWO leaders and members are not used to working together.



## Info Note: DWOs changing mindsets on women's sexual rights<sup>12</sup>

### Patriarchal norms and ideas on women's sexual rights

Nowadays, women and men are equal before the law in most countries, though patriarchal norms continue to be common in many societies. In practice, women do not have full control over their own bodies in many communities. Outdated attitudes still exist among many groups and gender equality laws, where they exist, are not properly implemented in many countries. In many groups and societies, it is still **difficult** or not possible for girls and women **to say NO to sexual activities they don't like**. This is because in patriarchal societies, women are considered to be the property of men who think they have the right to demand sexual services from them. When men force sexual activities on women, the perpetrators are often not punished. Instead, the victims are blamed and their lives and livelihoods are in further danger of ruin.

Repression of women's control over their bodies or women's reproductive rights is still quite common, and this increases women's risk to sexual violence & harassment. For example, **marital rape** is one of the most common types of sexual violence against women but it **is not yet prohibited everywhere**. Some countries have yet to outlaw rape altogether. Or laws against rape exists but rape culture is so widespread that women do not feel safe in public spaces and public transportation.

Women, therefore, still have to fight for their sexual and reproductive rights in many places. For women and girls, **the right to control their own bodies and their sexuality without discrimination, coercion, or violence is critical** for their **empowerment**. Sexual rights are essential to realize women's rights to self-determination, autonomy and control over their lives. The attempts to control women's and girls' sexuality result in the abuses many women face on a daily basis, like gender-based violence & harassment and limitations on their mobility, dress and appearance, education, employment, and participation in public life.

The **same holds true** for lesbians, gay men, bisexual people, transgender people, sex workers, and others who are considered to transgress sexual and gender norms. As a result, they also continue to face repression, discrimination, violence & harassment in many societies.

### What are our sexual rights?

Sexual rights are generally defined as: The rights of all human beings to:

- High standards of sexual health
- A safe and pleasurable sexual life
- Have control over their sexuality, reproduction, sexual orientation & gender identity.

Sexual rights form the basis for enjoying all other human rights and are needed to achieve equality and justice. **Sexual rights are part of our human rights** as agreed in many national laws and international human rights documents. However, some conservative states, religions and groups continue to push for control over women's bodies by men and the authorities which they consider to be central to the survival of humankind.

People have different ideas and norms on women's and men's sexuality, sexual conduct and sexual freedoms, depending on their sex and gender, race or ethnicity, socio-economic background or origin, class, caste, culture or religion. Different sexual preferences also exist. In sexual matters it is best to **make decisions for ourselves and not be judgemental about others** as it is not our business. Everyone has a right to decide over their own body and have sex with others the way they want as long as consent is freely given and no one is hurt against their will.

There is **one universal exception** to this rule: **Sexual activities by adults with children and teenagers who have not reached adulthood are forbidden**. Children and teenagers may say they give their consent to provide sexual services to adults, but they are too young to decide of their own free will. For this reason, the practices of pedophilia is outlawed in most countries. Again, this is not yet universally applied as sexual exploitation of children still happens everywhere and child marriage is still allowed in several countries.

<sup>12</sup> Adapted from: International Women's Health Coalition, *Sexual rights are human rights*; UN Women, *Take action: 10 ways you can help end violence against women, even during a pandemic*, 2020; ILO, *Action against sexual harassment at work in Asia and the Pacific*, Bangkok, 2001



## The fight continues

**The fight for women's rights over their own body and saying YES or NO to sex continues.** Women and men are equal before the law in most countries but many men and even some women in patriarchal and repressive states and religions continue to try, and sometimes succeed, in limiting women's sexual rights in international law and standard setting.<sup>13</sup> Men's control over women and their bodies has not been decreasing gradually in line with international laws. This leads to the continued existence of **rape culture** – an environment where sexual violence & harassment is considered to be normal and justified, because of the persistent gender inequalities and attitudes about gender and sexuality.

We, women, **must recognize and proclaim the right over our own bodies**, to ourselves and to others. We need to **dismantle in our heads** the harmful gender stereotypes on sexuality and rape culture. Then we need to start **changing attitudes in our families, workplaces, communities and societies** to:

- **End rape culture**, sexual violence & harassment against women
- **End victim-blaming**. The perpetrator is the sole reason for violence & harassment, and must bear the responsibility alone.
- **Assert our right** to our own bodies and to take decisions about sexual matters.

## What is consent?

**Consent is a voluntary agreement to engage in sexual activity.** It is about respecting the other when s/he says no or is unsure about anything — from sending photos and sexting to engaging in sexual activity. **Consent** needs to be clearly and freely communicated. A verbal and affirmative expression of **consent** can help both you and your partner to understand and respect each other's boundaries.

Think of your favorite FRIES!

**Consent<sup>14</sup> is:**

- **Freely given** – Without fear or coercion. Doing something sexual with someone is a decision that should be made without pressure, force, manipulation, or while drunk, high or drugged.
- **Respect a NO** – If I say NO, it means NO, not 'maybe'. Anyone can change their mind about what they want to do, at any time. Even if you've done it before or are in the middle of having sex.
- **Informed and honest** – I know what I am doing and I don't want to be cheated. Everyone needs to know what they are doing and be honest, like when someone promises to put on a condom and then doesn't do it, that is not consent, but cheating.
- **Enthusiastic** – YES, I like it and I want it. If someone isn't excited, or really into it, that's not consent, but cheating.
- **Specific** – A YES to one thing is not a YES to everything. Saying YES to one thing (like going to the bedroom to kiss and cuddle) doesn't mean a yes to other things (like oral or anal sex).



<sup>13</sup> See for example, IWRAP Asia Pacific, [A feminist analysis of CEDAW General Recommendation No. 38 on the trafficking of women & girls and global migration](#), 16 December 2020

<sup>14</sup> Adapted from UN Women: [When it comes to consent, there are no blurred lines](#), 18 Nov 2019 and Planned Parenthood: [What is consent](#)



# 5.5 : DWO action planning against violence & harassment<sup>15</sup>

90 minutes

	Objectives	<ul style="list-style-type: none"> <li>To create ideas and set priorities for DWO actions against violence &amp; harassment</li> </ul>
	Participants	<ul style="list-style-type: none"> <li>Domestic worker leaders</li> <li>Domestic workers</li> </ul>
	Room Arrangements	<ul style="list-style-type: none"> <li>Step 1: Space for the big group to stand in a circle and move around.</li> <li>Other steps: Seating in big or small groups with space for the group to move around between their seats and a wall, board or flipcharts to tape their contributions and vote.</li> </ul>
	Materials	<ul style="list-style-type: none"> <li>A wall, big board or four flipchart stands with papers in front of the group</li> <li>Masking tape and a stack of A4 papers, cut in 3 pieces vertically along the long side of the paper, 5 slips of paper per participant and some extras, a basket to collect the slips.</li> <li>Voting slips in 3 colors (Use Post-its or coloured papers and masking tape), one set for each participant.</li> </ul>
	Training Aids	<ul style="list-style-type: none"> <li>Slide show: Action planning against violence &amp; harassment</li> <li>Info note: Types of DWO strategies and actions against violence &amp; harassment</li> </ul>



## Session Plan Steps

1.	Stretch and group cheer	Energizer	5 minutes
2.	Silent idea creation	Individual brainstorming	25 minutes
3.	The idea wall	Reporting in a big group	35 minutes
4.	Ranking of ideas	Voting exercise	20 minutes
5.	Key messages	Conclusion	5 minutes



## Preparation

- For step 1: Have a look at the cheers below and adapt these to suit the audience.
- For step 2:
  - Write on a board or flipchart for use in front of the group: What can we do to organize against violence & harassment against domestic workers.
  - Cut A4 sheets of paper in 3 equal pieces (slips of paper) vertically along the long side of the papers.
- For step 4: Prepare voting slips for participants in 3 colors. Each participant gets 3 voting slips, one of each color.

<sup>15</sup> IDWF, *Gender-based violence & harassment against domestic workers: Case stories from Asia*, Hong Kong, 2020  
 IDWF, *IDWF 5 year strategic plan, 2016-2020*  
 ILO, *Violence and harassment in the world of work: A guide on Convention No. 190 and Recommendation No. 206*, Geneva, 2021

## SESSION PLAN

STEP 1	STRETCH AND GROUP CHEER	ENERGIZER	5 MINUTES
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- Invite the group to stand in a big circle. Say: we are going to do a quick warm-up. Follow me:
  - Stretch your arms in front of you and breathe in. Breathe out and squat down as far as you can. Breathe in: come up, breathe out: squat, 5 to 10x
  - Hold hands with your neighbors. When I call out GO: move in and make the circle as small as you can raising your joined hands up: GO
- Now repeat after me and shake your joint hands together:
  - Do we want violence? NO, NO, NO
  - Do we want harassment? NO, NO, NO
  - We want respect and dignity! YES, YES, YES
  - Together we work for equality and equal rights! YES, YES, YES
  - Together we are strong! YES, YES, YES
  - Together we will make it! YES, YES, YES
  - Together we will win! YES, YES, YES



### Tip for Trainers

The next exercise is done in a group but most of the work is done individually. Participants develop and list many ideas, and rank them to reach a group agreement about what to do. Reasons for using this method<sup>16</sup> are:

- ▼ Individuals working in groups create more ideas than when they work alone. Groups where people are brought together but are not allowed to discuss, have been found to be more effective for the creation of ideas than discussion groups where people brainstorm and exchange ideas. Discussion groups where there is a lot of interaction tend to inhibit creative thinking due to the social pressure to conform to the opinions of dominant group members.
- ▼ Ranking of ideas in this non-threatening, private way makes it possible to develop a group judgement and consensus without social pressure to conform.

STEP 2	SILENT IDEA CREATION	INDIVIDUAL BRAINSTORMING	25 MINUTES
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- Link this session to the previous session and say: We are now going to **create ideas and set priorities for DWO actions against violence & harassment**. DWOs receive many, often urgent requests for help from domestic workers who suffer from violence & harassment. We need to help individual victims to become survivors, but we need to go beyond that. As DWOs we want to use our group power to say YES to equality and NO to violence & harassment. We start with brainstorming to develop ideas in this group on how to better organize against violence & harassment. We do this in three steps. **Step 1 is silent idea creation**. Distribute 3 or more slips of paper to each participant.
- Say: Take some time to think about **what our DWO(s) can do to organize and fight violence & harassment** against domestic workers. Every idea is valuable. You can think of things that we are doing already and want to do more or in a better way. You can also think of things we are not yet doing but could be doing in the future. Think big and think small. Think about practical things, and short-term and long-term things. Think about things that could be done if our DWO has more members, time and money.

<sup>16</sup> Known as the ‘nominal group technique’. Adapted from: IIED, [A trainer’s guide for participatory learning and action](#), London, 1995

- Say: Everybody has 3 slips of paper. Write one idea per slip of paper. If you need more slips ask for more. Remember, we do this in silence. Don't talk but think and write without talking about it.
- Give participants time to think and write down ideas. After 10 minutes, put the basket in front of the group and ask everybody to put their slips of paper in the basket. Encourage everybody to think and write more ideas. Then, shuffle the paperslips, take them out and tape them to the wall, board or flipchart papers. Try to group similar ideas together. *[For example, put all campaigning ideas together, all legal reform ideas together, all victim assistance ideas together, all ideas on negotiating with employers together.]*
- After another 5 minutes, ask everybody to finish writing their ideas and put the slips of paper in the basket.

STEP 3	THE IDEA WALL	REPORTING IN A BIG GROUP	35 MINUTES
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- Say: **Step 2 is the idea wall.** This step provides the opportunity to share the ideas, and make sure they are expressed clearly. Ask everyone to walk around to read the ideas on the board. Ask a volunteer to take the remaining paperslips from the basket and put them up for everyone to see on the idea wall. When you are ready, ask everyone to sit on the floor in front of the wall.
- Say: We are now going to read all the ideas, one by one:
  - For every idea we will check together if the meaning of all words and sentences is clear. If it is not, the writer of the idea can clarify what she wants to say, and express it clearly. *[The facilitator can adjust the text of an idea accordingly, and checks back with its writer if this is what s/he wants to say.]*
  - We will also check for each idea whether it is in the right cluster or whether it should be moved somewhere else.
  - If someone in the group gets a new idea, write it down and put the paperslip in the basket.
- Ask a volunteer to read out the ideas in one cluster. And discuss each one of them as mentioned above. *[The trainer discourages any discussion on the idea itself in this step. The aim is to clarify the meaning, logic and thought behind each idea. The aim is not to discuss the advantages and disadvantages of an idea or whether one agrees with it or not. Explain this to the group as needed].*
- Ask different volunteers to read out the various ideas and opinions. Remind the group that they can write new or different ideas and put them in the basket. If they have opposite ideas, these are also welcome. End with a volunteer reading out the last, new ideas from the basket and put these on the idea wall. After discussion, add these to existing ideas clusters, create new idea clusters, or put them up as separate new ideas.



## Tip for Trainers

*Participants with little experience in collective action may only list the (few) types of actions that they are familiar with. In such cases:*

- *Encourage the group and share some relevant ideas from the Info note on how to organize against violence & harassment through awareness raising and advocacy, training, support to violence victims and survivors, negotiating with employers and recruitment agencies, networking and alliance building, and legal and policy reform.*
- *If needed, do another round of creating new ideas.*

STEP 4	RANKING OF IDEAS	VOTING EXERCISE	20 MINUTES
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- Say: We are now moving to **step 3. Ranking of ideas** by voting on the ideas that are up on the idea wall to see what we as a group think are priorities for action by our DWO.
- Explain the color coding by saying: Color 1 (say, red), is the number 1 choice as the best idea or opinion. Color 2 (say, blue) is the number 2 choice as the second best idea. Color 3 (say, yellow) is the number 3 choice as the third best idea. Write the color coding on the wall for everyone to see. Vote by sticking your votes on the ideas or opinions that you like best in the order of your choice.
- Give everyone 3 voting slips, one of each of the 3 different colors and start the voting process.
- After everyone has voted count the votes for each idea or opinion. If the outcomes are close and it is not obvious from the colors which are the winners, do a further count: Every color 1 voting slip (say, red) is worth 3 points. Every color 2 voting slip (say, blue) is worth 2 points and every color 3 voting slip (say, yellow) is worth 1 point. Ask some volunteers to help you calculate what are the number 1, 2 and 3 priorities of the group.
- Announce the winning ideas.



### Tips for Trainers

- ▼ *If the ranking is close, the group may decide to pursue more than 3 priorities for action.*
- ▼ *It may be useful to ask for volunteers to form small working groups to further discuss each priority and develop an action plan for each. This is also often done at the end of a training, see **Unit 8.1** Next steps against violence & harassment in domestic work.*

STEP 5	KEY MESSAGES	CONCLUSION	5 MINUTES
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- Conclude with the key messages, for example as follows:
  - DWOs have many things to do. We need to set priorities to organize against violence & harassment so we can reach our goals step by step.
  - We have agreed together on our priorities for the future. Let's repeat these out loud:  
We want to: 1 ... , 2 ... and 3 ...
  - There may be other valuable ideas and opinions on the wall that we may want to do. We will record them and keep them in mind for future action.

## Info note: DWO action planning against violence & harassment

Below is a list of collective actions against violence & harassment by DWOs. The list is not complete as DWOs everywhere come up with new ideas all the time, and every measure must always be tailor made to fit the situation at hand at the right time and place.

### Awareness raising, campaigning and advocacy

- Reach-out, meetings and events for domestic workers, their employers, the general public or specific audiences to raise their awareness.
- Awareness-raising and information dissemination in easy-to-understand language(s) and in relevant languages through all relevant, traditional and modern communication channels for domestic workers, employers of domestic workers, the general public, the police or other target groups (leaflets, posters, radio, social media, websites, street theatre and plays, TV and film).
- Campaigns, rallies, signature campaigns or other events in specific public places.
- Working with the media on the right messages.
- Lobbying with politicians, political parties, parliamentarians, formal and informal community leaders.

### Training

- Training of domestic workers on equality, discrimination (sexism, racism, classism), violence & harassment, and on organizing against violence & harassment.
- Training events for employers of domestic workers, the police, health staff, the judiciary, the media, parliamentarians, community leaders.
- Training of case workers and peer supporters to effectively help violence victims and survivors.

### Support to violence victims and survivors

- Meeting in face-to-face or online groups of domestic workers, or of violence survivors.
- Hotlines or contact numbers through informal contacts.
- Psychological and practical support, like fund raising and solidarity actions.
- Case work: Help with documenting and reporting violence, medical and legal support.
- Practical support to ensure effective access to protection (before, during and after reporting or making a complaint), support services (health, shelter), remedies (compensation, right to work during trial), and enforcement and sanctions.
- Looking for or providing safe places and shelters.
- Peer support and counselling.
- Looking for education and job opportunities.
- Development of safety or escape plans with victims and the authorities.
- Participation in rescue operations for child, migrant or other domestic workers in slavery-type situations with the authorities.

## Negotiating with the authorities, employers, recruitment agencies

- Direct action against employer perpetrators of violence & harassment.
- Blacklisting employer and recruitment agency perpetrators.
- Development and agreement of written standard employment contracts providing for fair distribution of duties and responsibilities of both parties, and for a safe and respectful workplace and working environment (and accommodation for live-in domestic workers).
- Development and agreement of measures like codes of conducts (My fair home) for employers specifying their responsibility to provide a safe workplace (and a safe home for live-in domestic workers).

## Networking and alliance building

- Cooperation with trade unions, women's movement, legal aid agencies, human rights organizations, migrant workers organizations, informal workers organizations (like home-based workers, street vendors, waste recyclers), cooperative movement, faith-based organizations, community support groups and other relevant parties.
- Lobbying and dialogue with national, provincial and local governments, members of parliaments, police, health officials, other local agencies like schools.
- Cooperation with international organizations, like IDWF, ILO, INGOs, IOM, UN-Women.
- Support from companies, employers' organizations.
- Support from donors.

## Legal and policy reform and watchdog function

- Legal literacy: Informing ourselves on national and international legal reform measures and actions on violence & harassment, on equality and non-discrimination, on decent work for domestic workers, and on organizing.
- Development of DWO priorities for legal reform, advocacy and actions to ensure prevention of and protection from violence in domestic work.
- Monitoring and ensuring:
  - Easy access, safety, fairness and effectiveness of complaint and dispute settlement procedures.
  - Protection before during and after reporting and making a complaint.
  - Appropriate and effective support services, remedies and sanctions.
- Reaching out, networking and gaining support from lawyers, the police and the judiciary.
- Lobbying with the authorities and the general public to outlaw violence & harassment against domestic workers.

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