



UNITED, STRONG & GROWING

International Domestic Workers Federation
(IDWF)

ANNUAL REPORT 2021





IDWF Annual Report 2021

Written by Resurgens Impact Consulting

Design and layout by m+mSTUDIOS

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International Domestic Workers Federation

Website: idwfed.org

Email: info@idwfed.org

Facebook: [@IDWFED](https://www.facebook.com/IDWFED)

Twitter: [@IDWFED](https://twitter.com/IDWFED)



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PRESIDENT'S MESSAGE

MYRTLE WITBOOI



2021 was another year of extraordinary challenges. The COVID-19 pandemic continued to wreak havoc across the globe, and domestic workers remained on the frontlines, caring for the things that are most precious to us despite immense risks to their health.

At the beginning of 2021, the IDWF released the final reports on the COVID-19 impact study that was conducted in 2020. The studies showed how domestic workers in each region were affected by the first year of the pandemic in often devastating ways.

Throughout 2021, domestic workers navigated surges in COVID-19 rates as new variants spread. They continued to see their hours cut or jobs lost and with little or no notice. While the vaccines offered a shimmer of hope for ending the pandemic, they have been distributed inequitably, and many domestic workers lack access to vaccinations.

The pandemic has exposed and deepened the systemic inequalities that women domestic workers experience around the globe. In the global context of rising hate crimes, anti-Black racism, gender-based violence, and all other forms of discrimination, the IDWF's thematic campaigns and advocacy work are the most direct ways to address these injustices and tackle the systemic barriers that have kept domestic workers down and excluded from government protections for so long. Undocumented migrant domestic workers and live-in domestic workers have been among those who needed our solidarity most. They lost their jobs and had no other income to survive. In the case of the live-in domestic workers, some also lost a place to live.

In the midst of these challenges, we took time to celebrate. 2021 was the 10th Anniversary of the International Labour Organisation (ILO) Convention C189, recognising that domestic workers are entitled to labour protections. We also began to look ahead to the recovery phase when we can put the pandemic behind us. IDWF is calling on leaders to take these immediate steps:

- ◆ **Treat COVID-19 as an occupational hazard, with paid sick leave for domestic workers.**
- ◆ **Include domestic workers in occupational health and safety laws, regulations, and protocols.**
- ◆ **Prioritize domestic workers in vaccination plans: vaccines should be available, accessible, and free.**
- ◆ **Ratify and implement ILO Convention C189, recognising that domestic workers are entitled to labour protections.**
- ◆ **Ratify and implement ILO Convention C190, the first international labour standard that sets a clear framework to end violence and harassment at work.**

GENERAL SECRETARY'S MESSAGE

ELIZABETH TANG



2021 was defined by endurance, determination, and resiliency for IDWF, our affiliates, and the domestic workers who comprise our organisation.

The impact of two years of the coronavirus pandemic cannot be understated. Domestic workers have dealt with unemployment and reduced hours and wages. Those who could still work had to do so at risk to their health. During this precarious time, some affiliates struggled to engage domestic workers and retain leaders. In 2021, we continued our **COVID-19 Solidarity Fund, an emergency fund** created to respond to the crisis at both the human and organizational levels. Many IDWF affiliates used Solidarity Funds to sustain their organizations during this difficult period. Despite the pandemic's challenges, we still have seen domestic workers join affiliates and form new organisations—a testament to the need for us to support one another and work together to protect and advance domestic workers' rights and dignity everywhere.

Our core work remained steadfast during this long period of disruption. We offered online training programs on COVID-19 safety measures, gender equality, and the 10th Anniversary of C189, and offered simultaneous language interpretation. IDWF completed a new five-year strategic plan for 2021-2025 and began to develop and implement innovative sustainability strategies for robust organizational growth. We also began to transition IDWF headquarters from Hong Kong to Geneva.

In some countries, we saw legislative improvements and new concrete measures that afford domestic workers more rights and benefits. Some key achievements in Latin America occurred with the release of a regional guide for **Occupational Health and Safety for Domestic Workers for Covid-19 prevention** alongside the ILO. Malaysia and Taiwan passed legislation that will **add protections for migrant domestic workers**. **New affiliates are forming** in Malaysia, including one for Indonesian migrant domestic workers. The Africa region continued to grow when three new affiliates in **Rwanda, Lesotho** and **Democratic Republic of the Congo** joined IDWF. European affiliates **organized for migrant workers' rights**. The affiliate in Jordan is helping domestic workers **document and seek legal relief for labor disputes**, and the Kuwait affiliate is **organizing Ethiopian migrant domestic workers**. At the ILO Conference in Geneva, a report on **social protection and inequality specifically mentioned domestic workers**, which will be useful in advocating for policies that extend protections to the workforce. Impact studies in almost all the regions found consensus on the need to advocate for social protections for domestic workers, affirming a shared priority.

Our movement is growing—and with that growth there is increased strength, leadership, and new ideas from our talented and motivated members. We are firm in our commitment to building a strong, democratic, and united domestic/household workers global organization to protect and advance domestic workers' rights.



CONTEXT AND THE NEED

According to the International Labour Organization (ILO):

◆ There are over **75.6 million** domestic workers globally

◆ **76%** of domestic workers are women

◆ An estimated **11.5 million** domestic workers are migrant workers

◆ Domestic work accounts for **8.8%** of women's wage employment worldwide

- ▶ OF THE 25 MILLION
- ▶ PEOPLE IN SLAVERY
- ▶ WORLDWIDE,
- ▶ APPROXIMATELY 4
- ▶ MILLION ARE DOMESTIC
- ▶ WORKERS.

Domestic workers provide essential services in the modern economy, enabling other men and women to participate in the external labour force while maintaining their home lives. Our job duties often include care for children and increasingly, the elderly—advances in medicine allow people to live longer, yet many no longer live in close proximity to their extended families. Domestic workers are a critical part of the “**care economy**”, which is recognized as a growing area of need and employment. A 2017 McKinsey study estimated that demand for caregiving occupations and domestic workers would increase by 50-90 million jobs globally.

Despite the importance of our labour, the **working conditions of domestic workers are very poor, and wages are low**. In many countries, domestic workers even lack legal recognition as workers and are therefore not entitled to labour protections afforded to virtually all other workers. An estimated 40.7 million domestic workers are not covered by labour and social security laws. For example, domestic workers are not protected by minimum wage laws in many countries. In those countries where decent laws are on the books, these laws are rarely enforced. A staggering eight out of every ten domestic workers are informally employed, which greatly contributes to the lack of effective labour and social protections. The private, isolated nature of domestic work often makes violations invisible.

The invisible nature of domestic work has made workers highly vulnerable to physical,

sexual, emotional, and financial abuse. In the worst cases, domestic workers suffer **extreme abuse, harassment, and violence**: beatings, rape, starvation, imprisonment, and death. Of the 25 million people in slavery worldwide, approximately 4 million are domestic workers.

The risks can be especially great for migrants, who often face language and cultural barriers, manipulation by employment agencies, lack of access to justice, and more. Withholding wages—along with passports and visas—is not uncommon, leaving migrant domestic workers extremely vulnerable. Women who migrate for care work constitute the largest demographic segment of women who migrate for employment.



ABOUT IDWF

The International Domestic Worker Federation (IDWF) is a global membership-based organization of domestic and household workers led by women—which means that our understanding of the context, needs, and challenges is both personal and international. We were founded in October 2013 by forty-eight domestic workers’ member-based organizations who saw the need for a global federation to support, train, and help build a worldwide movement.

IDWF helps domestic and household workers build strong, democratic, and sustainable workers’ organizations, and weaves new and existing organizations into our influential global federation.



We do this by:

- ◆ Supporting domestic workers to form new organizations in Malaysia, Kuwait, and other countries through membership recruitment, organizing, and strengthening women's leadership.
- ◆ Capacity-building and exchange of best practices among affiliates, such as a media training for affiliates led by Berlin Rosen that was sponsored by OSF Essential Workers developing a curriculum on GBV, and offering sessions on gender, intersectionality, oppression, and the patriarchy.
- ◆ Advocacy and awareness campaigns, on ratification of ILO Conventions 189 and 190 and other legal improvements, in countries such as Argentina, Kenya, and Tanzania.
- ◆ Leveraging the support of strategic partners, such as trade unions and labour rights organizations, as seen in the collaboration with 13 unions in Mexico, Colombia, Dominican Republic, and Brazil to support the implementation of C189.

During the pandemic, it has become more challenging to address the structural problems that domestic workers face. Our affiliates have been busy supporting their members, which meant that there were little resources to think or engage in work beyond the day-to-day challenges. Many leaders and members are experiencing fatigue from the additional stress and instability that the pandemic has caused. Since so many meetings and events have occurred online, many members have trouble attending due to unstable internet and lack of devices. Motivation has also been a challenge. Despite this, domestic workers are continuing to organize and mobilize for their rights.

IDWF's new 2021-2025 strategic plan took effect in 2021, and the activities outlined in this annual report reflect the objectives developed in that plan.

2021 ACCOMPLISHMENTS AND ACTIVITIES

By the end of 2021 IDWF had:

- ◆ 82 affiliates
- ◆ From 64 countries
- ◆ Representing over 590,000 domestic workers worldwide

Welcome to our new affiliates!

Rwanda: Syndicat des Travailleurs Domestiques et Indépendants de l'Economie Informelle (SYTRIECI)

India: Gharelu Kamgar Panchayat Sangam (GKPS)

Lesotho: Kopanang Domestic Workers Association of Lesotho (KDWAL)

Democratic Republic of the Congo: Union de Femme Domestique du Congo (UFEDOC)



HONOURS

Myrtle Witbooi, IDWF President & Secretary General of South African Domestic Service and Allied Workers Union, was the 2021 recipient of the Silver Rose Lifetime Achievement Award from SOLIDAR.

Ms. Witbooi was honoured for her lifelong struggle for decent work and decent lives of household and domestic workers in South Africa and the world.

First held in 2000, the Silver Rose Awards is a yearly event organised by SOLIDAR in the European Parliament in cooperation with the S&D Group. It is an occasion to celebrate Civil Society Organisations and individuals whose extraordinary struggles contribute to social justice and solidarity throughout the world.



NEW 2021-2025 STRATEGIC PLAN AND SUSTAINABILITY STRATEGY



As we emerge from an incredibly difficult period, IDWF conducted a thorough assessment of the federation to determine how we will move ahead. We are planning for a post-COVID era of recovery and building from opportunities including new attention to care and the value of domestic work. IDWF's new 2021-2025 strategic plan and sustainability program will carry us forward into a new period and ensure that we, and our affiliates, will endure and grow stronger in the years to come.

IDWF's goals and priorities revolve around four themes: Federation Development, Capacity Building, Thematic Campaigns & Research, and Migrant Domestic Workers. We are guided by an overarching vision to build a powerful, democratic and united domestic workers' global federation for the strong protection and advancement of domestic workers' rights and dignity everywhere.

Our goals are to:

1. Build organizational strength with 1 million members including 10,000 migrant domestic workers and emerging new leaders of over 7,000.
2. Enable 30 affiliated leaders in at least 25 countries to have resources to conduct thematic campaigns and actions to create public awareness and government buy-in for advancing the working and living conditions of domestic workers and their families. The result will be the achievement of ratifications of C189 and C190 in at least 13 and 16 countries respectively.
3. Intensify organizing and capacity building drive to raise visibility on migrant domestic workers issues and their representation at decision-making processes especially on the care economy agenda.
4. Our new strategic plan is accompanied by a Revenue Generation Strategy that is intended to enhance our financial sustainability. In partnership with Open Society Foundations, IDWF conducted a survey with 64 affiliates across the globe. The result is a never-seen-before snapshot of the revenue-generating strategies deployed by affiliates of all sizes, organizational ages, types of structures, and regions of the world.

Based on the survey results, IDWF developed a number of hypotheses for consultation and to be tested through pilot projects with the goal of strengthening both the IDWF and its affiliates' income generating capacity:

- ◆ **“Friends of IDWF” Program:** The development and launch of a “Friends of IDWF” membership model for external supporters with no voting rights, which could generate additional revenue and enhance the profile of and support towards IDWF and its affiliates.
- ◆ **IDWF Resource Development:** It includes a dedicated fundraising officer with a strong communication background, including through social media, could be instrumental in expanding the donor/funder base and strengthening IDWF's global fundraising campaigns.
- ◆ **Proposal Writing Peer Support Among Affiliates:** A systematic and accessible mentoring and peer support program on effective funding and grant proposal writing could have positive results in increasing affiliates' capacity, confidence, and successful instances of securing grants from external funding sources.

In addition, the IDWF has developed a concrete proposal on increasing affiliates' contribution to the IDWF through annual affiliation fees increase. The initiative aims to unite the organization for a common cause.



INTERNATIONAL CAMPAIGNS

RATIFICATION OF C189

The IDWF and domestic worker organizations continued to prioritize ratification of the ILO Convention concerning decent work for domestic workers—known as C189.

C189 is a landmark convention that establishes the first global standards for domestic workers. It gives domestic workers the same basic rights as other workers, including weekly days off, limits to hours of work, minimum wages, paid overtime, social security, and clear terms and conditions of employment.

2021 saw four new ratifications:

- ◆ Malta (May 2021)
- ◆ Norway (July 2021)
- ◆ Antigua and Barbuda (July 2021)
- ◆ Sierra Leone (August 2021)

As of December 31, 2021, 35 countries have ratified C189. Work is now being done to hold governments accountable for implementation.



“Our union is the one to instigate the government to take action. We have been lobbying and writing to push it until it agrees.”

Norma Nelson, Antigua Trades and Labour Union (ATLU)

RATIFICATION OF C190

Gender-based violence is a major priority for IDWF and all its affiliates, and thus IDWF was heavily involved in the multi-year ILO process to create a new ILO Convention on Ending Violence and Harassment in the World of Work—known as C190. Our goal throughout the process was to ensure that the voices of domestic workers were heard loud and clear. Our efforts, and that of so many labour rights, women’s rights, and other organizations paid off in June 2019, when The International Labour Conference voted to adopt C190.

Of particular importance to domestic workers is the fact that “private spaces” are included as a workplace. Policies to protect workers have often excluded private homes and thus have failed to protect domestic workers against gender-based violence and harassment. Likewise, policies about domestic violence cover people in kinship relationships but frequently exclude domestic workers.

IDWF and its affiliates are now active in promoting countries to ratify C190—and in implementing its important protections.

Huge progress has already been made since 2020 when we saw the first three ratifications.

IDWF is developing a training manual on C190 ratification campaigns in the hopes that we will see more countries improve protections for domestic workers. We are working with affiliates in Latin America and Asia to develop and pilot the first training manuals.

2021 brought seven new ratifications:

- ◆ Argentina (February 2021)
- ◆ Somalia (March 2021)
- ◆ Ecuador (May 2021)
- ◆ Mauritius (July 2021)
- ◆ Greece (August 2021)
- ◆ Italy (October 2021)
- ◆ South Africa (November 2021)



SPOTLIGHT ON THE 10TH ANNIVERSARY OF C189

“ *C189 is ours. It was not won for us.*”

We won it, and we have to guard it and use it.”

Myrtle Witbooi, President, International Domestic Workers Federation

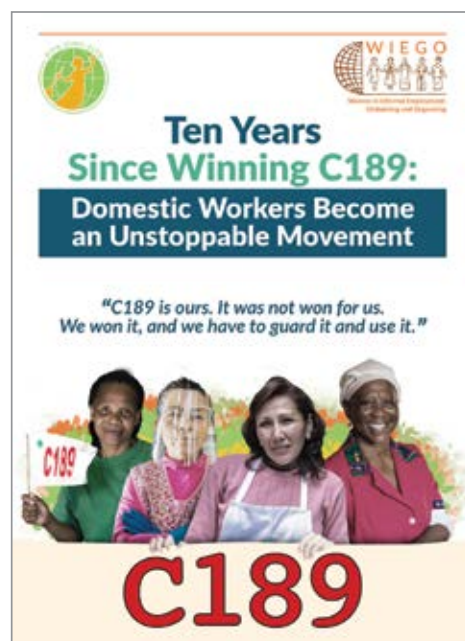
C189 is a watershed victory for domestic workers around the world. After five years of organizing and advocacy, domestic workers won the right to be recognized as workers, with the basic rights of all other workers. On 16 June 2011, the International Labour Organization – the part of the United Nations that deals with employment rights – agreed to adopt Convention No.189 - Decent Work for Domestic Workers.

There is still much work to do to ensure the ratification, implementation, and enforcement of C189 around the world. But in 2021, we took the time to celebrate this landmark achievement.

We released the report “**10 years since winning C189: Domestic Workers Become an Unstoppable Movement**” with Women in Informal Employment: Globalizing and Organizing (WIEGO). IDWF held interactive regional workshops on the ILO 10 Year Report on C189, including a webinar and strategy workshop held in conjunction with the ILO that was attended by 60 people. 10 Years of Resilience: a Celebration of the Domestic Workers Convention was the theme of the 2021 International Domestic Workers Day Celebration. IDWF also co-organized a celebration of the 10th Anniversary of the Domestic Workers Convention ILO C189 on 20 June 2021 along with the Migrant Forum in Asia (MFA) and Cross-Regional Center for Refugees and Migrants (CCRM).

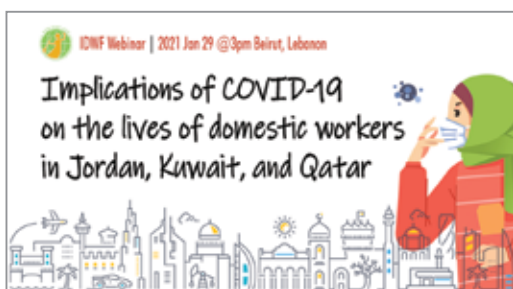
Some of the regional highlights included:

- ◆ The **African Region** conducted regional meetings on Zoom to share the experience on the ratification of C189, featuring domestic workers from South African Domestic Service and Allied Workers Union (SADSAWU), Namibian Domestic and Allied Workers Union (NDAWU), and Syndicat National des Employés de Maison de Guinée (SYNEM-GUINEE).
- ◆ The **Asian Region** provided coordination and comments at a webinar on “Progress and prospects in Asia and the Pacific ten years after the adoption of the Domestic Workers Convention, 2011 (No. 189)” for ILO Asia Pacific, attended by 159 people.
- ◆ The **European Region** took part in planning a high-level European conference commemorating the ratification in June and contributed to the European and Global booklet on 10 years of C189. The Conference was opened by a short film provided by IDWF on the engagement of domestic workers in the negotiations at the ILO in 2010 and 2011.

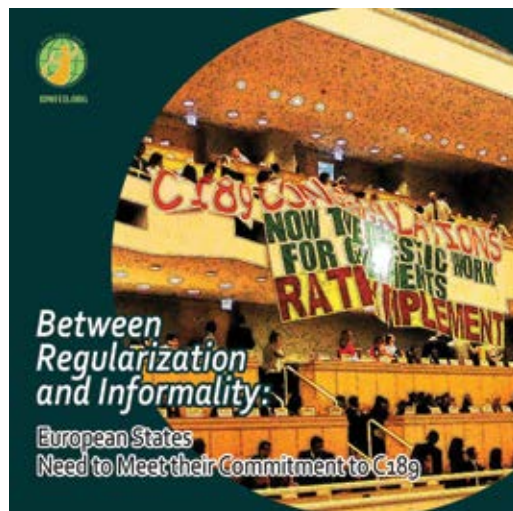


Wendy Paula Galarza Quinonez, IDWF Executive Committee Member and Union Officer of Federazione Italiana Lavoratori Commercio, Turismo e Servizi, presented on *“Social Dialogue as an effective tool towards the domestic workers’ rights improvement.”* The IDWF regional coordinator chaired a panel, and IDWF President Myrtle Witbooi closed the conference with key political recommendations for European stakeholders.

- ◆ The **Middle East and North Africa (MENA) Region** held a regional interactive online discussion in December to discuss the 10 years of C189 ILO MENA report. The virtual discussion included affiliates and domestic worker unions from Kuwait, Qatar, Jordan, and Lebanon. In June, the region held several events, including a C189 forum with approximately 60 participants attended mainly from SKDWA and EDWA; an online forum featuring IDWF’s General Secretary Elizabeth Tang; and an in-person and online celebration featuring presentations, an award ceremony, performances by domestic workers, and winners of painting, photography, and short film competitions.



- ◆ The **Latin American Region** released a regional report, *“At 10th years of C189: Victories and Challenges for Domestic Workers”* in June. In partnership with the ILO Mexico-Cuba, they held a regional video contest for domestic workers to tell their stories and promote better standards and working conditions. The winning videos were from Mexico and Peru.



Looking ahead, we are determined to see additional countries ratify C189 and enact meaningful protections for domestic workers. We have to make C189 available in a language that all domestic workers can understand and then use to fight for their rights to be respected. We will push for implementation and accountability for the countries that have ratified C189. IDWF’s new strategic plan outlines our goals for monitoring governments’ progress, developing an implementation guide beginning with the Latin American region through a project funded by ILO, and providing legal support to affiliates. We have identified 13 target countries across all regions with the goal of securing ratifications within the next five years, and we hope to see 10 more ratifications by the next congress.

Guided by the vision of domestic workers, IDWF is committed to ensuring that C189 is ratified and implemented across the globe. Domestic work must not stand outside of social protection, and domestic workers’ organizing must take a seat at every negotiation table: within unionism, social dialogue, and policymaking.



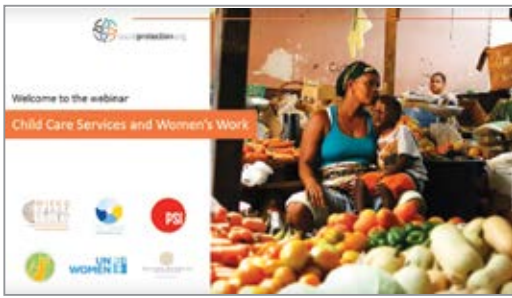
A SEAT AT THE TABLE: INTERNATIONAL REPRESENTATION AND ALLIANCES

Domestic workers do not live single-issue lives. It is crucial for us to be present and heard in international fora on the issues that affect our lives—including women’s rights, gender-based violence, labour rights, and migration, to name just a few.

Below are some of the many international gatherings where IDWF provided representation for domestic workers in 2021:

- ◆ Global Just Recovery Gathering by 350.org, April 2021. The event served for continuous engagement on a joint agenda bridging workers’ and women’s rights.
- ◆ Ratify C190 Multi-Country Strategy Meeting | From 5 to 15: Where will the Next Ten C190 Ratifications Come From? Hosted by CARE, ITUC-AP, IWRAW-AP and ActionAid, April 2021. IDWF and participating organizations shared learnings coordinated plans, and developed consensus on strategies for campaigns.
- ◆ SocialProtection.org’s Child Care Services and Women’s Work, May 2021. IDWF co-hosted a conversation on the shifts in the world of childcare.
- ◆ International Association for Feminist Economics Conference, June 2021. IDWF participated in a panel on the role of women in the care economy.





- ◆ 109th International Labour Conference, June 2021. IDWF successfully encouraged the conference to reach conclusions on social protection and inequalities that specifically mention domestic workers and C189.
- ◆ UN General Assembly's Sustainable Development Goals (SDG) Action Zone, September 2021. IDWF spoke about infrastructural inequalities disadvantaging entire populations; informal workers in the African continent, and domestic workers globally.
- ◆ Essential for Recovery Forum, jointly with the OSF, WIEGO, and other trade unions, September 2021. IDWF represented domestic workers on behalf of the campaign to expand protections and recognition for essential workers.
- ◆ Global Day of Action on Care, jointly with the ITUC and other Global Unions Federations, October 2021. IDWF added to the chorus of trade unions calling for greater investments in caregiving.
- ◆ Pope Francis' World Meeting of Popular Movements, October 2021. IDWF submitted comments on the effect of the pandemic on accessing social security and relief in their contexts.
- ◆ Oxfam's Feminist Solutions to Build a Caring Economy: Bringing Diverse Voices for a Just Recovery, December 2021. IDWF called for structural shifts of resources from defunding care to valorizing, compensating, and creating social protection pathways for workers of the informal and care economy.
- ◆ The Solidarity Centre's Accountability and Safety for All: the Impact of Domestic Violence on Workers in the Informal Economy. Co-sponsored by IDWF and WIEGO, the webinar focused on the tripartite experience of the Argentinian committee working on freedom from violence at work.
- ◆ Qatari Ministry Of Administrative Development, Labour and Social Affairs (ADLSA)-ILO-GUFs bi-annual meetings to share recommendations and best practices for labour mobility, access to justice, fair recruitment, labor inspection and Operational Health and Safety, and domestic work.
- ◆ Participated in the Global Alliance for Care's first membership meeting on September 21, 2021 to deliberate the first six-month work plan. Led by the National Institute of Women in Mexico in alliance with UN Women, IDWF and 51 other members of the multi-stakeholder alliance work together to address the burden of care that hinders economic opportunities for women.
- ◆ Bi-weekly meetings with WIEGO and its Nets (StreetNet, HomeNet International, and Global Wastepickets Net) to share knowledge and coordinate actions around common objectives
- ◆ Collaborated with the International Trade Union Confederation (ITUC) and other Global Union Federations and provided comments on the UNCSW66 Agreed Conclusions by governments, March 2021

NATIONAL CAMPAIGN VICTORIES

IDWF and its affiliates are involved in national campaigns to improve the daily lives of domestic workers. This year, we saw positive movement across the globe:

- ◆ Domestic workers are building momentum for the ratification of C189 in **Tanzania** and **Zanzibar**. In collaboration with IDWF, Conservation, Hotels, Domestic, Social Services and Consultancy Workers Union (CHODAWU) had meetings with Tanzania and Zanzibar's respective parliamentary leaders and members to plan for discussions in their parliaments.
- ◆ In **Kenya**, a campaign by Kenya Union of Domestic, Hotels, Educational Institutions, and Hospital Workers (KUDHEIHA) was successful in reviving the Domestic Wages Council by the Ministry of Labor. KUDHEIHA sits on the board to give voice to domestic workers in matters relating to wages and implementation and enforcement of wage-related laws. KUDHEIHA has also established a returnee network to identify and submit complaints on behalf of migrant domestic workers. This effort is part of the strategy to push for C189 ratification in Kenya.
- ◆ Jaringan Nasional Advokasi Pekerja Rumah Tangga (JALAPRT) waged a successful campaign that resulted in 1,500 employers registering their domestic workers into BPJS Kesehatan, **Indonesia's** social security system. This will enable the registered domestic workers to have access to the universal health care system - a critically important benefit, especially during the COVID-19 pandemic.
- ◆ In the **Philippines**, United Domestic Workers of the Philippines (UNITED) was recognized by several barangay government units (small local government units) for providing short-term employment schemes for workers affected by the COVID-19 pandemic. Now, UNITED will be authorized to assist domestic workers with finding short-term employment while the pandemic continues to disrupt the sector.
- ◆ National House Manager's Cooperative (NHMC) and its allies were proud to report that **South Korea's** National Assembly adopted the Act on the Improvement of Employment of Domestic Workers on 21st May 2021. Once it takes effect in July 2022, domestic workers who are hired through intermediaries will be officially recognized workers, receive major insurance benefits, and be guaranteed the minimum wage—a watershed achievement.





- ◆ Domestic workers, including migrants, are now covered under **Malaysia's** Employees' Social Security Act (Act 4) and Employment Insurance System (Act 800) starting 1 June 2021. Asosasyon ng mga Makabayang Manggagawang Pilipino Overseas (AMMPO) and Persatuan Pekerja Rumah Tangga Indonesian Migran (PERTIMIG) organized domestic workers to champion this proposal.
- ◆ In **Taiwan**, the Domestic Caretakers Union (DCU) successfully advocated for government documents for migrant workers—such as work permits, employment transfers, and termination paperwork—to be provided in the migrants' languages. This is an important victory, since migrants may otherwise be exploited, misled, or cheated out of wages and labor protections if they cannot understand the documents.
- ◆ In the **Dominican Republic**, domestic workers' advocacy led to the creation of an inter-institutional roundtable on minimum wage and social security. In coordination with the Intersectoral Gender Roundtable, the unions presented a proposal for a special law to regulate domestic work in the country.

This proposal incorporates:

- 1) working hours, no more than eight hours a day and 44 hours a week;
- 2) a minimum wage, which must be established by the National Wage Committee;
- 3) inclusion in social security;
- 4) as well as the recognition of vacations, maternity leave and other rights acquired and recognized to people who are engaged in other types of work. IDWF affiliates Asociación de Trabajadoras Domésticas (ASTRADOMES), Asociación de Trabajadoras del Hogar (ATH), and Unión Nacional Fenamutra de Trabajadoras del Hogar (UNFETRAH) led these efforts.

- ▶ IDWF CONTINUES TO PLAY A CRUCIAL
- ▶ ROLE IN BRINGING THE VOICES OF
- ▶ DOMESTIC WORKERS TO DISCUSSIONS
- ▶ ABOUT LEGAL REFORM.



- ◆ Sindicato Nacional de Trabajadores y Trabajadoras del Hogar (SINACTRAHO) has developed work agreements with three government institutions in **Mexico** (the Ministry of Labour, Education Ministry, and Women's Ministry) to provide services and support for domestic workers in five Mexican states.
- ◆ IDWF continues to play a crucial role in bringing the voices of domestic workers to discussions about legal reform. On 20 March 2021, **Qatar's** new non-discriminatory minimum wage law took effect. Employers also have to provide allowances for food and housing if they do not provide them directly. The legislation also established a Minimum Wage Commission that will review the impact and application of the minimum wage, and propose adjustments, in consultation with different government bodies, experts, workers, and employers (ILO). With several new policy changes and reporting mechanisms, it has been important for Qatari domestic workers to continue providing feedback and suggesting modifications during the implementation phase.
- ◆ In **Jamaica**, the Sexual Harassment Act was passed in the Upper House of Parliament on Friday, October 1, 2021. This landmark victory means that domestic workers will have the same protections against sexual harassment in the workplace as all other workers.
- ◆ In Europe, four countries ratified C189 and C190. **Malta** and **Norway** ratified C189 and **Italy** and **Greece** ratified C190.



PUBLICATIONS AND RESEARCH

PUBLICATIONS

Strong and United Facing up to the Pandemic - The Impact of COVID-19 on Domestic Workers in Latin America

<https://idwfed.org/en/resources/strong-and-united-facing-up-to-the-pandemic-the-impact-of-covid-19-on-domestic-workers-in-latin-america>

The impact of COVID-19 on domestic workers in Africa – Research Result

<https://idwfed.org/en/resources/the-impact-of-covid-19-on-domestic-workers-in-africa-research-result>

The impact of COVID-19 on domestic workers in Africa – Full Report

<https://idwfed.org/en/resources/the-impact-of-covid-19-on-domestic-workers-in-africa-full-report>

A Guide For Filipino Migrant Domestic Workers In Malaysia – Safe Migration Book

<https://idwfed.org/en/resources/a-guide-for-filipino-migrant-domesticworkers-in-malaysia-safe-migration-book>

Domestic Workers Organise for their Recognition and Rights: The SEWA Process

<https://idwfed.org/en/resources/domestic-workers-organise-for-their-recognition-and-rights-the-sewa-process>

Domestic Workers in Europe: Getting the Recognition they Deserve

<https://idwfed.org/en/resources/domestic-workers-in-europe-getting-the-recognition-they-deserve>

Train the Trainers Toolkit on the ILO Violence and Harassment Convention (No. 190) and Recommendation (No. 206)

<https://idwfed.org/en/resources/train-the-trainers-toolkit-on-the-ilo-violence-and-harassment-convention-no-190-and-recommendation-no-206>

COVID-19: Guidance for occupational safety and health for employers and domestic workers

<https://idwfed.org/en/resources/covid-19-guidance-for-occupational-safety-and-health-for-employers-and-domestic-workers>

Ten Years Since Winning C189: Domestic Workers Become an Unstoppable Movement

<https://idwfed.org/en/resources/ten-years-since-winning-c189-domestic-workers-become-an-unstoppable-movement>

Between Regularization and Informality: European States Need to Meet their Commitment to C189

<https://idwfed.org/en/resources/between-regularization-and-informality-european-states-need-to-meet-their-commitment-to-c189>

Across Borders and Movements: Migrant Domestic Workers Resistance

<https://idwfed.org/en/resources/across-borders-and-movements-migrant-domestic-workers-resistance>

PODCASTS AND VIDEOS**Myrtle Witbooi receives Silver Rose Lifetime Award**

English: <https://www.youtube.com/watch?v=B0gkFyTPyHc>

Domestic Work, Not Domestic Abuse

English: <https://www.youtube.com/watch?v=0-qmRCdDVug>

Spanish: https://www.youtube.com/watch?v=_Mx91L4QL9c

French: <https://www.youtube.com/watch?v=SEn4UBKLHPg>

We have hearts like birds: Domestic Workers Journey to Decent Work

English: https://www.youtube.com/watch?v=Lb_gQ6FHGf0

Building a Global Evidence Base for Investments in the Care Economy

English: <https://www.youtube.com/watch?v=uS6a1U4et2E>

Child care in rich Asian countries and Migrant Domestic Workers' own left-behind children

English: <https://www.youtube.com/watch?v=Gmyq0Q-FdBQ>

COVID-19 IMPACTS**The impact of COVID-19 on domestic workers in Africa**

English: <https://www.youtube.com/watch?v=yZV6xVAsGXU>

French: <https://www.youtube.com/watch?v=BuLErxFDlrE>

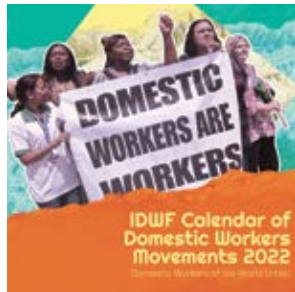
Impact of COVID-19 on Domestic Workers in Latin America and the Caribbean

Spanish: <https://www.youtube.com/watch?v=z05Pdqh6rZA>

Implications of COVID-19 on the lives of domestic workers in Jordan, Kuwait, and Qatar

English: <https://www.youtube.com/watch?v=qG1XYeCddf8>

French: https://www.youtube.com/watch?v=8-RL-g9-z_8



2021 INTERNATIONAL WOMEN'S DAY

Myrtle Witbooi, IDWF President, sends blessings to all women in the world on 2021 March 8!

English: https://www.youtube.com/watch?v=1hv_o1ziaPU

IDWF 2021 Women's Day - Asia - Dang (FADWU, Hong Kong)

English: <https://www.youtube.com/watch?v=v38nMTYwNVc>

IDWF 2021 Women's Day - Latin America - Creuza Maria Oliveira (FENATRAD, Brazil)

English: <https://www.youtube.com/watch?v=ltLkNT-kLGw>

IDWF 2021 Women's Day - Africa - Myrtle Witbooi (SADSAWU, South Africa)

English: https://www.youtube.com/watch?v=_I2kpUDSpGw

IDWF 2021 Women's Day - MENA - Mary Ann (SKDWA, Kuwait)

English: <https://www.youtube.com/watch?v=q52cknB6YV4>

ASIA-PACIFIC REGIONAL REVIEW OF IMPLEMENTATION OF THE GLOBAL COMPACT FOR SAFE, ORDERLY AND REGULAR MIGRATION

Fish Ip, the IDWF Asia regional coordinator, on migrant domestic workers

English: <https://www.youtube.com/watch?v=LcPsWoJlKJI>

Shiella Estrada, a migrant domestic worker leader and currently the chairperson of the Progressive Labor Union of Domestic Workers in Hong Kong (PLU)

English: <https://www.youtube.com/watch?v=DRWCxS6PJAs>

10TH ANNIVERSARY OF C189 CELEBRATIONS

C189 10-Year Celebration Film - Ten years later, in 2021, what has changed?

English: <https://www.youtube.com/watch?v=m3vSYCQmhWM>

10 Years of Resilience: A Celebration of the Domestic Workers Convention

English: <https://www.youtube.com/watch?v=GBhiHpuj33k>

Spanish: <https://www.youtube.com/watch?v=Hv8WHklcnl8>

French: <https://www.youtube.com/watch?v=4pqgA5NUE1I>

Portuguese: <https://www.youtube.com/watch?v=t4Jljk1Nvjo>



10 Years since C189: Domestic Workers' Need for Social Protection

English: <https://www.youtube.com/watch?v=VA9Q8iMI-T4>

Spanish: <https://www.youtube.com/watch?v=RJaijmTipJ8>

Manuela Tomei, Director of the Conditions of Work and Equality Department, ILO

English: <https://www.youtube.com/watch?v=XUVq3x30kgM>

“IDWF Calendar of Domestic Workers Movements 2022 - Domestic Workers of the World Unite!”

English: <https://www.youtube.com/watch?v=FyRTLtGLsVY>

Latin America Presentation

Spanish: <https://www.youtube.com/watch?v=ZZ15H0iXvq0>

AFFILIATE VIDEOS

Our Vision - Sisters from FADWU Hong Kong

English: <https://www.youtube.com/watch?v=ul-tX4V0hIM>

World Pride Event with FETRADOMOV & SUTRADOTRANS

Spanish: <https://www.youtube.com/watch?v=cPm8241qztk>

Jala PRT fight for Domestic Workers Law

English: <https://www.youtube.com/watch?v=lvgZYMThaqE>

IDWF - JALA PRT - UNITED Webinar on Cross-border Exchange

English: <https://www.youtube.com/watch?v=96sDHeRRXgk>

Philippines Senator Risa Hontiveros on C189 Ratification and Domestic Workers Law

Tagalog: <https://www.youtube.com/watch?v=tV1UILBefSQ>

ESSENTIAL FOR RECOVERY VIRTUAL SUMMIT 2021

Binti Rosidah, PERTIMIG Malaysia

Bahasa Indonesia: <https://www.youtube.com/watch?v=f2Ebkwput0M>

Meriam Prado, Alliance of Domestic Workers - Lebanon

English: <https://www.youtube.com/watch?v=JlGHYVfd5AY>

Ruth Khakame, KUDHEIHA

English: <https://www.youtube.com/watch?v=XTnUzftSLY>



CHALLENGES

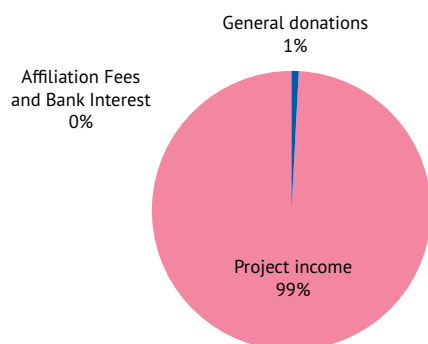
Our work presents many challenges—both external and internal:

- ◆ **Isolated and invisible nature of work in private homes**
- ◆ **Dependence on employers for housing, food, and immigration statusw**
- ◆ **Fear of assault and harassment**
- ◆ **Domestic work is often excluded from labour laws**
- ◆ **Long work hours, no rest or free time or holidays**
- ◆ **Hostility from authorities**
- ◆ **Deterioration of working conditions due to COVID-19 pandemic**

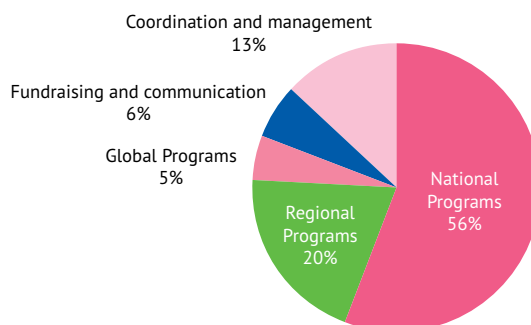


FINANCIAL REPORT 2021

INCOME – USD 2,405,491



EXPENDITURE – USD 2,440,506



	Hong Kong *	Swiss ^	TOTAL
Income	USD	USD	USD
Affiliation Fees	1,162	3,954	5,116
Bank Interest	404	0	404
General donations	9,380	606	9,986
Project Income	2,151,896	238,089	2,389,985
TOTAL	2,162,842	242,649	2,405,491
Expenditure	USD	USD	USD
1. National Programs	1,204,456	151,693	1,356,149
2. Regional Programs	464,621	25,504	490,125
3. Global Programs	128,453	0	128,453
4. Fundraising and communication	101,764	34,205	135,969
5. Coordination and management	329,397	413	329,810
TOTAL	2,228,691	211,815	2,440,506
Deficit	-65,849	30,834	-35,015

NOTE:

The currency used is USD.

* refers to International Domestic Workers Federation Limited registered in Hong Kong. Exchange rate USD 1 = HKD 7.80

^ refers to International Domestic Workers Federation registered in Swiss. Exchange rate USD 1 = CHF 0.9151

For details on the consolidated financial statements, please refer to www.idwfed.org



OUR FUNDERS AND PARTNERS

IDWF IS GRATEFUL FOR THE SUPPORT OF

- ◆ AVINA Foundation
 - ◆ Bread for the World
 - ◆ Collective Future Fund
 - ◆ Foundation for a Just Society
 - ◆ Friedrich-Ebert-Stiftung (FES)
 - ◆ Global Fund for Women
 - ◆ International Labour Organization (ILO)
 - ◆ Kommunal Municipal Union
 - ◆ FNV Mondiaal
 - ◆ Novo Foundation Fund of Tides Foundation
 - ◆ Olof Palme International Centre
 - ◆ Open Society Foundations
 - ◆ Open Society Initiative for Southern Africa (OSISA)
 - ◆ SASK – Trade Union Solidarity Centre of Finland
 - ◆ Swedish International Development Cooperation Agency (SIDA), and
 - ◆ Women in Informal Employment: Globalizing and Organizing (WIEGO)
 - ◆ Anti-Racism Movement (ARM)
 - ◆ Association of Women in Development (AWID)
 - ◆ Building and Wood Workers' International (BWI)
 - ◆ Center for Women's Global Leadership
 - ◆ European Federation of Trade Unions in the Food, Agriculture and Tourism (EFFAT)
 - ◆ Global Alliance Against Traffic in Women (GAATW)
 - ◆ Global Union Federations (GUFs)
 - ◆ The International Federation of Workers' Education Associations (IFWEA)
 - ◆ International Trade Union Confederation (ITUC)
 - ◆ International Union of Food, Agricultural, Hotel, Restaurant, Catering, Tobacco and Allied Workers' Associations (IUF)
 - ◆ Migrant Forum Asia
 - ◆ Migrant-Rights.org
 - ◆ UN Women, and
- many more enhance our resources and enable IDWF to grow stronger.

OUR AFFILIATIONS

The IDWF is affiliated to two other global organizations:

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

<http://www.iuf.org>



Women in Informal Employment: Globalizing and Organizing (WIEGO):

<http://www.wiego.org>



Women in Informal Employment:
Globalizing and Organising





WHO WE ARE

OFFICE BEARERS

President: Myrtle Witbooi, SADSAWU, South Africa

Vice President: Carmen Britez, UPACP, Argentina

General Secretary: Elizabeth Tang

EXECUTIVE MEMBERS – TITULAR

Novelita Valdez Palisoc, UNITED, Philippines

Shirley Pryce, JHWU, Jamaica

Femke Buys, CSC A&S, Belgium (since 2021 Sep 1)

Grace Papa, CSC A&S, Belgium (until 2021 Aug 30)

Andrea del Carmen Morales Perez, FETRADOMOV, Nicaragua

Gilda Victoria Blanco Franzua, NDWA, USA

EXECUTIVE MEMBERS – ALTERNATE

Asmaou Bah, SYNEM-GUINEE, Guinea

Gyanu Maya Kshastri, HUN, Nepal

Norma Nelson, ATLU, Antigua & Barbuda

Wendy Paula Galarza Quinonez, FILCAMS CGIL, Italy

Doug Moore, UDWA, USA



THE TEAM

5 Regional Coordinators in each of the 5 regions:

Africa, Asia, Europe, Latin America and Middle East & North Africa, with some supported by Program Officers, total 5

2 Field Organizers at country level

2 Finance Accounting Officers

1 Administrative Officer

1 Project Manager

1 Strategic Program Coordinator

1 Communication Officer

PHOTO CREDITS

Cover	Jennifer Natalie Fish
3	National Domestic Workers Alliance (NDWA)
4	Jennifer Natalie Fish
6	National Domestic Workers Federation (NDWF)
9	SOLIDAR
10	Jennifer Natalie Fish
11	International Labour Organization (ILO)
12	Guy Ryder
12	International Trade Union Confederation (ITUC)
12	STOP Gender-based violence in the world of work, #RatifyC190
15	Women in Informal Employment: Globalizing and Organizing (WIEGO)
15	Oxfam
16	SocialProtection.org
16	International Trade Union Confederation (ITUC)
18	Kenya Union of Domestic, Hotels, Educational Institutions, Hospitals and Allied Workers (KUDHEIHA)
19	Asosasyon ng mga Makabayang Manggagawang Pilipino Overseas (AMMPO)
	Persatuan Pekerja Rumah Tangga Indonesian Migran (PERTIMIG)
19	Domestic Caretakers Union (DCU)
19	Asociación de Trabajadoras Domésticas (ASTRADOMES)
	Asociación de Trabajadoras del Hogar (ATH)
	Unión Nacional Fenamutra de Trabajadoras del Hogar (UNFETRAH)
23	Essential For Recovery
24	Federazione Italiana Lavoratori Commercio, Turismo e Servizi (FILCAMS CGIL NAZIONALE)
24	Instituto de Promoción y Formación de Trabajadoras del Hogar (IPROFOTH)
24	Home Workers Trade Union of Nepal (HUN)
26	Margaux
27	Jennifer Natalie Fish



IDWF Annual Report 2021

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International Domestic Workers Federation

Website: idwfed.org

Email: info@idwfed.org

Facebook: [@IDWFED](https://www.facebook.com/IDWFED)

Twitter: [@IDWFED](https://twitter.com/IDWFED)



THE INTERNATIONAL DOMESTIC WORKERS FEDERATION (IDWF) IS A MEMBERSHIP-BASED, GLOBAL ORGANIZATION OF DOMESTIC WORKERS.

WE AIM TO UNITE DOMESTIC WORKERS TO FIGHT FOR OUR RIGHTS, OVERCOME EXPLOITATION AND ABUSE, AND SECURE DIGNITY, JUSTICE AND SECURITY.

IDWFED.ORG

