



# IDWF RESOLUTIONS

Adopted in IDWF 4th Congress in De Haan of Belgium in October 2023 and Exco meeting in November 2023

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# Foreword

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“The IDWF has turned 11 years old, our movement is growing, expanding and consolidating in 7th regions of the world. Our 4th Congress in De Haan, Belgium, has marked a leadership transition in our democratic life as a federation. We celebrated our power, our resilience and we adopted 14 resolutions coming from our affiliated organizations. They give a clear mandate to the elected leadership and to provide focus and

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political vision for the next 5 years to realize the vision of justice and liberation, as envisioned by domestic workers around the world.

*From President Carmen Britez and General Secretary Adriana Paz Ramirez*



# 1

## IDWF COMBINED RESOLUTION ON THE CARE ECONOMY

### *Domestic Workers as Care Workers, and with the right to Child Care and Elderly Care Support*

*Based on resolutions proposed by the IDWF Congress in 2018, the Jamaica Household Workers Union 2018, IDWF affiliates in Asia and the Americas in 2023.*

#### **Acknowledging:**

**That** a discussion about the social and economic value of care is being held at a global level and 75.6 million domestic workers (who account for approximately 18 % of the global paid care workforce providing both direct and indirect care for private families) constitute a major part of paid care workers across many different contexts.

That in the global debate of care international organizations and such as the ILO and the UN have regarded care as a right - **“the right to care”**- as fundamental premise for the sustainability of societies and national economies especially in post pandemic times.

#### **Recognising:**

**That** the COVID-19 pandemic has evidenced the social and economic value of care. While all economic activities came to a halt, care work never stopped and was essential to save lives and keep households functioning. Despite this, the working conditions of domestic workers have deteriorated (confinement, layoffs, reduced working hours, lower wages, and cancellation of social security registration). In addition, domestic workers have been subjected to harassment and gender-based violence.

**That** the demand for care for dependent persons (children, older adults, persons with disabilities and sick persons) requires a growing workforce that is properly trained to provide the necessary care.

**That** a significant number of domestic workers globally are migrant workers (the ILO estimates this at one in five domestic workers worldwide), which comprises 'global care chains. Migrant domestic workers either work legally in a country or lack the relevant documentation. If they are in informal employment, they are doubly “illegal” due to their migration status and their informal job.

**That** women have massively entered the labour market yet care responsibilities have not been redistributed in households, which means that women have an excessive daily workload, with the poorest and most racialized women being worst off.

**That** the right to childcare is recognized in ILO Convention 102 on Social Security, ILO Convention 156 on Workers with Family Responsibilities, ILO Convention 183 on Maternity Protection and ILO Convention on the Decent Work for Domestic Workers as key relevant labour standards.

**That** older domestic workers face highly vulnerable living conditions, because their jobs developed in poor working conditions with no access to social security, so they do not have access to retirement benefits or their retirement benefits are extremely low, while most of them have no access to free healthcare services let alone to protection and care services, and many of them are living in poor conditions,

**That** not only are domestic workers providers of care services but also provide unpaid care work for their families and communities, and as a consequence they and their families also have care needs themselves, which should be addressed by societies and governments.

**Concerned:**

**That** in the present global Care debate and narrative, the presence, contribution and the care work burden borne by domestic workers is rarely acknowledged.

**That** the initiatives around Care by the IDWF affiliates are currently isolated from one another and focusing on the national context.

**That** few governments have developed comprehensive Care policies and programmes to guarantee the right to care for all, the rights of care providers, the co-responsibility of the State, and the required cultural changes. Domestic workers should be part of a comprehensive system that recognizes their rights as care providers and also provides care to all domestic workers needing care.

**THEREFORE, BE IT RESOLVED THAT THE IDWF:**

**Reinforces strategic alliances** with the Global Union Federation (GUF) and the Global Alliance on Care (The GAC) **and forms additional** strategic alliances with other unions, federations, associations of care workers, and coalitions working on care when necessary with the aim of integrating domestic workers into the global “care” agenda – recognizing rights of domestic workers as care workers;

**Participates** in key strategic meetings with government bodies and departments, UN agencies (including the ILO), civil society and the private sector to amplify the voices of domestic workers and assert our presence in these platforms on the Care economy.

**Creates** a global, coordinated campaign on Care focusing on the informal sector and domestic workers, leveraging the 5Rs (Recognize, Reduce, Redistribute, Reward and Represent) as a global campaign on care economy.

**To Achieve the Objectives where** governments recognize all Domestic Workers as Care Workers and implement solutions to provide appropriate care to dependent persons, ensuring that care work is safe, decent, and well-paid, including training and professional development for workers. This includes:

- The integration of domestic workers into a comprehensive care system as care providers and receivers.
- Supporting initiatives and advocacy efforts of affiliates aimed to secure provision of affordable public quality childcare services as part of national social protections systems in the world, if that does not already exist, and to campaign for such policies to be developed and implemented.
- Advocating and ensuring that access to maternity leave benefits for domestic workers are part of the national social protection schemes and are implemented in practice.
- Securing access to retirement benefits for older domestic workers, as well as access to free healthcare services and care programmes, plus policies aimed at eliminating all forms of discrimination affecting older domestic workers' continued labour
- Appropriately addressing the housing situation of retired domestic workers.
- Programmes and special protection for migrant domestic workers (including undocumented migrant workers)
- The ratification and implementation of ILO Convention 189 to ensure minimum social and labour protection for all domestic workers.



# 2

## LIVELIHOOD AND ECONOMIC EMPOWERMENT

*Composite Resolution on Livelihood and Economic Empowerment of Domestic Workers proposed by Caribbean Affiliates and HUN, Affiliate in Nepal*

**The IDWF Congress notes that:**

Domestic workers should be entitled to rights to meaningful livelihood and basic income. There is a lack of decent living wages and skill recognition of domestic workers across the world. Domestic Workers suffer from various economic insecurities and vulnerabilities, living hand-to-mouth day by day, and facing high levels of stress while trying to take care of their families.

The Covid-19 pandemic has exposed the vulnerabilities of Domestic Workers even more as so many had lost their jobs and had no savings to fall back on; The increase of unemployment and poverty suffered by domestic workers in the post-pandemic era is very concerning.

Domestic Workers are essential workers who take care of other people's homes and families every day, their skills and work should be recognized for their vital contribution to society.

Policies and laws must be in place to guarantee decent work for domestic workers so that they enjoy basic labour rights as all other workers such as minimum wage, sickness benefits and other social protections.

Economic empowerment is critical to improve the quality of life of Domestic Workers, and when they are economically stronger, they can be stronger leaders in the global Domestic Workers movement.

**Therefore, be it resolved that:** The IDWF promotes the rights of employment, decent wages and upskilling opportunities for domestic workers; identifies and supports initiatives that will promote the economic empowerment of Domestic Workers, especially in the following areas:

**Training:** IDWF works to explore occupational training opportunities for Domestic Workers to acquire new skills so that they can upskill and have more opportunities to find jobs that has more income; they may use to start supplemental micro-businesses or take on additional tasks within the household to increase their wages, including digital skills to support household management.

**Advocacy:** IDWF will advocate for policies that promote the economic empowerment of Domestic Workers, such as right to employment and decent income, formal recognition of domestic workers' skill and upskilling programs, and financial literacy.

**Partnership:** IDWF will collaborate with other organizations and stakeholders, including government agencies, employers, and civil society organizations, to assist their affiliates to identify and access resources for income generating activities.

IDWF acknowledges that the right to livelihood, economic empowerment and skill recognition is a critical step towards the overall well-being and empowerment of Domestic Workers. By implementing these initiatives, we hope to create a more just and equitable society where Domestic Workers are respected, valued, and financially secure.



## COMPOSITE RESOLUTION ON CLIMATE CHANGE, OCCUPATIONAL SAFETY AND HEALTH IN WORKPLACE

*Proposed by SYTDTEICI in Ivory Coast and Affiliates in Africa*

**Whereas** the International Labour Conventions 155 and 190 are fundamental ILO standards laws to fight against occupational diseases, violence, and harassment in all employment relations while C189 being the Convention for domestic workers on decent work and recognizes domestic worker as any other worker.

**Affirming** that domestic workers who are hired to work in private homes are exposed to numerous hazards (physical, chemical, mechanical, biological, psychosocial, and ergonomic) with very little protection and compensation for work-related diseases and injuries; Equipment Hazards, Substance-related risks, Risks linked to physical working conditions, Risks linked to the organization of work (schedule, content of tasks, lack of leave, etc., Traffic risks; Handling. Among OSH risk factors for Domestic workers include use chemicals; carry heavy loads; cutting equipment; gas; repetitive actions and falls following poor installation of household equipment; circulation, handling and poor storage of several effects.

Consequences of occupational diseases are not limited to, suffering due to injury or illness. loss of income, the risk of losing your job, the cost of medical treatment. Domestic workers are at high risk of occupational hazards from extreme weather events, whereby an increase in frequency and severity due to climate change for instance hurricanes, poses a variety of health and safety hazards, such as injuries from slips and falls , struck by airborne objects, inadequate sleep and nutrition because of long and uninterrupted work shifts, physical exhaustion including mental stress. Other climate related effects include Floods, prolonged droughts, landslides, lightning strikes, and wildfires.

**Similarly**, climate change, natural disasters, and pandemics continue to affect domestic workers and the environment which result to loss of lives, jobs, salaries, environmental degradation, we realize that the poor and the vulnerable workers including domestic workers mostly bear the brunt of these calamities without adequate remedy

**Noting** also that some common allergic diseases are climate sensitive because warmer conditions favor airborne allergens (e.g., fungal spores, plant pollen, and moulds) while poisonous plants have significant implications for domestic workers who also work outdoors.

**Observing** also that, it is important for domestic workers to have right to attain knowledge in on Climate Change, Occupational Health and Safety aspects which include but not limited to: risk or hazard identification and assessment, develop plans to remove or reduce them, and comply with health and safety laws. **Therefore, let it resolve by Congress-in-session:**

- That IDWF collaborates with supportive global institutions to mobilize resources geared towards training, enlightening, educating and empowering domestic workers with requisite knowledge about health and safety procedures, specific job practices, and skill levels in an acceptable standard, geared towards negotiating for change. IDWF to establish / designate OSH and Climate Change desk/personnel to effectively spearhead the campaign. OSH and Climate change impacts eats on decent work for domestic workers.
- That IDWF affiliates in collaboration with other global labour organizations to support affiliates lobby their national governments to put in place protective measures and policies to mitigate the effects of climate change on workers, support awareness raising and education among domestic workers on climate change, natural disasters, and pandemic effects, and come up with mitigation measures, compliance standards.
- That IDWF to build capacity of its affiliates at regional level to understand the impacts of climate change to the sector including migration and climate Justice, Health and Safety at workplace. To assist affiliates on conducting successful campaigns and lobbying events/ meetings
- IDWF to design and develop a standard manual on Occupational Health and Safety education for domestic workers and climate change. To assist affiliates adopt for training to members on risk prevention and use of protective gears.

# 4

## TO PROMOTE ENVIRONMENTAL PROTECTION THROUGH WASTE REDUCTION AND RECYCLING

*Proposed by IDWF affiliates in Latin America, North America and the Caribbean*

**Considering** the commitment in the IDWF Regional Meeting to a resolution on the Environment.

**Celebrating** the support of the Ministry of Environment and Natural Resources in the Dominican Republic to our campaign “Don’t Hit Me!;

**Considering** that many of us domestic workers used to work the land as farmers with our families and we suffer the impacts of the contamination of our lands, rivers and seas.

**Considering** that our families and communities are among the first affected by pollution and the lack of application of environmental legislation in our countries

**Considering** that in many Latin American countries, hazardous chemicals are thrown into the wild, often with serious consequences for humans and the natural environment by causing a chemical risk<sup>1</sup>. Depending on the product, the consequences can be serious health problems for the workers and the community and permanent damage to the natural environment. Nowadays, almost all workers are exposed to some type of chemical risk because dangerous chemicals are used in almost all branches of industry.

**Considering** that the climate crisis that affects the whole world is the result of a production model that depletes natural resources, pollutes the environment, sickens the population, and puts human life on the planet at risk.

The population that is most vulnerable to the impacts of such changes are the poorest people in developing countries, who besides living in the areas most affected by climate phenomena (such as droughts, floods, inundations, landslides, etc) increasingly see their chances of living in their countries of origin reduced, so that the effects of the climate crisis directly impact on migration waves and in this way domestic work in the countries of origin becomes an option of occupation and generation of work and income for a large part of the migrants.

<sup>1</sup> Activities producing chemical waste include cleaning with chemical products; welding tasks; casting operations; distillations, rectifications and extractions; and, teaching and research activity in laboratories, among others. In the absence of proper techniques to dispose of chemical waste, the latter is being deposited in the oceans, rivers, lakes, fields, neighborhood roads, among others, and end up in our drinking water, in children’s playgrounds, farm land or in the food we eat.

**Calls** on affiliates to:

Adopt measures to reduce the risk of contamination, such as:

- Workshops to raise awareness of chemical products.
- Environmental education talks.
- Recycling workshops.
- Strategic alliances with the Recyclers movement (the Recyclers movement forms part of the informal sector).
- Strategic alliances with another GUFs to work on Climate Change actions.
- Monitoring the reforestation and beach cleaning work that is being done in conjunction with the Ministry of the Environment; and,
- Transforming our homes into ecological homes.

We are working on the development plan for ecological homes, an Ecological Home is one that cares about the care of the environment and is responsible for the use of resources within your home.

# 5

## COMPOSITE RESOLUTION ON MENA REPRESENTATIVES IN THE IDWF EXECUTIVE COMMITTEE

*Proposed by IDWF affiliates in Asia, Sandigan Kuwait Domestic Workers Association, Domestic Workers Solidarity Network in Jordan, Bayanihan Domestic Workers Qatar,*

**Recognizing** the significant presence of migrant domestic workers in the Middle East and North Africa (MENA) region,

**Acknowledging** the unique social and political context the region presents in relation to the realization of rights Domestic workers,

**Expressing** concern at the lack of basic rights such as freedom of association, the existence of employer-tied visa regimes like the Kafala system, and the high risk of incarceration and deportation that migrant domestic workers in the region face,

**Commending** the success of the IDWF affiliates in the MENA region in organizing and advocating for the rights of migrant domestic workers, despite the significant legal, social, and political challenges, and acknowledging the limited scope for advocacy measures,

**We hereby Resolve to** the inclusion of one member from the MENA region in the Executive Committee of the IDWF by amending the IDWF Constitution 9.2 to read as.

“The Executive Committee shall be composed of one representative from each of six seven regions: Africa, Asia/Pacific, Latin America, Caribbean, Europe, and North America, and Middle East and North Africa, including the elected Office Bearers – President and Vice-President. Each Region will have the right to elect one alternate member to the Executive Committee, who shall perform the duties in the member’s absence.”

This resolution is presented with the goal of enhancing the Mena migrant domestic workers representation within the International Domestic Workers Federation.

# 6

## COMPOSITE RESOLUTIONS ON MIGRANT DOMESTIC WORKERS - ORGANIZING IN THE DESTINATIONS, ADVOCATING FOR RIGHTS AND COMBATING HUMAN TRAFFICKING

*Based on proposed resolutions on “Prioritize the Organizing of Migrant Domestic Workers in Destination” by IDWF affiliates in Asia, “Resolution to Combat Human Trafficking and Improve Migrant Worker Rights in the MENA region” by IDWF affiliates in MENA, and “Resolution on strengthening trade union power and organizing domestic workers in Europe” by IDWF affiliates in Europe.*

The IDWF 4th Congress:

**Recognizes** the congress resolution adopted in 2018 “Protection of Migrant Domestic Workers” and its continuous relevance

Notes that the number of international migrants has tripled since 1960 to 281 million in 2020. The ILO 2015 estimates of migrant domestic workers (MDWs) is 11.5 million and that is one out of six (17%) of the total domestic workers globally and that there are at least 75.6 million domestic workers above the age of 15 years old in 2021. There is especially a massive hike in the number of migrant domestic workers (MDWs) in the post-pandemic era as governments of countries of origin rely on MDWs for remittance as a quick fix for the economic and financial crisis.

MDWs are increasingly vulnerable to abuses and forced labour due to the kafala or sponsorship system, exploitation by private employment agencies, and the lack of grievances redress mechanism. Particularly, migrant domestic workers in the Middle East and North Africa (MENA) region are vulnerable to extreme human rights and labor rights abuses. Migrant workers are reliant on agencies and brokers for information and transit, potentially leading to misinformation, exploitation, and human trafficking,

Further note that Migrant domestic workers are frequently denied the right to freedom of association, to form unions, resulting in a lack of collective bargaining power and further vulnerability to rights violations,

The lack of control and protection of these workers in their employment situation is alarming. It leads to situations akin to modern slavery and forced labor.

It is deeply troubling on the impacts on domestic workers, including serving jail terms for issues they are not guilty of, being denied return tickets home, and



forced to continue working without valid work permits, falling prey to organ harvesting schemes, and enduring extreme trauma and even loss of life,

**HEREBY RESOLVES that the IDWF and its affiliates commit to**

**1. ORGANIZING and EMPOWERMENT:** to put organizing Migrant domestic workers in destination countries as a priority and provide support and information to them; this includes the hiring of organizers in the countries of destinations, education, outreach, building leadership and collaboration with community-based migrants groups.

**2. SOLIDARITY BUILDING, VOICES and REPRESENTATION:** to build solidarity, voices and representations of MDWs. This includes advocacy for freedom of association, voices and representations of MDWs in all levels.

**3. ADVOCACY:**

To strengthen collaboration with other networks on advocacy for migrant domestic workers' rights. This includes the campaigns on:

- ratification of C189 that governments in the country of destination to enact labour law reforms,
- regulations of private employment agencies and ratification of C181 - Private Employment Agencies Convention, 1997 (No. 181),
- regularization channels for MDWs and comprehensive immigration reforms, and

To promote affiliates to take actions to politically influence the public bodies to strengthen the supervision of slavery-like situations that migrant domestic workers are subject to.

**4. REMINDING GOVERNMENTS OF THEIR RESPONSIBILITIES:** to take actions to keep reminding governments in the country of origin and country of destination of their responsibilities to ensure safe migration and to implement measures such as to maintain a database of the domestic workers who migrate and the deployment of government representatives of the country of origins in the country of destination to facilitate the access to justice of the migrant domestic workers.

**5. COMBAT HUMAN TRAFFICKING:** to lead global campaigns combating human trafficking, this includes advocacy for abolishing the kafala or sponsorship system, identification of legal and policy gaps in MDWs' access to justice, and to advocate for regularization channels for MDWs and comprehensive immigration reforms.

# 7

## RESOLUTION ON PROTECTING THE TRANS-GENDER AND MARGINALIZED MINORITIES IN THE DOMESTIC WORKER INDUSTRY

*Based on the decision adopted by the Pre-Congress of the Americas, held in Sao Paulo, Brazil on inclusion, non-discrimination and equal rights for LGBTQI domestic workers.*

**Whereas**, recognizing that the transgender and marginalized minorities have historically faced marginalization, discrimination, and violence in society and the workplace;

**Whereas**, acknowledging that domestic workers, who are predominantly women of color, encounter significant barriers to fair pay, safe working conditions, and legal protections due to their exclusion from labor laws;

**Whereas**, understanding that the transgender and marginalized minorities employed as domestic workers face compounded discrimination and violence, stemming from their race, gender identity, and occupation;

**Whereas**, affirming that safeguarding the rights and safety of the transgender and marginalized minorities in the domestic worker industry is crucial for promoting justice, equity, and dignity in the workplace and society as a whole;

**Whereas**, recognizing that the current political system often lacks representation for new voices and minority perspectives, perpetuating a system designed to protect existing interests and maintain minority rule;

**Therefore, be it resolved that:**

1. The creation of a Secretary of Gender and Diversity, with a primary focus on training sector leaders in the subjects of Gender and Diversity, and establishing a space where diversity is actively included.
2. Forceful advocacy for policies that promote gender fairness and diversity among affiliates, with an emphasis on uplifting the voices and experiences of the transgender and marginalized minorities.
3. We call on lawmakers and policymakers to pass comprehensive labor laws that include domestic workers and ensure fair pay, benefits, and legal protections against discrimination, harassment, and exploitation.
4. We urge employers of domestic workers to implement and enforce anti-discrimination and anti-harassment policies, while also providing safe working conditions and protection against violence and abuse.

5. We encourage labor unions and worker organizations to prioritize the needs and concerns of the transgender and marginalized minorities in the domestic worker industry, actively working towards creating a more inclusive and equitable workplace for all domestic workers.
6. We recognize and uplift the voices and leadership of the transgender and marginalized minorities in the domestic worker industry, committing to support their efforts in advocating for their rights and safety.
7. We call on all individuals and organizations to take action in dismantling systemic racism, transphobia, and discrimination in the workplace and society. This includes promoting a culture of respect, inclusion, and dignity for all people, regardless of their race, gender identity, or occupation.



## THE RISE OF AUTHORITARIAN REGIME

*Proposed by IDWF affiliates in Asia<sup>2</sup>.*

**Acknowledging** that IDWF being one of the leading global union federations promoting realization of democracy and human rights among all workers.

**Recognizes** the rise of authoritarian regimes and political suppression in recent years.

**Concerned** the shrinking organizing and democratic space of domestic workers and the political risks faced by workers.

**Promotes** the creation of shared care and support for members and leaders under risks.

**Approves** the alliance with other global union federation and human rights organizations to defend human rights and freedom of the workers in the world.

**Recommends** IDWF:

- To regularly update political situation and map affiliates who are under risks.
- To fight for all workers' freedom of association and expression and rights to organizing freely, right to assemblies and workers' action.
- To fight for judicial independence, clean and fair investigation and prosecution procedure against perpetrators of abuses and accessible grievance address process.
- To give solidarity to strengthen each other's democracy movements.
- To provide emergency support to domestic workers leaders as workers' and human rights defenders who are under political suppression.
- To provide protocol in protecting and supporting members and leaders in risks, including cyber security trainings and organizational security audits.
- To constantly create safe space for mutual sharing and support among workers in risks.
- To fight against political suppressions, including making use of UN mechanisms and international covenants and conventions.

<sup>2</sup>The resolution is based on the discussion among Asia affiliates on its online discussion on 9th Apr 2023 on the exchanges of political suppression faced by our affiliates and partner organizations in Asia. The IDWF Asia affiliates include: National Domestic Women Workers Union (NDWWU), Bangladesh; Independent Democratic Association of Informal Economy (IDEA), Cambodia; Association of Domestic Workers (ADW), Cambodia; Hong Kong Federation of Asian Domestic Workers Unions (FADWU), Hong Kong; National Domestic Workers Federation (NDWF), India; Self Employed Women's Association (SEWA), India; Gharelu Kamgar Panchayat Sangam (GKPS), India; Jaringan Nasional Advokasi Pekerja Rumah Tangga (JALA PRT), Indonesia; Asosasyon ng mga Makabayang Manggagawang Pilipino Overseas (AMMPO), Malaysia; Persatuan Pekerja Rumah Tangga Indonesian Migran (PERTIMIG), Malaysia; Home Workers Trade Union of Nepal (HUN), Nepal; United Domestic Workers of the Philippines (UNITED), Philippines; National House Manager's Cooperative (NHMC), South Korea; Domestic Workers Union (DWU), Sri Lanka; PROTECT UNION, Sri Lanka; Domestic Caretakers Union (DCU), Taiwan; Network of Domestic Workers in Thailand (NDWT), Thailand



## ON SOLIDARITY AND JUSTICE FOR PERU AND OTHER COUNTRIES IN DEMOCRATIC CRISIS

*Proposed by the Pre-Congress of the Americas, held in Sao Paulo, in May 2023. Prepared by Peru's domestic workers organizations: Training Centre for Domestic Workers (CCTH), Federation of Paid Domestic Workers of Peru (FENTRAHOGARP), Trade Union of Domestic Workers of the Region of Lima (SINTTRAHOL), Institute for the Promotion and Training of Domestic Workers (IPROFOTH)*

**CONSIDERING THAT**, on 7 December 2022, power groups and right-wing political parties carried out a coup to oust President Pedro Castillo, a democratically elected representative of the Peruvian people, and instead put Dina Boluarte, the Vice-President until then, as the President. Since December 2022, seeking to silence the voices of the majority of the Peruvian people and in a context of injustice, systematic violations of human rights have been committed by law enforcement,

**CONSIDERING THAT** that since the attempted self-coup by President Pedro Castillo in December 2022, which led to the succession of his vice president Dina Boluarte, systematic violations of human rights by the security forces supported by power groups and right-wing parties have occurred, seeking to silence the voices of the Peruvian people in a climate of impunity, in the search for justice for the 49 extrajudicial executions that occurred during the social protests.

**CONSIDERING THAT** the political crisis has resulted in an economic and social crisis, and we are facing unemployment and rising costs of life, which particularly affect women domestic workers and jeopardize their labor and social rights.

**CONSIDERING THAT** the situation that Peru is experiencing is unfortunately not unique to our region but is repeated in other parts of the world

**CONSIDERING THAT** women workers face multiple forms of violence, including violence against the efforts of domestic worker organizers as they fight for social justice, since they are victims of persecution and harassment because they support and are part of the people taking to the streets

**Therefore,**

**WE RESOLVE THAT** we will stand with the Peruvian people and other countries facing similar situations, especially with domestic workers, denounce in international forum the human rights violations taking place in Peru, and promote denunciation actions at the abuses by law enforcement with total impunity

**WE FURTHER RESOLVE THAT** will continue supporting domestic workers' organizations, as well as to send communications and statements to these governments expressing concern for the violation of human and labor rights.

**FINALLY, WE RESOLVE THAT** will join international efforts in the construction and strengthening of social movements in the countries, through their living organizations, such as domestic workers' unions, with the aim of pushing processes of change and social justice, building conscious and critical citizenship with equality, justice and freedom.

# 10

## ON FINANCIAL SUSTAINABILITY

*Based on the resolutions of 'IDWF Sustainability – diversifying funding resource; and on Financial Sustainability of the IDWF' proposed by affiliates of Asia and the Exco*

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

**Therefore, be it resolved** that the IDWF Executive Committee to develop strategies for diversifying its funding resources for the long-term financial sustainability of the organization and design projects to strengthen the awareness and capacities of the affiliates on the financial sustainability of their organizations; and

**Therefore, be it resolved that**

- continuing the work of Resolution 16 on A Sustainable Strategy for the IDWF adopted by the 2nd Congress, 2018.
- the IDWF affiliates increase contributions towards the membership fees for all affiliates, and starting from January 2024 specifically increase membership fees in the following way, increase of the first 500 members basic fees from \$20 to \$30 for low and medium income countries, and from \$50 to \$70 for high income countries, increase 10% from current fee formula on the 1st to 2nd year (2024 – 2025) and for the 3rd, 4th and 5th year (2026-2028) the affiliation fees increase will be subject to review and decision by the Executive Committee.
- create a Solidarity Fund, renamed after the Sustainability Fund, the terms of reference of the sustainability fund will be developed and revised to have clarity about when and how to use the sustainability fund of the IDWF



## COMPOSITE RESOLUTION ON GOVERNANCE AND INTERNAL ORGANIZATION

*Based on the resolutions of 'Appointment of Assistance General Secretary; Capacity Building for Domestic Workers; Campaign & Advocacy; Monitoring and Evaluation of Congress Resolutions; Good Governance-Leave No One Behind; Cultivating the Leadership and To Create an Operational Plan for the Exco' proposed by Affiliates of Asia, Africa, Latin America, MENA. & HUN-Nepal*

**Whereas**, the IDWF reaffirm the continuous relevance of the resolutions of the 2018 Congress; and

**Whereas**, the IDWF upholds the value of transparent decision-making, effective and accountable leadership, and a robust, democratic labor movement; and

**Whereas**, the Constitution of the IDWF provides clear guidance for the future of the organization, grounded in the organizational principles in democracy, and global domestic workers and women's leadership; and

**Whereas**, we have a duty to continuously improve the leadership capacity and the functioning of our organization based on this secure foundation.

**Therefore, be it resolved that the IDWF will continue to promote:**

- a) Leadership building in all the 7 regions of the IDWF to ensure leadership rotation and succession
- b) Conduct training to develop the participation and leadership of all Executive Committee members
- c) Strengthen existing policies in all areas (HR, finances and administration, project reporting, congress procedures, standing order methodologies for ExCo meetings, etc) and developing new ones, if needed, along with guidelines and procedures for their easy and effective implementation to ensure clarity and accountability in all operations of IDWF
- d) Will continue to publish annual reports on the financial position of the organization and any other information required for affiliates to be knowledgeable about the progress and impact of IDWF as a whole.



# 12

## ENHANCING SOLIDARITY AND ADVOCACY FOR DOMESTIC WORKERS IN EUROPE

*Proposed by affiliates in Europe*

### **Whereas:**

The existing Framework for Collaboration between IDWF and the European Federation of Food Agriculture and Tourism (EFFAT) has demonstrated positive outcomes and received unanimous support from the members of both organizations.

**This is a collaboration and not an affiliation**, the European members of EFFAT and IDWF recognize the need to further strengthen and extend the collaboration to ensure continuity, trust, and effectiveness in addressing the rights and interests of domestic workers.

EFFAT, with its extensive expertise, network, and experience holds a pivotal position as a member of the European Trade Union Confederation (ETUC), the primary organization representing workers at the European level. Through its work with the ETUC, EFFAT has access to a broad network of trade unions across Europe, enabling effective coordination, information sharing, and joint initiatives on labour-related issues.

As the Regional Secretariat of the International Union of Food, Agricultural, Hotel, Restaurant, Catering, Tobacco, and Allied Workers' Associations (IUF), EFFAT serves as a vital link between the global trade union movement and European workers in the Food, Agriculture, Tourism and Domestic Work sectors. This provides valuable opportunities for knowledge exchange, solidarity, and collective actions.

### **Therefore, be it resolved/motioned that:**

- The existing Framework for Collaboration between IDWF and EFFAT in Europe be extended for a period of 5 years, corresponding to a Congress period, in order to ensure continuity, trust, and the achievement of long-term goals. For all specific agreements on operational implementation, reference should be made to the Framework for Collaboration between IDWF and EFFAT, signed by both parties.
- The extended collaboration should focus on further strengthening the coordination and cooperation between IDWF and EFFAT, utilizing EFFAT's

expertise, network, and partnerships to support and advance the rights and interests of the IDWF affiliates and the domestic workers at large in Europe.

- Regular monitoring, evaluation, and reporting mechanisms should be established to assess the progress and impact of the extended collaboration, with a commitment to transparent communication and accountability to the members of both organizations.
- IDWF and EFFAT will actively involve and consult their respective affiliates in Europe, seeking their input and involvement in shaping the extended collaboration and its priorities.

We urge the members of the IDWF to support this resolution/motion, recognizing the mutual benefits and the potential for enhanced solidarity and protection of domestic workers in Europe.

Note: This resolution/motion is a suggested draft and can be modified or expanded based on the specific needs and context of the organizations. It should be presented, discussed, and formally adopted through the appropriate decision-making processes of IDWF and EFFAT.

# 13

## RESOLUTION ON STRENGTHENING TRADE UNION POWER AND ORGANIZING DOMESTIC WORKERS

*Proposed by affiliates in Europe*

### **Preamble:**

Recognizing the vital role of domestic workers in contributing to the well-being of households and societies as a whole, and acknowledging the challenges they face in terms of decent working conditions, fair wages and social protection, this resolution aims to reaffirm the IDWF goal and objective to strengthen trade union power and improve the organization of domestic workers globally. It stresses the importance of social dialogue at regional, national and local levels to achieve the goal and objective.

### **Resolved that :**

#### **Empowering trade unions:**

- Recognizes the importance of trade unions in defending the rights of domestic workers, including fair wages, safe working conditions, access to social protection and protection against discrimination.
- Encourages the IDWF to prioritize the organization and representation of domestic workers among their members, which involves prospecting efforts, educational initiatives and the setting up of specialised committees to meet their specific needs.
- Calls on the IDWF to allocate sufficient resources and expertise to support efforts to organize, defend and empower domestic workers, including the establishment of dedicated funding, specialized staff training, and partnerships to enhance organizing and advocacy efforts.
- Encourages the IDWF to engage in collaborative efforts with civil society organizations and stakeholders to amplify the collective influence and negotiation capabilities of domestic workers, including forming alliances, participating in joint advocacy campaigns, and facilitating platforms for dialogue and knowledge sharing.

#### **Strengthening social dialogue :**

- Strengthening legal recognition and protection:

Enhancing Legal Recognition and Protection for Domestic Workers by advocating for their inclusion in national labor laws, supporting the ratification and implementation of ILO Convention 189, and promoting effective government mechanisms to monitor and enforce their rights.

- Promoting social dialogue:

Fostering Social Dialogue by urging governments, employers' organizations, and domestic worker unions to engage in joint discussions and develop policies

to sign national collective labor agreements and establish joint committees to address the unique needs of domestic workers.

- Ensuring representation and participation:

Securing Representation and Participation by pressing for the involvement of domestic worker representatives in labor-related decision-making, promoting bi-partite or tripartite advisory bodies with their inclusion, and advocating for domestic workers' presence in labor forums at national and international levels.

- Supporting collective bargaining:

Advancing Collective Bargaining for Domestic Workers by advocating for dedicated consultation and negotiation mechanisms (at different levels, such as institutional level and with domestic workers employers organizations if existing, and one-to-one) , fostering the growth of domestic worker unions, and empowering workers to exercise their collective bargaining rights for decent working conditions and fair wages.

Implementation and follow-up :

- Requests the IDWF and its affiliates to develop action plans to leverage the support of other stakeholders including governments with measurable targets and timetables, to implement the provisions of this resolution.
- Urges that progress in implementing this resolution be regularly reported to the IDWF affiliates .

# 14

## APPRECIATION OF ELIZABETH TANG, THE GENERAL SECRETARY OF IDWF (2013-23) AND A PROMINENT TRADE UNIONIST

*A resolution proposed to IDWF 4th Congress 2023, jointly by Jaringan Nasional Advokasi Pekerja Rumah Tangga (JALAPRT) and United Domestic Workers of the Philippines (UNITED)*

We want to introduce the following resolution:

**Acknowledging** the contributions of Elizabeth Tang, the General Secretary of IDWF, to the domestic workers' movement and the creation, growth and development of the International Domestic Workers Federation.

**Recognising** that her position as General Secretary of IDWF is backed by her many years of contribution to the workers and trade union movement since the early 80s, including as an frontline trainer and organiser of Asian Domestic Workers Union (ADWU) in Hong Kong – the first registered domestic workers union in Asia, the co-founder and the Chief Executive of Hong Kong Confederation of Trade Unions (HKCTU) that gave birth to vibrant independent and democratic unions, civil societies and coalitions in democracy movement, the Education Secretary of IUF-Asia and Pacific, International Coordinator of IDWN that founded the IDWF and other significant positions within the workers' movements regionally and internationally including Committee for Asian Women (CAW), International Federation of Workers Education Association (IFWEA), Amnesty International (Hong Kong), Asian Monitor Resource Centre (AMRC), laying the foundation of IDWF, enabling it to grow and become more visible and recognised by trade unions of other workers, other CSOs and UN agencies, and pushing for the representation of domestic workers within International Labour Organisation (ILO). Elizabeth is a prominent lead contributed to the independent and democratic trade union movement locally, regionally and internationally.

**Endorsing** the contributions of Elizabeth along with IDWF's late founding President Myrtle Witbooi, and their dynamic leadership that has led to the creation and adoption of ILO Convention C189 concerning Decent Work for Domestic Workers, thereby making history and the growth of IDWF into a vibrant and dynamic global Federation representing 88 affiliates from 68 countries and close to 670,000 domestic, household and care workers; The IDWF has brought domestic workers' voices to the world. In 2019, the landmark

ILO Convention 190 Violence and Harassment Convention was adopted.

**Reaffirming** the qualities of equity, democracy, inclusivity, collaboration, consultation, respect for diversity and various contexts, including domestic workers from across the world, lending a listening ear, creating spaces for participatory dialogue, strong field experience that Elizabeth Tang embodies; the perseverance she has in campaigns and lobbies with government officials and lawmakers for the rights of domestic workers; and high competence in administrative and fundraising skills that leads to a strong IDWF secretariat and sound financial status of the IDWF;

**Realising** the unique situation in Hong Kong under the influence of the National Security Law imposed by Beijing, China and the considerable personal risks that Elizabeth has undertaken to continue her work with IDWF and other commitments within trade union movements and civil society organisations, and her recent arrest, which has led to a major outpouring of international solidarity with her across affiliates, civil society organisations, trade union movements, UN agencies, international organisations;

**Appreciates** greatly the commitment and dedication of Elizabeth Tang to the movement, despite the declining socio-political situation of Hong Kong and her recent arrests as well as that of her husband, Lee Cheuk-yan;

**Proposes** to have greater recognition for Elizabeth Tang as one of the founding members of the movement, along with our late founding President Myrtle Witbooi;

**Suggests** that the position of General Secretary of IDWF is occupied by someone who exhibits the same level of qualities in equity, democracy, inclusivity, empathetic leadership and serving as a bridge amongst affiliates, collaboration, consultation, respect for diversity and various contexts, including domestic workers from across the world, creating spaces for participatory dialogue and demonstrates similar levels of competency and capability in terms of quality and duration of work experience, achievements as a prominent trade unionist and influential member of several workers and CSO networks;

**Recommends** that these criteria and qualifications are also discussed widely among the affiliates for greater understanding as to the strong and ethical leadership of IDWF that they should choose.

**Emphasises** that the election process of IDWF in the Third Congress must be based on principles of sisterhood, solidarity, equality, transparency, inclusivity, diversity and representation of the big family of IDWF in leadership.





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**IDWF  
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**2023**

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