

June 2013

Celebrating new wins on domestic workers rights! 7 + 1 ratifications of C189 - next ratification expected in Germany - adoption of major labour law reforms in Argentina, Brazil and the States of Hawaii and Oregon (US) and there is more!

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 - 1. Global Action Days in June Get ready to take action on:
- **16 June:** Second anniversary of the adoption of ILO Convention C189 celebrate and keep up the pressure on your governments for labour law reforms and ratification of C189. Unions and domestic workers in dozens of countries reported to take action in June
- **12 June**: No to child labour in domestic work World Day Against Child Labour ILO estimates that 15.5 million children are trapped and exploited in paid or unpaid domestic work: http://www.ilo.org/ipec/Campaignandadvocacy/wdacl/2013/lang--en/index.htm

Download the updated '12 by 12' flyer:

- Eng: <u>http://www.ituc-csi.org/IMG/pdf/12-12-12_080513.pdf</u>
- Esp: http://www.ituc-csi.org/IMG/pdf/12-12-12 080513 es-2.pdf
- FR: http://www.ituc-csi.org/IMG/pdf/12-12-12 080513 fr-2.pdf

Keep sharing information and news on 12>12 Facebook:

https://www.facebook.com/groups/231305920281513/ — join the 1150 or more activists and supporters - or send us your contribution to: equality@ituc-csi.org '12 by 12' teams in 92 countries!

Download the list here: http://www.ituc-csi.org/12-by-12-teams-in-92-countries

2. Update on ratifications of C189

In April 2013, 3 more ratifications were officially registered at the ILO: Bolivia. Paraguay and Nicaragua – with Uruguay, Italy, Mauritius and Philippines the total number registered at the ILO stands at 7. One other country finished the ratification process at national level: Columbia. More ratifications are expected: Germany is on its way to be the 9th country to ratify C189 very soon.

- Ratification Bolivia: http://www.ilo.org/global/standards/information-resources-and-publications/news/WCMS 210941/lang--en/index.htm?shared from=shr-tls
- Ratification Paraguay: http://igenero.oit.org.pe/index.php?option=com content&task=view&id=1160&Itemid=105



8 March celebration - with e.g. DGB in Germany

More news on C189:

- The European Commission has presented a proposal for a Council Decision authorising EU countries to ratify the International Labour Organisation 2011 Convention concerning decent work for domestic workers (Convention No. 189). "Improving working conditions in personal services is an important objective for the Commission" said László Andor, Commissioner for Employment, Social Affairs and Inclusion, adding "I urge Member States to ratify this Convention as soon as possible, which will also contribute to implementing the EU strategy against trafficking in human beings" http://ec.europa.eu/commission_2010-2014/andor/headlines/news/2013/03/20130321_en.htm
- Ireland: The Irish Congress of Trade Unions (ICTU) has welcomed the commitment from the Minister for Social Protection to ratify C189! http://www.ictu.ie/press/2013/04/08/congress-welcomes-government-commitment-on-domestic-workers/
- Netherlands: The national center FNV and its affiliates (FNV-B, FNV ABVA) are preparing recommendations for the Dutch Ministry concerning labour law reforms/ ratification of C189
- Dominican Republic: In a public hearing held on this day, Carlos Sanchez, on behalf of the Alliance for Democracy, asked Congress promptly to ratify Convention No. 189: http://www.barrigaverde.net/?q=node%2F31671 and Dominican domestic workers promote the ratification of C189: http://www.diariolibre.com/sociedad/2013/04/09/i378426 convenio-189-podria-cambiar-proteccion-social-laboral-las-domesticas.html Also read more about concerns of domestic workers to access social protection schemes: http://www.diariolibre.com/sociedad/2013/04/10/i378584 incluir-las-

domesticas-seguridad-social-mayor-reto.html

Chile: Michelle Bachelet (former president of Chile as well former director of UN Women) urged the government to adopt a Bill of rights with a view to ratify C189. In 2012, the Chamber of Deputies approved a bill regarding working time for domestic workers.

http://michellebachelet.cl/sindicato/

<u>Photo:</u> breakfast meeting of Ms Bachelet with the Union of Household Workers – who recently organized a protest:

http://www.biobiochile.cl/2013/05/02/trabajadoras-decasa-particular-anuncio-de-presidente-pinera-discriminaa-empleadas-puertas-adentro.shtml



- ➤ The Labor Ministry of Trinidad & Tobago informed the National Union of Domestic Employees that it has commenced the ILO Tripartite Committee to review C189 with a view to provide recommendations for a possible ratification of C189 to the Minister.
- > South Africa: Minister of Labour announced on May Day that the parliament ratified C189 more news to follow later!

3. Latest labour law reforms

Brazil adopted a constitutional amendment in March 2013 that entitles domestic workers to overtime pay, unemployment insurance, pension, a maximum 8-hour work day and 44-hour work week, and other benefits. Victory for domestic workers/ Equal Times:

http://www.equaltimes.org/news/victory-fordomestic-workers-in-brazil and http://www.bbc.co.uk/news/world-latin-america-21949502



Argentina: adopted a new domestic workers law in March 2013 setting maximum working hours, a weekly rest break, annual leave, sick leave, and maternity leave. And: are proposing to introduce a tax system where high income households have to prove they do not employ a domestic worker, otherwise they have to pay the equivalent of the employer charges for one domestic worker. http://portside.org/2013-04-04/argentina-adopts-domestic-worker-legislation and http://portside.org/1013-04-04/argentina-adopts-domest

- United States: The state of Hawaii adopted a Domestic Workers Bill of Rights, providing domestic workers with a minimum wage, overtime, and other protections. It is the second state in the country to pass the Domestic Workers Bill of Rights! https://www.facebook.com/photo.php?fbid=10151604457489846&set=a.10150381105629846.374682.838994845&ty pee=1 And the State of Oregon too approves rights for domestic workers: http://www.katu.com/politics/Oregon-House-approves-rights-for-domestic-workers-206509591.html Similar bills are pending in other states. In the state of California domestic workers are campaigning for a bill of rights: http://www.youtube.com/watch?v=YZRdZ O t8A Support the National Domestic Workers Alliance petition: http://www.domesticworkers.org/
 Other developments in the US: In mid-March, President Obama officially nominated Assistant Attorney General for Civil Rights Thomas Perez. http://www.domestic-workers-to-enjoy-equal-rights-and-recognition up protections. http://truth-out.org/news/item/15489-time-for-domestic-workers-to-enjoy-equal-rights-and-recognition
- ► **ILO map with domestic workers legislation** around the world since June 2011: http://www.ilo.org/global/about-the-ilo/newsroom/news/WCMS 208727/lang--en/index.htm

More news on labour law reforms:

- Argentina: Proposal to introduce a tax system where high income households have to prove they do not employ a domestic worker, otherwise they have to pay the equivalent of the employer charges for one domestic worker.

 http://www.pagina12.com.ar/diario/economia/2-219121-2013-05-02.html and http://www.ieco.clarin.com/economia/Insolito-impuestos-empleadas-domesticas-contrate 0 911308943.html and http://www.unoentrerios.com.ar/economia/AFIP-presumira-quien-tiene-personal-domestico-y-reclamara-deudas-20130501-0010.html?fb action ids=494752713905448&fb action types=og.likes
- **Bolivia:** ILO facilitates a tripartite meeting to improve the working conditions of domestic workers. http://igenero.oit.org.pe/index.php?option=com_content&task=view&id=1155&Itemid=105
- ➤ Gulf countries: plan to adopt a draft law on a unified contract for migrant domestic workers ITUC is concerned since the draft law is not in line with C189 more news including an official ITUC response will be shared in June.

 Opinion piece of Migrant Rights: http://www.migrant-rights.org/2013/02/06/migrant-rights-urges-revised-draft-law-on-gcc-domestic-workers/ Article in Al Jazeera:

 http://www.aljazeera.com/indepth/features/2013/04/201342192746837551.html?utm source=feedly
- ➤ India: The government deferred a proposal on giving domestic workers the right over minimum wages, paid leave and regulated working hours under a national policy. http://ibnlive.in.com/news/government-defers-national-policy-for-domestic-workers/392150-3.html
- Jamaica: A sum of \$1.4 million has been allotted to the Ministry of Labour and Social Security in the 2013/14 Estimates of Expenditure, to continue its effort to improve the working conditions of domestic workers across the island. http://www.jis.gov.jm/opm-news/33485-project-to-improve-working-conditions-of-domestic-workers

Kenya: Domestic workers win major pay victory against employers. The judgment by the Industrial Court effectively puts domestic workers under the Employment Act which considers a verbal contract as a contract that can confer rights and can be enforced. The the judge ruled as well that domestic workers are covered by the national minimum wage and other provisions of the employment law.

News coverage – including with KUDHEIHA's Secretary General Albert Njeru:

http://www.capitalfm.co.ke/news/2013/05/pay-your-house-help-sh9700-in-the-least/

http://www.youtube.com/watch?v=swWtQHsxSRo&feature=player_embedded

 $\underline{http://www.business daily a frica.com/Domestic-workers-win-major-pay-victory-against-employers-/-daily a frical control of the following properties of the following p$

 $\underline{/539546/1762276/\text{-/item/1/-/gy10mr/-/index.html}}$

http://www.solidaritycenter.org/content.asp?contentid=1646

- Malawi: Shop and domestic workers in Malawi's capital city Lilongwe on Tuesday, May 7, agreed to call off their two day strike after their employers agreed to raise the minimum Wage.: http://www.idwn.info/news/shop-workers-strike-over-malawi-govt-promises-increased-minimum-wage
- > **Spain:** A backlash for social protection of domestic workers with few hours of work: http://www.elmundo.es/elmundo/2013/04/01/paisvasco/1364831461.html
- Tanzania: a tripartite plan of action has been developed in which all key partners have identified the key actions to be taken to improve working conditions of domestic workers in Tanzania. http://allafrica.com/stories/201305120040.html?viewall=1 AND: domestic workers in Tanzania will see a 55,2% pay rise per 1 July 2013! Below left: Union representatives at the ILO regional tripartite meeting on domestic workers in Tanzania (28-30 May 2013). Below right: domestic workers of CHODAWU addressing the ILO tripartite meeting with their demands.





4. Organizing Domestic Workers

- ➤ Global: Since the launch of the '12 by 12' campaign:
 - New unions were established in: Paraguay, Dominican Republic, Guatemala, Costa Rica,
 Sri Lanka, Columbia, Egypt, Angola.
 - At least more than 12,000 domestic workers were organised in unions.
- Asia: At a '12 by 12' regional workshop in Cambodia organized by FES, ITUC and IDWN participants made a commitment to organize more than 15,000 domestic workers in 2013/2014 (see more at the end of this newsletter)
- Jamaica: The Jamaica Household Workers Association (JHWA) became an official union on 15 March 2013! Union leaders and domestic workers were present to celebrate this great achievement. They continue their fight to get C189 ratified! Sharan Burrow, General

Secretary of the ITUC, sent a video solidarity message to JHWA:

http://www.youtube.com/watch?v=ASPtoDj4gxo&feature=youtu.be

Prime Minister Portia Simpson Miller (centre) speaks with president of the Jamaica Household Workers Union Shirley Pryce (left) and Myrtle Witbooi, general secretary of SADSAWU and chair of the IDWN, following the launch of the JHWU: http://www.jamaicaobserver.com/news/Domestic-workers-now-have-their-own-union 13877303#ixzz2ScvwQihc



- India: The International Labour Organization (ILO) launched its report "Unionizing Domestic Workers: Case Study of the INTUC- Karnataka Domestic Workers Congress" on Monday 15 April 2013. More than 11,000 domestic workers have been recruited to Karnataka Domestic Workers' Congress (KDWC) so far. KDWC was granted affiliation of INTUC in 2010, and it intends to make further progress in unionization to promote decent work for domestic workers. http://www.ilo.org/newdelhi/info/public/pr/WCMS_210874/lang--en/index.htm
- Ai-jen Poo, director of the National Domestic Workers Alliance in the US, speaks out on human dignity, feminism and 'organizing with love.'
 http://inthesetimes.com/article/14731/domestic_insurgents/#.UV4NAB3nGAg.facebook
- Columbia: Afro-Colombian Domestic Workers in Medellin founded UTRASD. The creation of this union is a milestone for Afro-Colombian domestic workers

 http://www.idwn.info/news/naci%C3%B3-el-primer-sindicato-de-empleadas-del-hogar-afrodescendientes
- A site of struggle: Organised labour and domestic workers organising in Mozambique: http://column.global-labour-university.org/2013/03/a-site-of-struggle-organised-labour-and.html#more

Collective Bargaining Agreement

Uruguay: The Domestic Workers section of the Wages Council of Uruguay - which includes the Ministry of Labour and Social Security, the Union of Domestic Workers (SUTD) and the employers (LACCU) - signed a new collective agreement covering 120 000 workers for the period of January 1 2013 to December 31, 2015

http://igenero.oit.org.pe/index.php?option=com content&task=view&id=1146&Itemid=105

5. Migrant domestic workers:

Middle East

- With the exception of Bahrain, the GCC proscribes trade union activity. This prevents migrant and domestic workers from engaging directly with governments and employers to secure their essential labor rights. http://www.migrant-rights.org/2013/02/27/itucs-global-12-by-12-campaign-champions-domestic-worker-rights/
- Migrant workers in the Middle East often exploited, UN reports at human trafficking conference: http://www.un.org/apps/news/story.asp?NewsID=44604&Cr=labour&Cr1=#.UWZ56DcepLo

- > Gulf States: sending-nations seeking to improve migrant worker conditions may induce reduced labour flows to the Gulf as states often react by pursuing cheaper and easily exploitable labour – according to Migrant Rights: http://www.migrant-rights.org/2013/02/11/avoidingreform-gcc-states-seek-alternative-sources-of-labor/
- > Lebanon: Tragedies persist for domestic workers http://www.dailystar.com.lb/News/Local-News/2013/Feb-04/204911-tragedies-persist-for-domestic-workers.ashx#axzz2JyZALKc6
- > Qatar: Two Filipino organisations in Qatar have joined forces to help migrant domestic workers: http://www.gulf-times.com/gatar/178/details/349941/groups-join-hands-to-aid-filipinos-in-distress Migrant domestic workers exploited: http://www.nytimes.com/2013/04/14/sunday-review/indentured-servitude-in-thepersian-gulf.html?pagewanted=all& r=1&
- **Bahrain:** Domestic Worker from Ethiopia held as a prisoner for eight years in her employer's home: http://www.gulf-daily-news.com/NewsDetails.aspx?storyid=350942
- Saudi Arabia Philippines Sri Lanka: In May a labor agreement was signed between Saudi Arabia and Philippines on the hiring of Filipino household service workers: http://www.arabnews.com/news/452155. Increased number of Sri Lankan domestic workers run away due harassment and non-payment of wages: http://www.arabnews.com/news/447411
- UAE Dangerously Trivializes ILO's Trafficking Report: http://www.migrant-rights.org/2013/04/19/uaedangerously-trivializes-ilos-trafficking-report/

Asia

- Singapore: More domestic workers from Burma run from their employer some face months of little or no pay, as rising agent fees are passed on to them: http://www.straitstimes.com/breaking-news/singapore/story/more-maids-myanmar-running-away-20130407
- Hong Kong: The highest court in Hong Kong has ruled that foreign domestic workers are not eligible to apply for permanent residency in the Chinese territory: http://www.economist.com/news/china/21574537-foreign-maids-cannot-be-residents-less-equal

Europe

UK: Domestic work is the beginning of all labour; it is central to our lives and is at the heart of our economy and society.' Marissa Begonia - coordinator of Justice 4 Domestic Workers reflects on the ongoing fight for the rights of migrant domestic workers in Britain: http://www.opendemocracy.net/5050/marissa-begonia/hope-of-migrant and also check out this link: Domestic workers use arts to voice rights in Europe http://www.abs-cbnnews.com/global-filipino/04/27/13/domestic- workers-use-arts-voice-rights-europe

Britain



Marissa's 1st Christmas with her children in Members of Justice 4 Domestic Workers



- ➤ UK: Three people have been found guilty of abusing an Indian woman who was treated like a servant and sexually abused: http://www.bbc.co.uk/news/uk-england-london-22183587
- Netherlands: A call form domestic workers Netherlands to speak out with against the proposed law to criminalize the undocumented migrants in the Netherlands. https://www.facebook.com/photo.php?fbid=507510025953071&set=a.187062881331122.35123.100000822359009&type=1
- ➤ Italy: Labour Standards: Unions from Italy, Moldova and Ukraine sign cooperation agreements http://www.ilo.org/actrav/info/pr/WCMS 213472/lang--en/index.htm

Americas

- ➤ US: National Domestic Workers Alliance: Domestic workers, many of them women immigrants, are rallying at capitols across America to urge legislators to pass laws that improve their labor conditions. http://newamericamedia.org/2013/05/invisible-workforce-immigrant-domestic-workers-push-for-better-conditions.php
- US: 2 Filipinos freed from a Saudi home of diplomats in US http://globalnation.inquirer.net/73527/2-filipinos-freed-from-saudi-home-in-us
 And a film release about a group of South Asian domestic workers in New York who faced abuse, then organized into a worker-led group fighting for their rights. They perform a theater piece documenting this journey. Check out the trailer here:
 http://www.kickstarter.com/projects/pritheeva/claiming-our-voice-a-documentary-film

6. Launch of the UN Women-ITUC publication: 'Domestic Workers Count Too

At a side event of the 57th UN Commission on the Status of Women in New York (11 March, hosted by the Philippine government) UN Women and ITUC launched their publication: 'Domestic Workers Count Too' One of the panellists, Joycelyn Gill-Campbell of Domestic Workers United, spoke about innovative organizing strategies and the impacts of the New York Bill of Rights on Domestic Workers. Link to the publication: http://www.ituc-csi.org/ituc-and-un-women-join-forces-to (in English only).



On the picture:

Ms Saraswathi Menon, Director of the Policy Division of UN Women, Ms Silvana Cappuccio of CGIL and Susanna, Camusso, General Secretary of CGIL Italy, Ms Joycelyn Gill-Campbell of Domestic Workers United, Ms Emmeline L. Verzosa, Executive Director of the Philippines, Ms Luzvimibda G. Padilla – Philippine government, Mr Kevin Cassidy of the ILO New York office.



Diana Holland Chair ITUC Women's Committee and Assistant General Secretary of UNITE-TUC, UK sharing her views - at the UNCSW57 at an ITUC-EI-PSI-UNI side event- on violence against women and the importance to ratify C189.

Blog of Diana Holland,: http://www.equaltimes.org/blogs/trade-unions-are-vital-in-the-struggle-to-end-violence-against-women-and-girls

7. A selection of actions around the world:

Barbados: the Barbados Workers' Union's Gender Equality Committee delivered a petition to the Minister of Labour, Social Security and Human Resource Development, Dr. Esther Byer Suckoo – calling for ratification of C189 as soon as possible. The Minister indicated that her ministry was in the process of laying the ground work to ensure better rights and working conditions for domestic workers.

http://www.barbadosadvocate.com/newsitem.asp?more=columnists&NewsID=29914

Belgium – Bolivia: Prima Osca - General Secretary of FENATRAHOB in Bolivia - shared her story and expertise on winning rights for domestic workers in Bolivia at the launch event of the FOS campaign in Belgium. The campaign aims at ratification of C189 in Belgium as well around the world and will provide support to domestic workers to strengthen their organisations - in particular in Bolivia, Ecuador and Peru
http://www.faschook.com/photo-pho/fbids/1015/5874/1075/308.cotaph 103240340538

2207520000.1363260038&type=3&theater and action Day on 30 May in Bolivia:

https://www.facebook.com/media/set/?set=a.431533566929148.1073741826.100002175258185&type=1

Bangladesh: domestic workers rights activists have urged the government to take steps for protecting the rights of the country's 20 lakh domestic workers who are facing injustice. Over 500 domestic workers took part in the rally http://www.newstoday.com.bd/index.php?option=details&news id=2343786&date=2013-05-03

Cambodia, Phnom Penh - 12 by 12 Campaign Regional Workshop Asia on 28/29 April – Coordinated by FES, ITUC and IDWN - commitments made to organise more than 15,000 domestic workers in 2013 and action plans developed to pressure governments to ratify C189/ adopt labour law reforms. With teams from Bangladesh (BILS, BJSD), India (SEWA, Tamil Nadu Domestic Workers union, HMS, INTUC), Thailand (Domestic Workers Network), Indonesia (KSBSI, JALA PRT, Tunas Mulla, WSM), Sri Lanka (Domestic Workers Union, NTUF), Nepal (Independent Domestic Workers Union), Philippines (FFW), South Korea (FKTU), Cambodia (CLC, IDEA, CCTU, Domestic Workers Network).



Celebration of 8 March in Cambodia, with IDEA (affiliated to CLC) promoting the ratification of Convention 189.



Guinea:

ONSLG organised a ceremony on 8 March and urged the Guinean Government to ratify Convention 189. SYNTRAD participated massively in International Labour Day rally which was held at the Palace of the People

 $\frac{\text{https://www.facebook.com/photo.php?fbid=523480297708383\&set=a.523480207708392.1073741827.3019177}}{098646444\&type=1\&theater}$





- > Guatemala: Domestic Workers demand respect they organized a sit-in outside the Ministry of Labor to demand the adoption of C189.
 - http://www.prensalibre.com/noticias/comunitario/Domesticas-exigen-respeto 0 911908838.html
- ➤ **Guyana:** Red Thread launched a campaign for the ratification of C189 on Labour Day: http://www.stabroeknews.com/2013/opinion/letters/04/30/the-government-should-ratify-ilo-convention-189-recognising-that-domestic-workers-must-have-the-same-rights-as-other-workers/

Hong Kong Federation of Asian Domestic Workers' Unions (FADWU) joins the May Day Rally with the message that migrant workers and local workers should be treated with justice and equal rights.

Watch their May Day rally video clip https://www.youtube.com/watch?v=FD1eCPTKFaI





Ireland: May Day Rally in Dublin organised by Domestic Workers Action Group (DWAG)



Latin America: The "International Day for Domestic Workers", was established on March 30, 1988 during the First Latin American Congress of Domestic Workers in Bogota (Colombia) during which the Latin American and Caribbean Domestic Workers (CON.LAC.TRA.HO) was formed.



- Lebanon: Hundreds of foreign domestic workers marked International Labour Day with a march to demand an end to the sponsorship system. http://www.dailystar.com.lb/News/Local-News/2013/Apr-29/215359-domestic-workers-protest-sponsorship-system.ashx#axzz2RpiJ5H75
- Mexico: Mexico: unions demand the Senate to ratify C189! http://sociedad.elpais.com.mx/nacion/205200.html Mexican domestic workers want to end slavery: http://sociedad.elpais.com/sociedad/2013/04/11/actualidad/1365642053 271284.html

- Nepal: GEFONT submitted a memorandum to the Ministry of Labour and Employment regarding domestic workers within the country and abroad. It includes a call to ratify C189: http://www.gefont.org/activity_detail.php?flag=3&id=1159
- Paraguay: Domestic workers mobilize to call for enforcement of their labor rights http://www.mujeresdelsur.org/sitio/index.php?option=com_content&view=article&id=1483&catid=1&lang=es

Peru: March organised by SINTRHOGARP and SINTTRAHOL – in the news/ video: http://willax.tv/politica/marcha-de-trabajadoras-del-hogar

Domestic Workers demanded for Ratification of C189 in Peru, led by SINTTRAHOL. To read more:

http://www.idwn.info/news/domestic-workers-demanded-ratification-c189-peru-led-sinttrahol





Women's Committee of the National Trade Union Bloc - Romania organized a conference on the occasion of International Women's Day

Spain: Unions and domestic workers organised actions and demonstrations around the globe. The division of CCOO Spain went out to the streets to demand equal rights and the ratification of ILO C189 https://www.facebook.com/TrabajadoraDelHogar

Unions in **Senegal** met in April to discuss lobby strategies on the ratification of C189, and its implementation including Recommendation 201





South Africa: Hundreds of Domestic Workers in South Africa organized by the South African Domestic and Allied Workers' Union [SADSAWU] – supported by COSATU - took to the streets of Pretoria by picketing before the office of the Department of Labour, to demand acceleration on the ratification of International Labour Organization's Convention 189 and its accompanying Recommendation No.201







Sadsawu putting pressure on the South African government to ratify C189! We are with you! In Solidarity!

Taiwan: protests in Taiwan since migrant workers working as caregivers are forced to work long hours and most do not get a single day off in their first three years:

http://www.taipeitimes.com/News/taiwan/archives/2013/03/09/2003556658



UK: Unite's regional women's committee supporting the '12 by 12' campaign

organizing academy:

