



# Platform of Demands

## **INTERNATIONAL DOMESTIC WORKERS' NETWORK**



**International Labour Conference, 99th Session**

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## WHY WE NEED A CONVENTION

Domestic and household workers are those people, mostly women, who work in the homes of others. Into our care are entrusted the most vulnerable members of society – the children, the elderly, the sick and the disabled. We sweep and clean, wash dishes, do the laundry, shop and cook, garden and carry out many other domestic tasks. Our work frees up others for their economic, educational and social activities. We are the ‘oil in the wheels’ and, without us, many societies and economies would not function.

Yet, until now, in very few places are we recognised as ‘workers’ with the rights that other workers have. Our economic contribution is not taken seriously, often merely described as ‘helping out’. We are called ‘maids’ or ‘servants’, barely worthy of attention or to be ordered around or even abused. Added to this, many of us are from communities and regions that have been disadvantaged over history. Many are migrants, living isolated from our host community, and far away from our own families and even our own children.

In this difficult situation, society gives us little or no support or protection in the workplace, leaving us highly vulnerable to exploitation, sexual abuse, and indeed slavery. Domestic work remains one of the main areas of slavery and child labour.

Yet across the world we are organising ourselves. We want to be recognised as workers. We must be included in international Conventions and in national labour legislation. We want governments to take notice of our contribution and value it, to recognise our rights as workers, to give us the support that we desperately need against exploitation and abuse, and to offer us the protections and safety-nets offered to other workers. This would make a significant contribution to reducing poverty for the millions of us, women and men, worldwide who are working in the homes of others.

The ILO has set ‘decent work for all’ as the goal for its work. Now is the time for that ‘all’ to include us, the domestic workers of the world.

### WE WANT AND BELIEVE WE ARE ENTITLED TO:

- The recognition that domestic workers have the same rights to ‘decent work’ as any other workers, and should be covered by ILO standards.
- The implementation of these standards for **all** domestic workers, everywhere.

## WHO WE ARE

The International Domestic Workers Network (IDWN) is made up of domestic workers' organisations and trade unions from around the world (see Appendix).

The network was formed as a result of the first ever international conference for domestic workers' organisations and their supporters, 'Respect and Rights', hosted by the FNV trade union confederation in the Netherlands in November 2006.

Today, the IDWN has a Steering Committee of representatives from domestic workers' organisations. It is provided with an organisational base by the **International Union of Food, Agricultural, Hotel, Restaurant, Catering, Tobacco and Allied Workers' Associations (IUF)** and has an international and several regional coordinators. This platform of demands was developed through wide consultation including at IUF/IDWN regional workshops in Africa and Asia.

Our work is also supported by the International Trade Union Confederation (ITUC) and other Global Unions, especially the Public Services International (PSI) that includes public-sector care workers, along with Women in Informal Employment Globalising and Organising (WIEGO). We are very grateful for their support as well as that of the ILO Workers' Group and the ILO Bureau for Workers' Activities (ACTRAV), helping us to reach this point, the proposal for a new Convention for our rights.

[www.domesticworkerrights.org](http://www.domesticworkerrights.org)

### **Recognition that domestic work is 'work' and that those who do it are 'workers' with the rights that all workers have including the right to be heard.**

These are the demands of domestic workers around the world, voiced very clearly by those attending the international conference 'Respect and Rights', hosted by the FNV Dutch union federation, Amsterdam in November 2006. It was from this that the IDWN and its push for an ILO Convention were born.

[domesticworkerrights.org/sites/en.domesticworkerrights.org/files/RESPECT&RIGHTS.pdf](http://domesticworkerrights.org/sites/en.domesticworkerrights.org/files/RESPECT&RIGHTS.pdf)



"All human beings, irrespective of race, creed or sex, have the right to pursue both their material wellbeing and their spiritual development in conditions of freedom and dignity, of economy security and equal opportunity."

EXTRACT FROM THE DECLARATION OF PHILADELPHIA (1944), THE CONSTITUTION OF THE ILO

## HOW WE HAVE BEEN TREATED IN THE PAST

"66. There is wide recognition that the situation of domestic workers which is currently a source of great concern everywhere will greatly benefit from the development and implementation of international standards that address human rights, fundamental workers' rights and general conditions of work."

”

301<sup>ST</sup> SESSION OF THE ILO GOVERNING BODY, 6-20 MARCH 2008, GB.301/2

This statement at the ILO Governing Body in 2008 was very welcome. Sixty years ago, in 1948, the ILC had already suggested that a special instrument was needed for the world's domestic workers. Over the years, however, no such step was ever taken.

We were apparently supposed to be included in the scope of the Declaration of Fundamental Principles and Rights, as well as many Conventions and Recommendations:

"The ILO has repeatedly taken the position that, unless a Convention or Recommendation expressly excludes domestic workers, these workers are included in the international instrument's scope." ILO REPORT IV.1, PARAGRAPH 56

”

We were also supposedly included in a lot of national legislation. However, in practice, most governments conveniently ignored us. The ILO Committee of Experts issued comments to a number of them, and the IPEC programme worked in certain regions to eliminate the worst forms of child domestic labour. But overall this did not lead to significant change in our favour.

Meanwhile, some ILO Conventions explicitly allowed governments and employers to exclude us, through so-called "flexibility clauses" (see ILO Report IV.1, pages 22-24). They even include:

- Occupational Safety and Health Convention, 1981 (No.155)
- Maternity Protection Convention, 2000 (No.183)
- Minimum Wage Fixing Convention, 1970 (No.131)
- Medical Care and Sickness Benefits Convention, 1969 (No.130)

Plus, the Minimum Age Convention, 1973 (No.138) aimed at eradicating child labour, which is one of the **fundamental** Conventions, gives governments the scope to exclude under-age domestic workers... children at great risk!

After much pressure from us and our supporters, some governments have passed national legislation that specifically recognises and gives some rights to domestic workers – in Austria, South Africa, Tanzania and many Latin American countries, for example. This shows that it is possible to legislate for our rights and interests. However, quite often this legislation gives us lesser rights than other workers, and this is not just. In any case, it remains an uphill struggle to get governments to enforce it.

So now is the time for action, and we are pleased that the ILO report IV.1 reinforces the view of the Governing Body:

The international constituency would benefit from an instrument that offers guidance on how to regulate and ensure compliance with labour standards to ensure that domestic workers benefit effectively from the promise of decent work."

”

ILO REPORT IV.1, PARAGRAPH 58

## WE NEED A CONVENTION, SUPPORTED BY A RECOMMENDATION

History shows that further urging of governments by means of a Recommendation will not be enough. We understandably have little or no confidence that significantly more governments will respond to a Recommendation and take the serious legislative action that we need. **We have to have a Convention.**

In general, all ILO Conventions are supposed to cover all workers, unless they are specifically excluded. In practice, the ILO long focussed more on those who are in formal employment situations, in 'conventional' workplaces. However, in recent years the ILO has recognised that more and more workers do not have jobs as such, but work in the informal economy. It has tried to make sure these workers are included, for example through the ILC's Resolution Concerning Decent Work and the Informal Economy in 2002.

On top of this, the ILO has recognised that some specific types of workers are very vulnerable, and has passed special Conventions for them. For example, in 1996 the ILO agreed the Home Work Convention C.177, acknowledging the rights of those who work in their own homes producing goods or services for others. In 2006, the Maritime Labour Convention brought together the standards for seafarers who, like us, also live in their workplace.

All this means that there should be no difficulty in passing a Convention specifically for domestic workers. Nor should it be a problem including domestic workers in a wide range of situations - from those in virtual slavery in the home of one employer, or bonded to one labour agent, to those working independently a few hours a week each for multiple employers.



"A crucial component of the focus on decent work for all is the recognition that domestic workers really are workers, whether they work in a family, are placed in a private household by an agency or are employed in a public or private institution.

Domestic work requires specific, effective laws and regulations."

ILO REPORT IV.1, PARAGRAPH 47

### NOTE ON TERMINOLOGY – WHAT WE ARE CALLED

First of all, we are not 'maids', or 'servants', or even 'helpers'. We are **'workers'**.

Then there is the term 'domestic'. This is used in the ILO and many national legislative frameworks for the work that we do in other people's homes. However, its commonplace meaning is for work that people do in their **own** homes, to care for themselves and their own family. So, the use of this term may be interfering with getting our labour recognised as 'work', and those who do it properly respected and paid.

In some languages too there can be a disrespectful inference between 'domestic' and 'domesticated'. The latter term refers to animals being trained to live in households, and recalls the fact that we can sometimes be given terms of abuse such as 'cat' ('gato' in Spanish). For these reasons, particularly in Latin America, there is a demand to drop the term 'domestic' and instead use 'household' ('del hogar' in Spanish) for this kind of work.

We urge the ILO and national governments to consider this use of language in their speeches, documents and standards/legislation. (SEE ALSO ILO REPORT IV.1, PAGE 15)

# WHAT THE NEW ILO STANDARD FOR DOMESTIC WORKERS MUST CONTAIN:

## 1 THE FUNDAMENTAL PRINCIPLES AND RIGHTS AT WORK – THE CORE LABOUR STANDARDS:

- **Right to free association**

We are already organising ourselves, in trade unions and other forms of workers' associations across the world (see the Appendix). Our organisations need to be officially recognised, and welcomed to engage in negotiations with government ministries and departments, including law enforcement agencies, as well as employers' bodies where they exist. We need more support to build our organisations, more awareness training for domestic workers that it is our right to organise together and develop our collective voice.

- **Right to collective bargaining**

Despite our employers being millions of individual householders, collective bargaining is possible, as long as governments promote imaginative steps. Currently much national legislation makes collective bargaining for domestic workers impossible. But there are collective agreements in, for example, France, Germany, Italy, and Mali, as well as in Geneva, Switzerland. This shows that collective bargaining mechanisms can be established. Many of our organisations need support for training in negotiating and collective bargaining, how to represent our own case to governments and employers.

- **No slavery or forced labour**

Domestic work is, alongside agriculture, one of the main areas of slavery and forced labour in the world. Many of us are not even allowed to leave the homes in which we work. Some become victims of trafficking by criminal gangs posing as labour agents. We urgently need action by all governments to wipe out such practices.

- **An end to child labour in domestic work**

Millions of children work in the homes of others. While our work is not recognised as 'work' but only as 'help', it allows householders to claim they are looking after children when actually they are employing them. C.138 (1973) on the minimum working age has allowed children to be employed in domestic work under the legal minimum age (ILO report IV.1, paragraph 80). This must be ended. The national legal minimum working age must apply to domestic work. Plus, C.182 (1999) on the Worst Forms of Child Labour - work which is likely to harm the health, safety or morals of children – must be applied more rigorously. Child domestic workers are at extreme risk of sexual abuse and exploitation; children from poor communities are being trafficked for domestic labour. Children who have been liberated from work in households need access to education and training. Inspirational projects in countries such as Tanzania and Peru show that this is achievable.

- **Equality/non-discrimination in employment**

Whether as women, as migrants, or of any other status, we have the same right as other workers not to be discriminated against. To give but one example: we should not be obliged to tell our employer the results of medical tests relating to pregnancy or HIV-Aids, for such information may well be used to discriminate against us. Convention 111 (1958) on Discrimination (Employment and Occupation) must apply to us too.

## 2 OUR RIGHTS TO FAIR TERMS OF EMPLOYMENT, TO DECENT WORKING AND LIVING CONDITIONS, INCLUDING:

- **Employment contract**

Employers should be obliged to provide their domestic worker with a written employment contract. Employment contracts are important for helping us to establish our identity as workers. We can use them, for example, to get access to social security protection or redress if there is a dispute with our employer. Verbal contracts are not good enough.

These written contracts should have the typical contents of other employment contracts – such as the employer's name and address, the type of work to be performed, and the terms and conditions of employment, including wage rates and how they will be calculated, normal hours of work and time-off, sick leave, the duration of the contract and the process for terminating it. Because of our particular working situation, the contract should also cover in-kind payments such as the provision of food and accommodation, and our rights of movement.

The Recommendation accompanying the Convention should contain a model employment contract.

- **Wages/payment**

Like all other workers, we should be entitled to earn a 'living wage', one that meets our basic needs of food, housing, clothing, health, education, transport, and some discretionary income, for ourselves and our dependents. Certainly we should never be paid below the legal minimum wage, where it exists, as even this is often under the poverty line, especially for those like us who are deemed 'unskilled'. In fact, many of us are not 'unskilled', and this needs to be recognised more, particularly by governments.

Wages should be paid at most on a monthly basis, and in money. In-kind payments such as for accommodation and food should never be used to avoid paying a money wage for our work. After all, it is for the employer's convenience that domestic workers live in. In Peru, domestic workers have managed to put an end to such in-kind payments. In South Africa, the law says that no more than 10% of wages can be deducted, and then only for a proper room with a bathroom, and not food as the worker is entitled to a decent meal.

Employers should give us pay slips, so that we have a record of our employment.

- **Working hours, daily/weekly rest periods, annual leave**

Being on call to work for long hours, day or night, whenever the employer demands, is one of the great abuses suffered by many domestic workers. Few of us have our rights to daily or weekly rest periods or annual leave respected. Our working hours, time for daily and weekly rest, and holidays should be clearly stated in the employment contract, and overtime paid on top of regular wages where due. The time that we are on standby should be included as part of our working hours. We should be entitled to at least 24 hours off in every 7-day working period.

These issues on working time are included in laws, for example in South Africa and Austria, and in collective agreements, like in France. They must be in the Convention too.

The Convention should refer to C.1 (1919) and C 47 (1935) which both regulate working time. The Weekly Rest (Commerce and Offices) Convention 106 (1957) and /or C.172 (1991) on Working Conditions in Hotels and Restaurants can also serve as guidelines.

When we are on our rest break or time off, we must have our rights to freedom of movement respected - we must be allowed to leave our workplace if we wish. We must have the right to take our annual leave wherever we wish.



- **Safety and security of person**

**Protection against abuse and harassment:** Physical, sexual, verbal, or mental abuse and harassment is, sadly, all too commonplace for domestic workers. Governments need to recognise this and include it in policies and action against violence. C 111 (1958) also covers sexual abuse and should apply to us too.

Where abuse has happened, domestic workers must have the right to end the employment contract and leave the workplace, and seek justice through the courts, with legal advice and support from the trade unions, if they wish. The abusive employer should still be obliged to fulfil his/her contractual responsibilities, and comply with national laws/regulations and any collective agreements that apply.

**Occupational health and safety:** Domestic workers are exposed to many hazards such as burns, cuts, falls, repetitive strain injuries, lifting injuries, exposure to chemicals, allergies, stress, and so on. So C.155 (1981) on Occupational Safety and Health (including its Protocol) must apply to us, as should C.187 (2006). Employers should be obliged to provide a safe working environment.

Governments could set up a system of roving safety representatives. Their role could be law enforcement and also training for both employers and employees on, for example, the safe use of chemicals and lifting techniques. OHS/environmental training programmes for domestic workers should be supported, adding to our safety and skills base.

Where there is injury or ill-health, domestic workers should have the same access as other workers to compensation schemes.

- **Access to social security and medical services**

Domestic workers are amongst the poorest in society, and are highly vulnerable at times of economic crisis. All social security schemes, including pensions, unemployment benefit and maternity/paternity rights, must be extended and strengthened to cover domestic workers. In South Africa, employers must by law register their domestic workers for social security. In India too, we are now entitled to social security. These examples show it is possible. Domestic workers must also have access to medical services.

This is helped when governments formalise the employment relationship by encouraging employment contracts, and have proper work permit systems for migrant workers, as these documents provide evidence of identity and employment.

**Maternity/paternity rights:** These are as essential for domestic workers as for other workers. Women especially need maternity protection as many of us work far away from the support of our own families. Maternity Protection Convention, 2000 (No.183) says it applies to “all employed women, including those in atypical forms of dependent work”. Workers with Family Responsibilities Convention, 1981 (No. 156) applies to “all branches of economic activity and all categories of workers”. So we should no longer be excluded from maternity rights, including those of us with multiple part-time jobs (see page 9).

- **Place of abode / freedom of movement**

Enforced live-in is a fertile ground for much abuse, and is against our basic right of freedom of movement. Governments must not have laws which make us live in the homes of our employers. On the contrary, they should have powers to make sure that employers cannot force us to live in.

When we do agree to live in the home of our employer, it must be safe and clean, and our privacy must be respected. We should have the right to receive visitors, and to communicate with whomever we wish.

- **Right to own documentation**

One of the ways in which employers keep their domestic worker captive is by insisting upon holding their documentation - ID cards, passports, work permits, etc. This is particularly so for migrant workers. Such workers face the situation that if they leave an abusive employer, they have no documents to prove their identity and/or right to be in the country; they are 'undocumented' and risk becoming labelled 'illegal', vulnerable to hostility from their former employer and the wider host population as well as deportation.

Employers must be stopped from keeping workers' personal documentation. Any workers who become 'undocumented' because they have escaped from an abusive employer should be treated with fairness, and have rights at least to unemployment benefit and to seek legal redress for loss of employment.

- **Implementation and enforcement measures**

The special nature of our workplace – the private homes of millions of individual householders – obviously requires special steps by governments so as to make sure that standards and legislation are implemented and enforced. However, policies in Canada, South Africa, Sweden and Uruguay, for example, show it is possible as long as governments are willing and make the resources available.

*Labour inspection services:* The right of the household to privacy should not be used to deprive us of our rights to safe and healthy working conditions. Households which are also workplaces should be treated as workplaces, subject to labour inspection - and without retribution against the worker. Labour supply agencies should also be registered and monitored to ensure they comply with laws.

*The right to redress:* Too few domestic workers have their grievances against employers heard, let alone get redress in the courts. Governments should set up investigation and dispute settlement procedures that are open and accessible to us. They should encourage telephone hot-lines for reporting abuses. We need the right to seek legal advice, and to nominate someone of our own choosing to represent us in court or elsewhere.

- **Education, Training and Awareness-Raising**

Greater opportunities are needed for domestic workers to learn about the standards and laws that should be protecting them, and about their rights to organise, speak up and be heard – i.e. to negotiate collectively with governments and employers. This will help the new standards and laws to be properly implemented (see above).

There should also be much better provision of professional skills training, raising the quality and status of this work to the benefit of all – workers, employers and families.

Much more needs to be done also to change how the general public, as well as governments, employers and even some trade unionists, perceive this work – to raise its status away from 'help' or, even worse, 'servitude' to one of value and respect. Public awareness campaigns on such issues as model employment contracts and social security schemes have been shown to encourage more employers to behave responsibly.

- **Statistics gathering**

Because what we do has so far been excluded from the definition of 'work', in very many countries there is very little data about the size, scope and role of domestic work and the workers involved. The ILO should encourage and assist all governments to undertake more research and gather statistics on domestic labour. This will make our work more visible to all, and hopefully more valued, and provide the basis for better-informed policies and action to support us.

# THE SCOPE OF THE NEW CONVENTION

## WHO ARE 'DOMESTIC WORKERS'

Anyone who works in the private home of another, doing household and care work, must be included in the scope of the new Convention: part-timers as well as full-timers; those who work in several households each week/month and those who work in just one household; those who live-in and those who live in their own homes. To exclude anyone will only allow or even encourage abuse against them.

**Migrant workers:** There are millions of migrant domestic workers, both within countries and across borders. Many governments gain a lot of foreign exchange from the remittances they send home. Not to include these workers would only encourage those who use and abuse them. So, equality of treatment and opportunity for migrant workers in C.97 (1949) and C.143 (1975) must cover domestic workers too.

**Part-time workers with multiple employers:** Specific mechanisms are needed which make it possible to add up the various employment arrangements of part-time domestic workers with multiple employers so that they get the same access to social security provisions – including maternity rights – and occupational health and safety protection as workers in a full-time employment relationships. There are systems developed in Belgium and France which provide models.

## WHO ARE 'EMPLOYERS'

It should cover any individual person or any organisation (state or private) who employs someone to carry out domestic work in a private home.

**No 'diplomatic immunity':** There are diplomats or other foreigners who enjoy a privileged status in their host country, and they often use this to side-step their responsibilities as employers of domestic workers. The Convention must make it clear that diplomats/foreigners have the same obligations as any other employers of domestic workers in the country where they are living.

**Employment Agencies/Labour Brokers:** Many domestic workers, especially migrant workers, are placed by companies, agents or brokers to work in private homes. They must also be considered as employers, with the same legal duties and responsibilities as other employers. They must be regulated so as to stop exploitative practices. C.181 (1997) on Private Employment Agencies "applies to all categories of workers and all branches of economic activity".

Labour agents employing migrant workers can be very exploitative, for example holding onto passports and charging excessive fees which effectively keep the workers in debt bondage. So such agencies should have extra responsibilities, such as to:

- make the employment contract available for agreement prior to the employee crossing national borders.
- make information available to their employees about the host country, such as employment rights there, complaints procedures, and contact information for trade unions and other workers' support groups.
- repatriate employees at the end of the contract, at no cost to the employee.

Governments in countries of origin and destination should cooperate better to root out trafficking and other abusive activities by labour agents towards migrant domestic workers. Governments in countries of destination should make sure that work permit schemes include them. Governments in countries of origin should provide them with information on their employment rights in host countries.

## INFORMATION SOURCES

- ILO report, '**Decent Work for Domestic Workers**', IV.1, 2010: [www.ilo.org/global/What\\_we\\_do/Officialmeetings/ilc/ILCSessions/98thSession/ReportssubmittedtotheConference/lang-en/docName-WCMS\\_104700/index.htm](http://www.ilo.org/global/What_we_do/Officialmeetings/ilc/ILCSessions/98thSession/ReportssubmittedtotheConference/lang-en/docName-WCMS_104700/index.htm)
- **ILO report analysing replies to the Questionnaire on Decent Work for Domestic Workers**, IV.2, 2010: [www.ilo.org/global/What\\_we\\_do/Officialmeetings/ilc/ILCSessions/98thSession/ReportssubmittedtotheConference/lang-en/docName-WCMS\\_123731/index.htm](http://www.ilo.org/global/What_we_do/Officialmeetings/ilc/ILCSessions/98thSession/ReportssubmittedtotheConference/lang-en/docName-WCMS_123731/index.htm)
- **ILOLEX database of ILO Conventions**: [www.ilo.org/ilolex](http://www.ilo.org/ilolex)
- **IUF letter to ILO/Travail**, 9 September 2009 (ro/bh 0728), concerning the Questionnaire on Decent Work for Domestic Workers
- **ITUC replies to the ILO Questionnaire** on Decent Work for Domestic Workers
- **Reports of IUF/IDWN regional workshops**:  
Africa, Nairobi, 27-28 November 2009  
Asia, Hongkong, 12-14 December 2009
- **Platform of Demands**, National Domestic Workers' Alliance (NDWA), USA: [www.nationaldomesticworkeralliance.org/campaigns/ilo-convention](http://www.nationaldomesticworkeralliance.org/campaigns/ilo-convention)
- '**Respect and Rights: Protection for domestic workers**', 2006 international conference report, FNV, Amsterdam, 2008: [domesticworkerrights.org/sites/en.domesticworkerrights.org/files/RESPECT&RIGHTS.pdf](http://domesticworkerrights.org/sites/en.domesticworkerrights.org/files/RESPECT&RIGHTS.pdf)
- '**Out of the Shadows: Organising and protecting domestic workers in Europe**', 2005 European conference report, ETUC, 2005: [www.etuc.org/a/2809](http://www.etuc.org/a/2809)
- **Briefing for the ILO discussion on the informal economy in 2002**, Global Labour Institute: [www.globallabour.info/en/2007/09/workers\\_in\\_the\\_informal\\_econom.html](http://www.globallabour.info/en/2007/09/workers_in_the_informal_econom.html)

## THE INTERNATIONAL DOMESTIC WORKERS' NETWORK (IDWN)

### STEERING COMMITTEE

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## UNIONS, WORKERS' ASSOCIATIONS AND SUPPORT ORGANISATIONS IN THE INTERNATIONAL DOMESTIC WORKERS' NETWORK (IDWN)

Many organisations are already active in the IDWN, and there are more around the world whom we are in the process of identifying and encouraging to join in.

In the non-exhaustive list below are also those organizations included, which are not necessarily members of IDWN, but which have worked together with IDWN.

### TRADE UNIONS AND DOMESTIC WORKERS' ASSOCIATIONS:

<b>AFRICA</b>	
Benin	SYNEMB – Syndicat National des Employés/es de maison du Bénin
Benin	SEHM/BA – Syndicat des employés/es d'hôtel et de maison de Bourgou-Alibori
Kenya	KUDHEIHA – Kenya Union of Domestic, Hotels, Education Institutions, Hospitals and Allied Workers
Malawi	Commercial, Industrial & Allied Workers Union
Mozambique	SINED/CSN – Sindicato Nacional Dos Empregados Domesticos
Namibia	NDAWU – Namibia Domestic and Allied Workers Union
Senegal	CNTS – Confédération Nationale des Travailleurs du Sénégal
South Africa	COSATU – Confederation of South African Trade Unions
South Africa	SADSAWU – South African Domestic, Service and Allied Workers Union
Tanzania	CHODAWU – Conservation, Hotels, Domestic, Social Service and Consultancy Workers' Union
Uganda	UHFAWU – Uganda Hotels, Food and Allied Workers Union
Zambia	UHDWUZ – United House and Domestic Workers Union of Zambia
Zimbabwe	Zimbabwe Domestic Workers and Allied Workers Association
<b>ASIA</b>	
Asia/Thailand	ADWN – Asian Domestic Workers' Network
Asia	ADWA – Asian Migrant Domestic Workers Alliance
Bangladesh	NDWWU – National Domestic Women Workers Union
Hong Kong	HKCTU – Hong Kong Confederation of Trade Unions
Hong Kong	FADWU – Federation of Asian Domestic Workers Union in Hong Kong
Hong Kong	HKDWGU – Hong Kong Domestic Workers General Union
Hong Kong	TMWU – Thai Migrant Workers' Union
Hong Kong	UNDW-HK – Union of Nepali Domestic Workers in Hong Kong
Hong Kong	Overseas Domestic Workers' Union
Hong Kong	FDWU – Filipino Domestic Workers' Union
Hong Kong	KOTKIHO – Hong Kong Coalition of Indonesian Migrant Workers' Organizations
Hong Kong	FEONA – Far East Overseas Nepalese Association
India	SEWA – Self Employed Women's Association
India	Penn Thozhilalargal Sangam (Women Workers' Union)
India	Karnataka Domestic Workers' Union
India	Domestic Workers' Rights Union
India	Tamil Nadu Domestic Workers Union
Indonesia	Tunas Mulia Domestic Workers Union
Indonesia	IMWU – Indonesian Migrant Workers Union
Korea	KCTU – Korean Confederation of Trade Unions (KCTU)
Korea	Korean House Managers Cooperative
Malaysia	MTUC – Malaysian Trade Union Congress
Nepal	GEFONT – General Federation of Nepalese Trade Unions
Nepal	NIDWU – Nepali Independent Domestic Workers Union
Philippines	APL – Alliance of Progressive Labour
Philippines	FFW – Federation of Free Workers
Philippines	SUMAPI – Samahan at Ugnayan ng Mhnggagawang Pantahanan Sa Philipinas (Association of Domestic Workers in the Philippines)
Sri Lanka	Red Flag Women's Movement

<b>SOUTH AMERICA &amp; CARIBBEAN</b>	
South America/Caribbean, Mexico	CONLECTRAHO - Confederación Latinoamericana y el Caribe de Trabajadoras del Hogar
Argentina	SIN-PE-CAF – Sindicato del Personal de Casas de Familia
Bolivia	FENTRAHOB – Federación Nacional de Trabajadoras del Hogar de Bolivia
Brazil	FENATRAD – Federación Nacional de Trabajadoras Domesticas
Chile	CAMINANDO JUNTAS – Mutual de Trabajadoras del Hogar
Chile	SINTRACAP – Sindicato de Interempresa de Trabajadoras de Casa Particular Area Metropolitana
Colombia	UTRAHOGAR – Unión de Trabajadoras del Hogar (Cali)
Colombia	SINTRASEDOM – Sindicato Nacional de Trabajadoras del Servicio Domestico, Bogota
Costa Rica	Asociación de Trabajadoras Domesticas
Dominican Republic	Asociación de Trabajadoras del Hogar
Dominican Republic	ASOMUCI – Asociación de Mujeres Unidas de Coordinación Independiente
Ecuador	Asociación de Trabajadoras Remuneradas del Hogar
Guatemala	CENTRACAP – Asociación de Trabajadoras de Casa Particular
Jamaica	JHWA – Jamaica Household Workers Association
Mexico	CACEH – Centro de Apoyo y Capacitación para Empleadas del Hogar
Mexico	CEDACH – Colectivo de Empleadas Domesticas de los Altos de Chiapas
Mexico	Red de Empleadas del Hogar, Guerrero
Mexico	Red de Empleadas del Hogar, Morelos
Paraguay	Sindicato de Trabajadoras del Hogar del Paraguay
Peru	SINTRAHOL – Sindicato de Trabajadoras del Hogar Lima
Trinidad and Tobago	NUDE – National Union of Domestic Employees
Uruguay	SUTD – Sindicato Unico de Trabajadoras Domesticas
<b>NORTH AMERICA</b>	
US	AFL-CIO – American Federation of Labor and Congress of Industrial Organizations
	NDWA – National Domestic Workers’ Alliance, membership based organizations as follows
	Domestic Workers United, New York
	Mujeres Unidas Activas, San Francisco and Oakland
	Casa de Maryland, Silver Springs MD
	Damayan Migrant Workers’ Association, New York
	POWER, San Francisco, CA
	Day Labor Program Women’s Collective of La Raza Centro Legal, San Francisco, CA
	Casa Latina, Seattle WA
	CHIRLA – Coaliton for Humane Immigrant Rights of Los Angeles, CA
	Unity Housecleaners Cooperative of the Workplace Project, Long Island NY
	Haitian Women for Haitian Refugees, Brooklyn NY
	Andolan-Organizing South Asian Workers, Jackson Heights NY
	Philipino Workers’ Center of Southern California, Los Angeles CA
	Filipino Advocates for Justice, Oakland, CA
	Houston Interfaith Worker Justice, Houston, TX
	Centro Humanitario, Denver, CO
	Southwest Workers’ Union, San Antonio, TX
	Wage Theft Task Force, Miami FL
	Florida Immigrant Advocacy Center, Miami FL
	Matahari, Boston, MA
	Vide Verde, Boston, MA
	Asociación de Jornaleras de San Diego, CA
	Centro Laboral de Graton, Graton, CA
	Colectivo Tejiendo Suenos, Chicago, IL
	Washtenaw County Worker Center, Ann Arbor, MI
	IDEPSCA. Los Angeles, CA
	Cidadão Global, Coise Mulher, Long Island, NY
	Adhikaar, NY, NY
	Beyond Care Coop, Brooklyn NY

<b>EUROPE</b>	
Europe, Belgium	EFFAT - European Federation of Food, Agriculture and Tourism Trade Unions
Belgium	CSC Alimentation et Services (CSC Alimentation)
France	Syndicat CFDT des Salariés du Particulier Employeur de l'Île de France
Germany	NGG - Gewerkschaft Nahrung-Genuss-Gaststätten
Italy	FILCAMS-CGIL - Federazione italiana lavoratori commercio turismo servizi
Italy	FISASCAT-CISL - Federazione italiana sindacati addetti servizi commerciali, affini e del turismo
Italy	UILTuCS-UIL - Unione italiana lavoratori turismo commercio e servizi
Netherlands	Bondgenoten – FNV
Spain	ATH-ELE - Asociación de Trabajadoras de Hogar de Bizkaia
Switzerland	UNIA (Swiss General Workers' Union)
Switzerland	SIT – Syndicat interprofessionnel de travailleuses et travailleurs, Geneva
United Kingdom	UNITE

**ORGANISATIONS / NGOS SUPPORTING DOMESTIC WORKERS:**

International	Global Network
International	IFWEA – International Federation of Workers' Education Associations
International, Belgium	Solidar
International, Germany	German Commission for Justice and Peace
International, UK	Anti Slavery International
International, USA	Human Rights Watch
International, USA	Solidarity Center
International, USA	WIEGO - Women in Informal Employment: Globalizing and Organizing
Europe, Netherlands	RESPECT Network
Bangladesh	BILS – Bangladesh Institute of Labour Studies
Ghana	LAWA – Ghana
Hong Kong	AMRC – Asia Monitor Resource Center
Hong Kong	AMC – Asian Migrants Centre
Hong Kong	CMR – Coalition for Migrant Rights
India	North Eastern Regional Domestic Workers' Movement
India	Stree Jagruti Samiti
Indonesia	Jala PRT – National Advocacy for Domestic Workers
Indonesia	'Rumpun Tjoet Njak Dien
Indonesia	PERISAI – Association for Indonesian Child Study and Rights Advocacy
Ireland	Migrant Rights Centre Ireland
Kenya	CTD – Centre for Domestic Training and Development
Mexico	CATDA Centro de Apoyo a la Trabajadoras Domestica
Mexico	Universidad Autonoma Metropolitana Xochimilco Mexico
Nepal	CWISH – Children-Women in Social Service and Human Rights
Pakistan	Labour Education Foundation
Peru	Centro Yanapanakusun
Peru	Grupo Trabajo Redes/La Casa Panchita, Lima
Philippines	MFA Asia – Migrant Forum Asia
Tanzania	KIVULINI, Good Samaritan, The rural Women Youth and Children Development WOYCHI
Tanzania	KIWOHEDE - KIOTA Women Health and Development
Thailand	CAW - Committee for Asian Women
Thailand	Homenet Thailand
United Kingdom	Kalayaan
USA	Break the Chain Campaign, Institute for Policy Studies
USA	Women's Voice for the Earth
Zambia	Young Women Christian Association
Zimbabwe	Zimbabwe Domestic Workers' Trust