



International Domestic Workers Network (IDWN)

Founding Congress

Montevideo, Uruguay, 26th-28th October 2013

Item 6: IDWF 5-year Action Plan

To end poverty and exploitation of millions of domestic workers around the world, the IDWF must live up to its objectives and goals as stipulated in its Constitution, with the collective strength of all its affiliates and strong partnerships with trade unions, labour, women and human rights NGOs and advocates, and UN institutions at all levels - national, regional and global.

In doing so, the Founding Congress is adopting this 5-Year Action Plan for 2014 - 2018.

1. Strategic Goal

Develop the capacity of IDWF to defend and advance the rights and protection of its members in particular, and all domestic workers in general.

2. Objectives and Results

IDWF aims to:

- 2.1. develop its ability to represent its members at the national, regional and global levels.
- 2.2. increase domestic workers' participation in collective actions that will help effect changes in the social, economic, political and cultural landscape, and will allow for the growth and strengthening of organized domestic workers and the advancement of domestic workers' rights and interests.
- 2.3. strengthen the IDWF organizational structures and financial sustainability:
 - a. The Secretariat will be established with the capacity to:
 - i. Provide efficient communication between the EXCO and implementing organs of the IDWF;
 - ii. Regularly and properly collect and disseminate membership updates;
 - iii. Provide activity and financial reports regularly.
 - b. It will implement IDWF's strategy for organization sustainability

3. Program Plan

To achieve the IDWF's goals and objectives for 2014 – 2018, the following program of activities will be implemented:

International Work

- a. Encourage domestic workers organizations who are not already members of the IUF to apply for affiliation ; seek the authorization from the IUF Governing Bodies to establish a special group within the IUF; strengthen the cooperation with the IUF regional structures.
- b. Maintain strong partnership with the ITUC globally and in the regions , to promote membership of IDWF affiliates in the trade union national centers in countries wherever desirable and to work collaboratively to achieve the ratification of C!89 and national legislations;
- c. Actively participate in ILO processes and activities wherever appropriate;
- d. Develop links with informal workers organizations in other sectors and build alliances with solidarity support organizations;

Organizational Formation and Development

- a. Conduct strategic development planning for affiliates from 2014 to 2015: on organizing of members; on realization of dues systems; on leadership development, etc.;
- b. Support affiliate to organize and include migrant domestic workers into their own organizations;
- c. Strengthen gender training as a key aspect to empower women leadership;
- d. Identify and establish contacts with domestic workers organizations that have not yet joined the IDWF, in particularly those in the Middle East, North Africa, South Pacific, North America and Eastern Europe and Central Asia.
- e. Develop regional structures within the IDWF to strengthen coordination and participation of its affiliates in the regions and in the overall organization;
- f. Help to strengthen and expand CONLACTRAHO and Caribbean Domestic Workers Networks as strategic partners of IDWF in the regions;
- g. To increase members' participation in joint activities during International Women's Day, March 8th, International Labour Day, May 1st, International Domestic Workers Day, March 30 and June 16, and International Migrants Day, December 18.

Strategic Campaigns and Actions

In collaboration with trade unions, Civil Society Organizations and political allies as appropriate campaign:

- a. for the ratification of ILO conventions, targeting the C189, C87, C97 and C98; and for the realization of national legislations to improve and protect domestic workers rights
- b. against abusive employment agencies and excessive recruitment fees;

- c. for the elimination of exploitation of child domestic workers;
- d. for basic labour rights and social protection for domestic workers: right to organize, minimum wage, rest days, health insurance, occupational health and safety
- e. for collective bargaining forums and regular negotiations

Education and Research Work

- a. Develop model contracts and collective bargaining agreement standards in selected countries;
- b. Alternative models of collective bargaining and actions;
- c. Homecare industry trends and organizing of homecare workers;
- d. Migrant domestic workers in selected countries.

Governance, Administrative and Communication Work

- a. Establish the office of the General Secretariat.
- b. Publish the IDWF e-newsletter monthly and maintain the IDWF website and Facebook, expand e-group and twitter;
- c. Establish the IDWF financial system, including bank accounts and standard policies;
- d. Improve resource generation by expanding networks and relationships with support organizations.
- e. Conduct Executive Committee meetings regularly, with face-to-face meetings at least once a year and teleconferences at least twice in between;
- f. Convene the Second Congress in 2018, at the latest.