



International
Labour
Organization

REPORT

Trade Union Regional Workshop on Capacity Building of Domestic Workers Organizations and Elimination of Child Domestic Labour

15-17 December 2014, Yogyakarta, Indonesia

International Programme for the Elimination of Child Labour (IPEC)

Bureau for Workers' Activities (ACTRAV)

Organized by the PROMOTE Project ILO Jakarta and ILO Regional Office for Asia Pacific - Bangkok
Funded by the U.S. Department of Labor

1. Summary

The Trade Union Regional Workshop on Capacity Building of Domestic Workers Organizations and the Elimination of Child Domestic Labour was organized from 15-17 December 2014 in Yogyakarta, Indonesia under the PROMOTE project based in ILO Jakarta. The project aims at strengthening domestic workers organizations and reducing child domestic labour. The project includes the organization of two regional workshops under the auspices of the ILO Bureau for Workers Activities at the start and at the end of the project respectively. This first regional workshop aimed to foster cooperation between national trade union confederations (TUs) and domestic workers' organizations (DWOs) from nine Asian countries on promoting decent work for domestic workers and reducing child domestic labour.

Almost 30 participants (two-thirds women and one-third men) representing trade unions and affiliates of the International Domestic Workers Federation (IDWF) from Cambodia, China, Hong Kong SAR China, India, Indonesia, Pakistan, the Philippines, Sri Lanka, Thailand and Vietnam attended the workshop.

The main outcomes were:

- The workshop enabled sharing of knowledge and experience between the TUs and DWOs in participating countries in South and South-East Asia. Participants became aware of the general absence of labour and social protection for domestic workers and the high incidences of domestic work and child domestic labour in the Asia-Pacific region, where more than 60 per cent of the total numbers of child domestic labourers are 5-11 years old, way below the minimum age for admission to employment.
- Several of the IDWF affiliates, PROMOTE project partners and TUs demonstrated viable ways of addressing the needs of domestic workers for education, healthcare and decent work, and showed how support to grassroots organizing and collective action by (child) domestic workers can improve their situation and bargaining position with their employers. Many of the ex-(child) domestic workers at the workshop shared the importance of self-development and how joint action and support by other domestic workers led to their empowerment.
- The launch of the *IDWF online communication network* (see <http://www.idwfed.org/en>) took place at the workshop on 16 November 2014 with the release of a video on the network (see <http://www.idwfed.org/en/updates/launch-video>) and the issuance of an IDWF-ILO press release, (see <http://www.idwfed.org/en/campaigns/idwf-new-online-communication-network>). The site received over 30,000 'hits' on the website within hours of the launch.
- The TU and DWO participants shared knowledge on how to strengthen advocacy, organising, education and legal action for child and adult domestic workers through presentations, plenary and small group discussions and a field visit to a local domestic workers union and education centre for (child) domestic workers. The participants developed joint in-country action plans for the coming 18 months. Progress will be shared at the second regional trade union meeting of the PROMOTE project in late 2016.

- Participants indicated that their organizations would continue to lobby for ratification of Convention No. 189 and improving national legislation on decent work for domestic work in their countries.
- It was important to take action at all levels: from the national, state, provincial and district levels to the homes where domestic workers earn their living. The successful organizing models of DWOs has shown that many active female union leaders have been emerging from grassroots domestic workers' organizations. Senior male trade union leaders were encouraged to enable these female trade union leaders to exercise leadership in senior trade union circles.
- A regional trade union meeting of the national trade union centres and confederations planned for May 2015 in Nepal would form another opportunity to increase TU commitment to reach out to domestic workers and other informal economy and migrant workers and cooperate with domestic workers organizations, the overall majority of which are membership-based.



2. Workshop aims and participants

The Trade Union Regional Workshop on Capacity Building of Domestic Workers Organizations and Elimination of Child Domestic Labour brought Trade Unions (TUs) and Domestic Workers Organizations (DWOs) together with a view to share experience and promote joint strategies to support the rights of domestic workers and help eliminate child domestic labour. The workshop was organized within the framework of the PROMOTE project: Decent Work for Domestic Workers to End Child Domestic Work. The project operates in Indonesia and has a regional component to promote knowledge sharing in Asia. The PROMOTE project is part of the ILO's International Programme for the Elimination of Child Labour (IPEC) and is funded by the US Department of Labor.

Two regional PROMOTE workshops will be organized under the auspices of ILO Bureau for Workers Activities (ACTRAV) at the start and at the end of the project respectively. This first regional workshop aimed to:

- Share experiences on promoting decent work for domestic workers, organizing domestic workers and reducing child domestic labour.
- Learn about strategies, successful models and promising practices for the application and ratification of ILO Convention No. 189 on decent work for domestic workers, and improving national laws and regulations.
- Review strengths, gaps and needs in the various countries and identify how to strengthen union capacity and regional cooperation to achieve decent work for domestic workers and reduce child domestic labour.

Participants to the workshop included 29 representatives (two-thirds women and one-third men) of trade unions (TUs) and domestic workers' organizations (DWOs) from Cambodia, China, including Hong Kong SAR, India, Indonesia, Pakistan, the Philippines, Sri Lanka, Thailand and Viet Nam. Resource persons and workshop organizers included the Regional Senior Specialist on Workers' Education and the Senior Specialist on Child Labour of the Decent Work Team for East and South East Asia from ILO Bangkok, the PROMOTE Project's National Chief Technical Adviser and her team, and the National Project Coordinator on Workers' Activities from ILO Jakarta, the Global Coordinator of the International Domestic Workers Federation (IDWF) and several consultants including the former ILO Bangkok Senior Specialist on Gender Equality and Women Workers' Issues and the Senior Programme Officer on Knowledge Management, and a PROMOTE Project Consultant.

The final programme of the meeting is provided in Annex 1, and the list of participants is given in Annex 2.

3. Record of proceedings

Opening ceremony

The first day started with opening addresses by representatives from the Indonesian trade union movement and the ILO offices in Jakarta and Bangkok as follows.

Konfederasi Serikat Pekerja Indonesia or Indonesian Trade Union Confederation (KSPI)

Mr Razian A. Toniman of the KSPI welcomed the participants from other countries and underlined the importance of collaboration among trade unions and joining forces with NGOs. While there had been little attention for domestic workers in the past, the Indonesian trade union movement was now fully engaged to ensure that domestic workers would be treated as regular workers. The Indonesian unions hoped that the government would soon enact the draft Domestic Workers Bill in Indonesia, which had been pending for over 10 years. It was important to advocate the ratification of Convention No. 189 with the government and to ensure the effective protection of both the local and international migrant domestic workers. This workshop was hailed as a step in the right direction, as it would strengthen the position and commitment of the TUs and DWOs to jointly promote decent work for domestic workers.

ILO Jakarta

Ms Michiko Miyamoto, Deputy Director of ILO Jakarta, indicated that the poor treatment and abuse meted out to domestic workers and child domestic labourers were urgent human rights issues that required immediate responses. Domestic workers played a vital role in the labour market as they allowed their employers to work outside their home. Domestic workers were workers, not ‘helpers’, but their work, mostly done by women, was often invisible, undervalued and unrecognized. Children in particular were vulnerable to exploitation, and needed protection. ILO Convention No. 189 and Recommendation No. 201 were a breakthrough and alliances between the trade unions and domestic workers’ organizations were vital to advocate policy change.

ILO Bureau for Workers Activities – Asia and the Pacific

Mr Shigeru Wada, Regional Senior Specialist on Workers’ Education from ILO Bangkok recalled the ILOs tripartite structure of governments, employers’ and workers’ organizations and its importance in governing the world of work. Trade unions had been at the forefront in calling and lobbying for the adoption of Convention No 189, but action against child domestic labour was new for many unions. He encouraged the unions and domestic workers’ organizations to help domestic workers organize and advocate better labour and social protection laws and policies for this large group of workers, most of them women and many of them children. National, regional and global alliances were crucial to turn domestic work into decent work.

Introduction of participants

Participants briefly introduced themselves through a ball game exercise and shared the number of years of experience each had in promoting decent work for domestic workers and eliminating child domestic labour. The collective experience in the room amounted to 247 years. This represented a considerable body of knowledge and expertise that was available for sharing during the workshop.

Session 1. Introduction to Convention No. 189 – Quiz and presentation

Ms Arum Ratnawati, chairperson for the session introduced the session aims and facilitators. Ms Neliën Haspels and Mr Johan Arvling engaged participants in a quiz on facts and figures on domestic work around the world and in Asia, and highlighted the main contents of Convention No. 189 on decent work for domestic workers. Key messages were:

- There continued to be a considerable *demand for domestic work and the potential for job creation* was significant in terms of creating job opportunities for domestic workers, and enabling members of employer households, usually women, to join the labour market.
- Of the 53.6 million domestic workers worldwide, more than four out of every five were women (83 per cent) in 2010. Of every three child domestic workers, two were girls and one was a boy.
- Worldwide, the Asia and Pacific region had most domestic workers (41 per cent). However, while domestic workers provide indispensable household work and care services, domestic work remained undervalued and the *absence of labour and social protection*, especially in the Asia and Pacific region was staggering. Worldwide, 10 per cent of domestic workers was covered by general labour laws to the same extent as other workers, but in Asia this figure amounted to 3 per cent. Worldwide, 30 per cent of domestic workers were excluded from any labour legislation and in Asia this figure more than doubled with 61 per cent excluded from any labour legislation.
- Over 56 per cent of domestic workers in the world had no limitations to their normal weekly hours and this was true for 99 per cent of domestic workers in Asia and the Pacific. Globally 45 per cent had no right to one day off per week, in Asia and the Pacific 97 per cent did not have one weekly rest day. Worldwide, 42 per cent of domestic workers in the world was excluded from minimum wage coverage globally while 88 per cent of the domestic workers did not have minimum wage coverage in Asia and the Pacific.

It was pointed out that the ILO conventions are the minimum international labour standards agreed upon at the international level. Some substantive provisions of the Domestic Workers Convention No. 189 and Recommendation No. 201 were introduced with special focus on the *fundamental principles and rights at work* (protection from child labour, forced labour, discrimination, abuse, harassment and violence and recognition of the right to organize, including freedom of association and the right to collective bargaining), and *fair terms of employment* (hours of work and time to rest, remuneration, decent living conditions for live-in domestic workers and information on the terms and conditions of the employment contract). See the slide presentation with the Quiz at:

<http://www.idwfed.org/en/resources/introduction-to-ilo-convention-no-189-on-decent-work-for-domestic-workers>.

Session 2. Child domestic labour – Panel presentations and discussion

The panel discussion started with a viewing of a video ‘Dreams of child domestic workers’ made by child labourers on the situation of girls in domestic labour in Indonesia. See: <https://www.youtube.com/watch?v=XvDHni721pE&feature=youtu.be>.

Mr Shigeru Wada, session chairperson, introduced the session aims and the panelists from ILO, Indonesia, India and Cambodia who would highlight key child domestic labour issues and share good practices to eliminate exploitation of child domestic workers. Ms Simrin Singh gave an overview of the magnitude of child domestic labour. Worldwide close to 12 million children aged 5-17 years are in child labour in domestic work. Boys account for 35% of these children. She shared international good practices on how to protect young workers from abusive working conditions. Global estimates have shown that 64 per cent of children in child domestic labour belong to the 5-11 age group, with 18 per cent both in the 12-14 and the 15-17 age categories. In addition, an undetermined number of children were engaged in domestic work under forced labour conditions, and some of these were victims of human trafficking. She emphasized the need for sustained efforts by the unions and domestic workers’ organizations by highlighting the example of Tanzania’s trade union CHODAWU. This union had been one of the fore-runners in the fight against child domestic labour. It had started to combat child labour in domestic work almost 20 years ago and is now a key partner and strong IDWF affiliate in promoting decent work for domestic workers and reducing child domestic labour.

It was particularly difficult to identify and eliminate child domestic labour because it was often ‘hidden’. Many factors pushed and pulled children into child domestic labour. Poverty played an important role among the families that send their children out to work in the households of others, and especially girls but also boys were sometimes expected to contribute to the family income from a very early age onwards. Some employers preferred children to work in their households as children can be paid less and are more docile than adults. *Priority measures* to end child labour in domestic work were:

- Providing decent work for all domestic workers of working age, eliminating child domestic labour for children under the minimum age for admission to work and protecting child domestic workers who are allowed to work but are under 18 years old.
- Extension of a social protection floor that ensures access to essential social services to poor and vulnerable families and the right to education and vocational training in each country worldwide.
- Specific measures included: research to develop statistical visibility of the problem; design, implementation, monitoring and evaluation of legal, policy and practical measures; continuous awareness-raising and advocacy; promoting the ratification and implementation of Convention No. 138 on the minimum age for employment, Convention No. 182 on combating the worst forms of child labour and Convention No. 189; and paying special attention to specific vulnerable groups such as child migrants who might be prone to work under abusive conditions in domestic work.

Ms Satdewi Rina of **Mitra Ima Dei, Indonesia**, highlighted the NGOs twin objectives of: (i) withdrawing child domestic labourers from hazardous work and (ii) taking child domestic labourers back to their childhood. The strategies by which Mitra Ima Dei aims at achieving these are: (i) providing formal and non-formal education, and vocational and life skills training and (ii) campaigning for safe and non-hazardous working conditions. The NGO has established two child centers in Bekasi and Tangerang and actively engages in policy advocacy and building community support.

Achievements include: greater enrolment of child domestic labourers in schools and completing their education with diploma's that are equivalent to formal education system diploma's; changes in the type and duration of the work that the children have to do with employment so that they work for limited hours and in safe and non-hazardous working conditions; a better understanding of children on child rights, labour and social issues, such as reproductive health, dating, teenage marriage; and character and confidence building. Mitra Ima Dei emphasized the need for support and cooperation from local government offices, and of overcoming employers' and parents' reluctance to permit and support child domestic labourers' education and training. *Successful experiences* by Mitra Ima Dei were:

- Participation of child domestic workers in designing activities and various kinds of measures suitable for them leads to greater effectiveness of the programme.
- Involvement of all stakeholders from various fronts plays an important role because child labour in domestic work is found and derives support from many actors and structures.
- Strong and effective management capacity of the concerned organizations contributes to better implementation.

Ms Madasu Siva Naga Malleswari of the **All India Trade Union Congress (AITUC)** introduced definitions of and statistics on child labour in India. Effective legislation was key as the absence of labour laws for domestic workers meant they worked in the informal and unorganized sector without rights to a weekly day-off, the minimum wage, fixed working hours and social security. Children in domestic work often worked as forced or bonded labourers and comprised of mostly uneducated women and children in the throes of poverty and vulnerability.

Girls migrating for domestic work from tribal areas and marginalized castes were at specific risk. Over the last two decades there has been continuous large-scale migration of girls from tribal areas of the Indian states of Assam, Bihar, Telangana, Chhattisgarh, Jharkhand, Madhya Pradesh, Andhra Pradesh and Orissa to urban centers and metropolises. The girls are recruited by private firms to work as 'maids' in urban households, some of them are trafficked and many are exploited and abused by their agents and employers. Domestic work by women takes place within the larger context of patriarchal socio-cultural values and gender relations that ensures that this female-dominated occupation remains invisible, unrecognized and unpaid; and the employer-employee relationship was characterized by pronounced power imbalances. In relation hereto, AITUC had been active in the Employment and Social Protection Task Team, supported by the ILO, which had launched joint advocacy and communication on the rights of domestic workers on the World Day for Social Justice on 20 February 2014.

Another critical factor was the *age of domestic workers*. The Child Labor (Prohibition and Regulations) Act 1986 lists domestic work in the schedule of 'hazards' whereby the permissible age for work is 15 years. Given the socio-economic conditions in the country, 15 years may appear permissible but concerned organizations advocate 18 years as the age of admission to domestic work. This had become a rallying point for action: Under a proposed new law a tripartite Board would be established by the concerned governments which will register all employers, domestic workers and placement agencies and collect funds mainly from the registration of employers.

The following issues were important for effective training and education of domestic workers:

1. Awareness building and assistance for domestic workers was essential. There was a need to support organizing of domestic workers through union structures and by supporting self-organization of domestic workers through domestic workers' organizations.
2. *Labour education* on workers' rights, gender equality, labour laws, tripartite consultations and ILO standards was necessary for domestic workers.
3. It was important to explore *members' potential* and hone talents on advocacy, mobilization and fundraising among domestic workers (leadership, artistic skills, literacy and fund raising) for the healthy functioning of organizations.
4. *Training* sessions at the district levels should be held weekly or monthly, and state and national training should be done once or twice a year to enable domestic workers' activists to share ideas and knowledge.
5. *Skills training* should include education services, vocational training and life-skills.
6. *Organizing* was an important tool to enable organizations to carry out their objectives and this requires active participation of domestic workers.
7. Regarding *women's empowerment* in the trade unions, most Asian and Indian trade unions were male oriented and represented workers in formal employment. As a result, the needs and priorities of women workers in the informal economy had not been addressed. Domestic workers' organizations had therefore emerged as suitable platforms and it was important to forge strong relations with trade unions.

Mr. Chum Chamm, Project Officer of IDEA Cambodia introduced the **Cambodian Domestic Worker Network (CDWN)** which had been established in 2012 and was supported by the Independent Democratic Informal Economy Association Cambodia (IDEA), the IDWF and the International Union of Food, Agricultural, Hotel, Restaurant, Catering, Tobacco, and Allied Workers' Associations (IUF) and the Dan Christian Aid/Christian Aid (DCA/CA). The CDWN vision is: "All Cambodian domestic workers live and work in safe and comfortable spaces and have good working conditions with justice and dignity". CDWN's main objective is to organize domestic workers with a unified voice to improve their rights, working and living conditions. CDWN worked closely with the unions and other networks and groups representing informal economy workers like taxi drivers and street vendors.

He gave a brief *profile of child domestic work* in Cambodia, furnished with statistics. According to the Cambodia Development Research Institute, there were approximately 250,000 domestic workers in Cambodia in 2013. Domestic work in Cambodia is mainly performed by women (80 per cent) who have migrated from rural to urban areas. More than 80 percent live with their employers, and more

than half did not have their own rooms and privacy. Domestic workers in Phnom Penh, the capital received low wages, for example around 60 per cent earned less than USD 50 per month. Data from the Department of Employment and Manpower of the Ministry of Labour and Vocational Training (MoLVT) showed that many Cambodian migrant domestic workers were employed in Thailand, Malaysia and Singapore.

Two recent cases of child domestic labour exploitation were cited involving physical abuse of two children and a girl of 17 by their employers. CDWN aimed at *protecting child domestic workers* by mobilizing their members, organizing information sessions, training workshops and demonstrations to reach out to these workers and the general public, and conducting radio and TV talk shows. Mr Chamm introduced Ms Hai Somaly who had started domestic work as a child of 10 years old and was it with a shoe when her employers was displeased with her. Somaly now worked for a different employer, she was pursuing her education and was a domestic leader in the General Council of the CDWN.

The achievements of the CDWN between 2012 and 2014 were shared. The *membership* had grown to almost 420 persons (383 women and 34 men) with 327 working as domestic workers and the other 90 employed as cleaners. The organization had focused on building the negotiation skills of its members, and some examples were given of domestic workers who had been able to effectively negotiate for better employment terms and conditions.

Policy advocacy with the government and Cambodian leaders had started with the CDWN and its partners submitting a petition on decent work for domestic workers to the National Assembly on 10 December 2012 and holding a meeting with the MoLVT in early 2013. The CDWN has continued to lobby for the *ratification of ILO Convention No. 189* in Cambodia through meetings with leaders, activists and other key partners during workshops and consultations. In response, the MoLVT has tabled the CDWN demands including the ratification of Convention No. 189 into the strategic Decent Work Country Programme for 2011-2015 and the Ministry and its social partners would implement at least one practical measure to promote decent work for domestic workers.

In conclusion, the session chairperson discussed trends and changes in trade unions and the importance of promoting decent work for domestic workers. He highlighted how TUs and DWOs needed to *adapt to the changes in the world economy* due to globalization. Trade union membership was on the decrease in many countries and the working population had been changing. The typical workers' profile of middle aged, male, fulltime workers in formal employment in manufacturing and in the public sector was not valid anymore in many countries. Women and young workers had joined countries' labour forces in increasing numbers. Multi-national corporations and the international finance institutions were key-players in the global economic environment.

New challenges for the unions included *extending trade union membership to precarious and migrant workers* in the informal economy and in sectors and occupations such as domestic work where workers were not protected by labour and social protection. To meet these new challenges, the trade unions should be unified. For this reason, the International Trade Union Confederation (ITUC) was established in 2006 joining the former International Confederation of Free Trade Unions (ICFTU), the World Confederation of Labour (WCL) and various independent trade union centers. Sector-specific global union federations (GUFs) had also joint ranks.

Organizing domestic workers in Asia had a long history. Early efforts of the trade unions to organize domestic workers in Japan had resulted in establishing cooperatives of domestic workers under trade union leadership. Since then, the number of domestic workers in Japan had declined drastically, but attention to domestic work had recently re-emerged as Japan had started to recruit international migrant domestic workers. In Hong Kong SAR China, the trade unions had been organizing both local and migrant domestic workers for over a decade given the high demand for domestic work in the territory. The headquarters of the global International Domestic Workers Federation (IDWF) which had previously operated as a network, was also based in Hong Kong SAR China. The IDWF had a vital role to play as it supported the organizing of domestic workers who were traditionally not covered by the trade unions.

The trade union movement needed to address the needs of domestic workers, many of whom work in the informal service sector of the economy, as migrant workers, in full-time or part-time jobs. The main *challenges* were:

- Domestic Workers work at the homes of their employers, they often work in isolation and lack contacts with the outside world which makes them difficult to reach.
- Domestic Workers earn low wages. Trade unions are not voluntary organizations but must mobilize funds to pay for the costs for union functioning and organizing. It was therefore difficult to develop sustainable movements of domestic workers.
- Thirdly, employers of domestic workers are individuals in households who are not organized and not represented in employers' organizations. One of the trade union functions is to engage in collective bargaining agreements with employers, and the lack of a unified opposition camp made it more difficult to put forth demands and bargain with employers of domestic workers.

Session 3. Sharing TU and DWO experiences on promoting decent work for domestic workers and reducing child domestic labour – Group work

Ms Elizabeth Tang, General Secretary of the IDWF and the session chairperson introduced the session's aim of gaining insight into viable strategies, challenges and opportunities for promoting decent work for domestic workers and eliminating child domestic labour. Participants were divided into three regional small working groups, representing East Asia (China, including Hong Kong SAR), South Asia (India, Pakistan and Sri Lanka) and South-East Asia (Cambodia, Indonesia, Philippines and Viet Nam). The groups discussed advocacy, legal action and organizing strategies, challenges and opportunities. Main outcomes were shared in plenary as follows.

In **East Asia**, *advocacy* strategies consisted of research and advocating better protection for domestic workers aimed at transforming public opinion and traditional thinking. The media served as a watchdog and public concern was growing. *Legal action* in Hong Kong SAR consisted of suing employers who abused their domestic workers but this was difficult to replicate due to the lack of legal protection in the majority of countries in Asia. It was important to build alliances with legal professionals. In China and Viet Nam the union mass organizations had started to engage in improving the situation of domestic workers and child domestic labour was also matter of concern. *Advocacy* initiatives included establishing membership-based organizations of domestic workers and building

alliances between migrant and local domestic workers, and engaging NGOs. Challenges included the low status of domestic work done mainly by women, effective reach-out to employers, high mobility especially among migrant domestic workers, and collecting membership dues.

In **South Asia**, *advocacy* was carried out through signature and media campaigns and awareness raising among domestic workers and the general public, organized by a joint platform of trade unions to overcome indifference and ignorance among policy makers and government officials. Lack of unity among organizations was a problem but joint action was increasing. With support of human rights lawyers, *legal action* consisted of filing public interest litigation cases in court which entailed high costs, raising legal awareness among domestic workers, preparing draft bills for parliaments, and extensive lobbying during election times. The support of formal sector workers was crucial. Trade unions' *organizing* agenda was geared at the formation of unions of domestic workers. These were mostly poor, illiterate women who belonged to the most marginalized and disadvantaged groups. Organization was difficult at times as many of these women faced heavy workloads.

In **South-East Asia**, *advocacy* campaigns called for ratification of Convention No. 189 and improving national legislation through lobbying with parliamentarians and national government. Lack of political will, socio-cultural obstacles and patriarchal values had to be overcome through alliances between unions and domestic workers, and increasing their awareness. *Legal action* consisted of drafting and lobbying for the adoption of a national law on decent work for domestic workers and building the case through research and case studies. Gender concerns and cultural obstacles to legal action sometimes existed which also required considerable human and financial resources. There were conflicting interests with the employers of domestic workers and these tended to control the mass media. The entry point for *organizing* was to assist domestic workers in addressing their concerns, to raise their awareness and educate and mobilize them through rallies, the social media and the mass media, and to ensure labour unity and representation of their interests with the help of the trade unions.

In the plenary discussion, the chairperson emphasized that it was very important to organize domestic workers in unity. In some countries there was a proliferation of small local unions and this weakened the domestic workers movement. For example, in India a national platform of 20 domestic workers organizations and unions existed but several big trade union confederations had not yet joined. Similarly, it was important for local domestic workers' organizations and unions in Indonesia to join JALA PRT. ILO resource persons pointed out that the whole trade union movement should mobilize and make a political commitment to recognize domestic workers as workers who have a right to decent work. Reference was made to the commitment of African unions to call for zero-tolerance for child domestic labour.

Session 4. Reaching out to domestic workers through organizing – Panel presentations and discussion

The second day started with a summary of the highlights of the previous day. Participants recalled key statistics on domestic work and child domestic labour, the progress made by domestic workers organizations and supporting unions in increasing awareness about decent work for domestic workers. The importance of legal action and the need to organize domestic and other informal

sector workers and to overcome gender constraints had also been underlined. The sessions on the second day focused on how to organize domestic workers, and learn about innovative practices in organizing and using information technology.

JALA PRT National Network for Domestic Workers Advocacy, Indonesia

Ms Lita Anggraini introduced the JALA PRT network. Its member associations and NGOs had organized domestic workers in several cities of Indonesia over the last 20 years. The members have a systematic approach to organizing, mapping the area (provinces, cities and sub districts), identifying problems and abuses of domestic workers and approaching domestic workers as women, workers, citizens, and human beings. Community leaders are expected to recruit 10 new domestic worker members every three months with every member responsible for bringing in one to two members every month. The 10 main steps in organizing domestic workers are:

- Identifying communities which are close to the working areas of domestic workers and contacting community leaders. Integration of the work with domestic workers within the community was key to successful organizing.
- Involving domestic workers who are already network members in organizing as they are the best persons to collect accurate information and investigate problems in new areas.
- Communicating the mission of the domestic workers organization clearly and building team relations with new key domestic worker members and leaders.
- Conducting door-to-door meetings with domestic workers at the start, discussing and addressing their priorities, needs and interests.
- Organizing frequent gatherings and discussions.
- Creating action plans, planning new meetings and delegating responsibilities to domestic workers.
- Analyzing potential and interests of new members and leaders.
- Developing action plans with a 3-6 months time frame.
- Regularly evaluating progress and addressing possible problems.
- Forming local organizations and developing basic administrative systems (drafting constitutions, keeping the list of members, collecting and recording membership fees, developing and adopting longer term action plans).

Capacity building of domestic workers is central and JALA PRT does this as follows:

- Application of the principles of participation, sharing of roles and holding members accountable for the daily activities of the groups (e.g. creating action plans, case handling, campaigning, building networks advocacy activities, evaluation)
- Conducting classes at domestic workers' schools to build organisational and leadership

qualities among DWs.

- Training is provided at the basic, intermediate and advanced (training of trainers) levels. Topics include: organizing, advocacy, case handling, labour laws and decent work, campaigning; organizational development to build trade unions, programme development and management. Most of the materials had been developed in 2002 and the community facilitators had further adapted these for their own use.
- Exchange programmes with others DWs organization in Indonesia and regional since 2003 with the Committee of Asian Women (CAW), the Asian Domestic Workers Network (ADWN), IDWF, IWE (Institute for Women Empowerment)

National Domestic Workers Movement (NDWM), India

Ms Lemma Rose introduced the movement which is affiliated to the IDWF and works with around one million child and adult domestic workers in 23 states of India. The NDWM reaches out to *child domestic workers* through non-formal education, skills training, medical support and counseling; provision of shelter homes, legal support, and financial aid to support studies; leadership, citizenship and rights training, among others, by organizing children's parliaments. *Migrant, part-time and other domestic workers* can enroll in training on domestic workers' rights, national laws and policies, such as the National Policy for Domestic Workers, the Sexual Harassment of Women at the Work Place Act, the Domestic Violence Act, and international labour standards including ILO Convention No. 189. The NDWM emphasized provision of *social security* for domestic workers and had engaged in creating awareness and spreading information among domestic workers on various social security schemes and how to gain access to these schemes. The NDWM had become a union and its unionization strategy had resulted in the formation of unions of domestic workers in several states.

The NDWM emphasized the importance of having *domestic workers providing leadership* in domestic workers organizations and unions. The NDWM seeks to create solidarity among domestic workers and between domestic workers and other workers as well as other parties, such as the employers of domestic workers. The NDWN had enlisted the support of multiple stakeholders and engaged in networking with many organizations and like-minded groups to lobby against the violation of child and adult domestic workers' rights. Awareness raising of the public took place through signature campaigns and street performances. The NDWM had called for the recognition of domestic workers as workers at the national level. This required the adoption of a robust national policy which would require intensive lobbying, involving domestic workers themselves.

Organizing domestic workers in the Philippines

On behalf of the Technical Working Group on Decent Work for Domestic Workers in the Philippines, Ms Himaya Derama Montenegro of SENTRO gave an overview of the situation of domestic workers in her country. Around 1.9 million workers of 15 years and older were employed in private households in the Philippines according to a national survey, more than four out of every five domestic workers were women and one out of every three domestic workers belonged to the 15-24 age group.

In the 1990's the Visayan Forum Foundation (VFF) had started to assist and rescue abused child domestic workers through outreach in parks, churches and other public spaces; providing education, training, recreation, hotline services; organizing rescue operations with the police and operating safe shelters. The Visayan Forum had also established SUMAPI, an organization of domestic workers as the first-ever local domestic workers organization in the country. In 2012 SUMAPI comprised 37 core groups in seven chapters with around 8,000 local domestic workers in total, many of them child domestic workers. However, SUMAPI was not give adequate autonomy and remained dependent on VFF. Following the demise of the latter, SUMAPI activities and members dwindled even if some local groups of domestic workers remain active in some of the provinces.

Following the adoption of the National Domestic Workers' Law (Batas Kasambahay), the major trade union centres (TUCP, FFW and SENTRO) developed a common action plan for organizing domestic workers in the Philippines in mid 2013. The action plan is based on the unions' agreement to devote human and financial resources to organize domestic workers and establish a union domestic workers' centre to provide information and services and build domestic workers' capacities with a view to helping domestic workers to form a national union federation of organized domestic workers. Main outcomes and activities are as follows:

- Outcome 1: *Positive improvements in the conditions of work and life of domestic workers* through trade union orientation, rights awareness training and a service directory for domestic workers, information services for employers, popularization of hotlines, development and dissemination of workplace monitoring tools, and establishing partnerships with government at the national and local levels for access to services, rescue operations and grievance mechanisms.
- Outcome 2: *Domestic workers form, join, and sustain their own associations for mutual benefits, protection, and collective bargaining.* Activities include identifying and training trainers and organizers, developing organizing tools (intake forms, by-laws' templates, information and registration materials) and training tools, and establishing social media presence.
- Outcome 3: *Organizations of domestic workers form alliances for social dialogue and policy reforms.* A webportal will be set up to share information, knowledge and tools, annual planning and strategizing sessions will be organized with domestic workers leaders and organizers, and area and national level meetings will be held with key duty bearers.
- Outcome 4: *Trade unions integrate domestic workers into their governance structure, programs, and services.* This involves operating the trade union domestic workers' centre; providing hotline services, outreach, networking to access government services; training and mentoring trade unions on decent work for domestic workers, and encouraging them to set up domestic workers' help desks.

Sri Lanka: National Trade Union Federation (NTUF), Sri Lanka

Ms Lilanthi Thuyyadeniya Mudiyanseelage provided a legal understanding of domestic work and child labour in Sri Lanka. The Sri Lankan trade union movement had a tradition of defending the rights of its workers. Sections 34 (1) and 14 (1) of the Constitution defined and safeguarded the rights of children and young persons. The NTUF provided training on legal awareness at its schools for women workers, carried out skill development programmes and vocational guidance for workers and their families, and ran mobile clinics to monitor safety and health among plantation workers. The NTUF also engaged in various media programmes to voice the concerns of workers and lobby for their welfare and protection.

ILO Jakarta ICT outreach to domestic workers

Ms Dewayani Diah Savitr and Mr Muhamad Nour of the ILO PROMOTE introduced the benefits and opportunities of using Information Communication Technology (ICT). Child and adult domestic workers mostly live in isolated work places. ICT enables them to access information and education, maintain their social networks, convey their views and report violations. Benefits for domestic workers' organizations were:

- Reach-out to workers who are physically distant and isolated.
- Tools for organizing and advocacy.
- Greater speed in conveying information to members and potential members.
- Quick communication and decision making.
- Enhanced contacts and connections between leaders and members.
- Ability to broadcast small or large scale information packages at any moment.
- Time saving and reduced costs.
- Overall improvements to organizational performance (accounting and administration).

The PROMOTE project had translated and adapted the guidebook "Mobilize, Action and organising with mobile phones" of the Asia Pacific Forum on Women, Law and Development to the Indonesian context. The guide explains key terms, and provides instructions and programmes to start mobile campaigns and facilitate organizing and communication with and between domestic workers. Mobile phones help to: develop a database of domestic workers; share and broadcast information on domestic workers' rights; enable domestic workers to report rights violations and increase membership and collective advocacy.

Launch of the new IDWF communication network

Ms Elizabeth Tang and Mr Johan Arvling introduced and launched the IDWF communication network for domestic workers to connect with one another online. They showed a video on the network (see <http://www.idwfed.org/en/updates/launch-video>). The communication network aims to serve and unite 52 million domestic workers around the globe. Domestic workers from Asia, South America and Africa participated in the creation of the network through regional workshops in Chile, Burkina Faso, and Hong Kong. The workshops gave domestic workers a platform to collaborate and set goals and expectations for the network.

The communication network (see www.IDWFed.org) is available to the general public for information and knowledge sharing purposes. Registered members can:

- Talk with other domestic workers and member organizations in online discussions.
- Post news and updates to share with the community.
- Access educational and training materials such as guides and tools.
- Share campaign strategies and research materials.
- Find photos and videos of IDWF events.
- Receive newsletters and updates on the latest IDWF activities.
- Find and join an activity in their area or share their own on the calendar.

The communication network has been set up by IDWF with ILO support through the PROMOTE project and the Global Action Programme on Domestic Work and Migration project, as well as the Olof Palme Centre, Sweden. Registration is at <http://www.idwfed.org/en>. A press release was sent out (see <http://www.idwfed.org/en/campaigns/idwf-new-online-communication-network>) and the site had received many 'hits' (30,000+) on the web within hours of the launch.

Session 5. Legislation and policy – Presentations

Hind Mazdoor Sabha (HMS), India

Mr. Suryakant Namdeo Bagal of the HMS introduced relevant laws in India and the role of the centralized trade unions in protecting domestic workers and reducing child domestic labour. These unions had established a Joint Action Forum (JAF) which lobbied for the ratification of Convention No.189 and the adoption of national and state level laws. A national policy on domestic workers had been adopted by a taskforce in 2010 and draft legislation had been developed in 2011. In the absence of national legislation, domestic workers were not recognized as workers and therefore not legally entitled to receive benefits, available to the workers covered by various labour laws. The JAF had demanded a national wage policy based on the established minimum wage mechanism.

The Elimination of Child Labour Act, 1986 and the Right to Education Act were two important laws to reduce child domestic labour, and the HMS engaged in training and activities to create better awareness. The HMS was a partner in the ILO-supported INDUS project which aimed at preventing and eliminating child labour through an area-based approach in five states of India. For example, in the Nasik district of Maharashtra, a procession was staged last December, which demanded (i) the immediate restart of the registration of domestic workers in the Maharashtra Domestic Workers Welfare Board; (ii) easy registration and payment of the 'Sanman Dhan' ('pension of respect') to registered domestic workers above 55 years of age; and (iii) ratification of the ILOcore Conventions No. 87, 98, 182 and 189.

Indian National Trade Union Congress (INTUC), India

Mr Sunil Yadav Shinde of INTUC and a member of the Maharashtra State Domestic Workers Welfare Board noted the state governments efforts in providing funds for the board to provide social security in the form of social protection guarantees to Domestic Workers of Maharashtra. Domestic workers who register with the Labour Office and are between 18-60 years are entitled to so-called Janashree insurance schemes in Maharashtra state. Mr Shinde shared photographs showing how workers organize through rallies, awareness camps, street plays and celebrations.

Sessions 6 and 7. Field visit and discussion with local domestic workers' union

Preparation

Workshop participants prepared for the field trip in three groups. One group was tasked with conducting qualitative interviews and telling a story, another group would prepare a role play based on interactions with domestic workers and another group would prepare a photo report of their experiences at the union's school.

Orientation

Ms Lita Anggraini of JALA PRT introduced the background to the schools for domestic workers. Established in 2003 in Daerah Istimewa Yogyakarta, the schools provide a civil society model for domestic workers alternative education. The objectives of this initiative were to decrease the number of child domestic workers in nine cities; and provide a model integrated training and education system for child domestic workers for adoption by the government as part of the National Action Policy, Programme and Plan for Decent Work for Domestic Workers including the elimination of child domestic labour work in line with Conventions No.'s 138, 182, and 189 and Recommendation No. 201.

The main programmes provided in these schools are education and training consisting of integrated education, vocational skill development and training on advocacy and organizing, based on the design, monitoring and evaluation of various developmental methods and including use of educational media and training in modern technology. The trainings are conducted in the schools, enlist participation

in activities such as case handling, negotiation, drafting contract letters and arranging community based meetings periodically in communities where there are domestic workers.

The Ministry of Welfare had acknowledged the model of integrated domestic workers alternative education as one of its 10 best programmes in 2005. The schools collaborated with various line ministries especially the Ministries of Education and Welfare and the local Labour Office.

The second school, established in 2013, followed a dynamic method based on extensive dialogue and greater cooperation with community leaders of Kongres Operata Yogyakarta and Tunas Mulia Domestic Workers Union, an affiliate of JALA PRT and IDWF. A sound foundation on social issues and human rights was provided to the domestic workers, by updating the earlier training materials. Organizational training for domestic workers' leaders included administration, financial management and bookkeeping, unionization, including different organizational structures, decision making processes, fundraising and conflict management. Finally, she listed the main challenges including limited human capital, especially regarding the participation of community leaders and the need for better delegation and coordination of activities.

Field visit

A group of domestic worker leaders from the Tunas Mulia Domestic Workers' Union at the Centre welcomed participants at the domestic workers' school and centre. Following introductions, the domestic workers leaders shared their personal stories. Many had starting domestic work from a very early age onwards. All of them had worked long hours often for little pay, and had suffered from or had witnessed harassment, abuse and exploitation of domestic workers. The training and education at the school had empowered many domestic workers and had motivated them to become leaders and educators for others. The leaders showed several of their campaign and educational materials on organizing, and women and domestic rights promotion. Upon their request several participants shared experiences from their countries and further discussions were held in small groups.



Session 8. Sharing experiences from the field visit – Plenary discussion

On the third day, the three groups of participants shared their experiences from the field visit by telling a story, and showing a role-play and a photo documentary. Participants emphasized that they had gained a more complete understanding of the challenges faced by domestic workers, their strengths, and they were impressed by their courage and determination.

Session 9: Developing an action plan – Group work

In preparation of the group work, participants did a team building exercise in small working groups. Each group had to build a paper tower of 20 pages in A4 format with their hands without using any other materials or tools. The group building the tallest tower won the competition.

Participants worked in country groups developing plans with priorities for future action on (i) organizing domestic workers, (ii) reducing child domestic labour and (iii) advocacy on decent domestic work, including the specific steps that trade unions and domestic workers' organizations would undertake over the next 18 months.

The detailed country and sub-regional action plans are given in Annex 3.

Session 10. Workshop evaluation and closing

Participants completed an evaluation form with their details kept anonymous. The responses were positive regarding the overall quality of the workshop, briefing and training materials, time management, the clarity of expression and quality of presentations, the dynamism and participation in group work, the overall workshop facilities, and the pre-workshop survey. Out of the 28 responses, the majority indicated these arrangements were 'excellent', followed by 10 scoring them as 'very good'. Three respondents considered that the dynamism and participation in the small working groups was 'average', while two respondents indicated that the clarity of expression and quality of presentations were 'average'. The 'poor' and 'very poor' answer categories were not used.

The sessions considered most useful were session 1 on the Introduction to Convention 189; sessions 6 and 7 on preparing for the field visit and sharing experiences with a local domestic workers' union; session 2 on child domestic labour; and the small group work session 3 on sharing experiences on promoting decent work for domestic workers and reducing child domestic labour and session 9 on developing action plans. Participants would have welcomed further interactive and participatory ways of sharing experiences, especially with domestic workers and their leaders.

In his closing remarks, the ILO Bangkok Regional Senior Specialist on Workers' Education indicated that the union movement should continue to organize domestic workers and other workers in the informal economy. This was vital for these workers and essential for the survival of trade unions. Action was needed from the national to the state/regional/provincial levels all the way down to the workplaces and homes where people worked. He encouraged male trade union leaders to provide space for female domestic workers' leaders in union top leadership, and urged the female domestic workers' leaders to take the lead in furthering domestic workers' rights, and act for and by themselves. Finally, on behalf of the ILO, he thanked all participants and resource persons for their valuable contributions to the workshop.

Annex 1

Trade Union Regional Workshop on Capacity Building of Domestic Workers Organizations and Elimination of Child Domestic Labour

15-17 December 2014 - Yogyakarta, Indonesia

Programme

DAY 1

Time	Content
8.30-9.00	Registration
9.00-10.00	Opening Ceremony <ul style="list-style-type: none">• Welcome addresses ;Representative from Indonesian Trade Union, Ms Michiko Miyamoto Deputy Director of ILO JAKARTA• Introduction to the Forum’s objectives, programme, member countries and their participants by Mr Shigeru Wada Regional Specialist in Workers’ Education ILO-AP• Introduction of participants Mr Soerharjono, Programme Officer for Workers’ Activities, ILO Jakarta
Break 10.00 – 10.30	
10.30-12.00	Session 1: Introduction to Convention 189 <p><i>Objective: Setting the scene by revisiting the key content of ILO Convention No.189 overall and its relevance in pushing forth policy decisions.</i></p> <p>Chairperson- Ms Arum Ratnawati, National Chief Technical Adviser, Promote Project, ILO Jakarta</p> <ul style="list-style-type: none">• Update on Convention No. 189 in the region (South Asia, East Asia and Southeast Asia) implementation by Ms Nelien Haspels, Senior Gender Specialist, ILO Bangkok• Theoretical links between decent work for domestic workers and child domestic labour explored and established (to be further elaborated upon) by Ms Nelien Haspels

Time	Content
	<ul style="list-style-type: none"> Participants sharing experiences and strengths of organisations to promote ratification of C189 in small groups to set the narrative for coming sessions. Facilitator: Mr Johan Arvling, Senior Knowledge Management Consultant, ILO Updates from participants on country progress towards the ratification of Convention No. 189 Facilitator: Facilitator: Mr Johan Arvling
Lunch 12.00 – 13.30	
13.30-15.00	<p>Session 2: Child domestic labour (panel discussion)</p> <p><i>Objective: Unpacking the concept of child domestic work in terms of its key issues and identifying some good practices to eliminate child domestic labour.</i></p> <p>Chairperson: Mr Shigeru Wada</p> <ul style="list-style-type: none"> Video on child domestic work in Indonesia ‘Dreams of Child Domestic Workers’ Introduction: Making the linkage between decent work for domestic workers and the elimination of child domestic labour by Ms Simrin Singh , Senior Child Labour Specialist, ILO, Bangkok Discussion and Q+As Presentation by Mitra Ima Dei, Indonesia Presentation by AITUC, India Presentation by CDWN, Cambodia
Break 15.00 – 15.30	
15.30-17:30	<p>Session 3: Sharing experiences on promoting decent work for domestic workers and reducing child domestic labour by Trade Unions and Domestic Workers Organisation (group work)</p> <p><i>Objective: To gain insight to the viable strategies, challenges and opportunities in promoting decent work for domestic workers and eliminating child domestic labour by Trade Union and Domestic Workers Organisations</i></p> <p>Chairperson: Ms Elizabeth Tang, General Secretary, International Domestic Workers Federation</p>

Time	Content
10.30-12.00	<ul style="list-style-type: none"> • ACTRAV Global presentation : Mr Shigeru Wada • Working groups of Trade Unions and Domestic Worker Organisations clustered by sub-region (South Asia, East Asia, Southeast Asia) to discuss and map country experiences in terms of their strategies, challenges and opportunities in relation to i) advocacy ii) organising and iii) legal action. Moderator: Mr Johan Arvling • Most important findings presented by the rapporteur selected in each group • Questions and answers from the floor shall be invited • Round up comments by Ms Elizabeth Tang and Mr Shigeru Wada

DAY 2

Time	Content
8:30-8:45	Opening/ recap of day one : Ms Nelien Haspels
8.45-9:45	<p>Session 4: Reaching out to domestic workers through organising (panel discussion)</p> <p><i>Objective: To examine and gain better understanding of some of the opportunities and challenges associated with organizing domestic workers, and to learn about examples of innovative practices (membership services, use of technology etc.) in this regard.</i></p> <p>Chairperson: Select persons on Day 1</p> <ul style="list-style-type: none"> • Presentation by JALA-PRT • Presentation by NDWM, India • Presentation by SENTRO and FFW, Philippines • Presentation by NTUF, Sri Lanka • Presentation on new modes of organising domestic workers (PROMOTE)): ICT based communication system: Ms Dewayani Diah Savitri, Advocacy Officer and Mr Muhamad Nour, Capacity Building Officer, Promote Project ILO Jakarta <p>Discussion and Q&A</p>
9:45-10:45	<ul style="list-style-type: none"> • IDWF Launching of the new communication network by Ms Elizabeth Tang and facilitated by Mr Johan Arvling

Time	Content
Break 10.45– 11.15	
11.15-12.00	<p>Session 5: Legislation and policy to promote decent work for domestic workers and eliminate child domestic labour</p> <p><i>Objective: To have a clear understanding of what constitutes effective legislation and policy on domestic work and child domestic labour and to map the progress on minimum age for employment, working time, wage policies and social security mechanisms that has been made so far to achieve this.</i></p> <p>Chairperson: Select persons on Day 1</p> <ul style="list-style-type: none"> • Presentation by HMS, India • Presentation by INTUC, India • Discussion and Q+As
Lunch 12.00 – 13:30	
13:30-16:30	<p>Session 6 and 7: Field visit and discussion with Local Domestic Workers Organization</p> <p><i>Ms Dewayani Diah Savitri (Promote Project) to orient the group; Feedback-videos, pictures, Q & A</i></p>
13:30-16:30	Social Event

DAY 3

Time	Content
8:30-8:45	Opening/ recap of day two: Ms Nelien Haspels, Participants contribute/ report
8.45-09.30	<p>Session 8: Sharing experiences of field visit (Group Activity)</p> <p>Chairpersons: Mr Shigeru Wada, ILO ACTRAV</p> <ul style="list-style-type: none"> • Development of a work-plan along lines of i) organising and iii) child domestic labour <p>Facilitated by Mr Johan Arvling</p>
Lunch 12.00 – 13:30	
13.30-15.00	Session 10: Evaluation of the Workshop Closing Session

Annex 2

List of participants

Trade Union Regional Workshop on Capacity Building of Domestic Workers Organizations and Elimination of Child Domestic Labour

Yogyakarta, Indonesia 15-17 December 2014

No.	Name of Participants	Position Held	Organization	Email	Address
CAMBODIA					
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HONG KONG SAR CHINA					
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Annex 3

Outcomes of Session 9. Development of action plans

(1 January 2015 – June 2016)

Country/region Organizations	Organizing	Child domestic labour	Advocacy
Cambodia CDWN	<ol style="list-style-type: none"> 1. Conduct informal meeting with DWs: <ul style="list-style-type: none"> • Build relationship • Explain CDWN goal • Leaflets • Phone numbers. 2. Conduct training on: <ul style="list-style-type: none"> • TUs • ILO C. 189 • Organizing • Solving labour disputes. 3. Conduct meetings with leaders of DW groups. 4. Data collection. 5. Call to keep in contact to strengthen activities. 	<ol style="list-style-type: none"> 1. Identify group leaders 2. Negotiation with NGOs 3. TUs to become involved in the design of draft Prakas (ministerial regulations) on Child Domestic Labour and have closer collaboration with the ministry of labour. 	<ol style="list-style-type: none"> 1. Building alliances with NGOs and TUs. 2. Conduct a common strategy advocacy plan (C. 189): <ul style="list-style-type: none"> • Lobby the government • Gathering / strike • Media.
Indonesia KAPPRTBM: KSPI, KSBSI, KSPSI and JALA PRT members	<ol style="list-style-type: none"> 1. Outreach to domestic workers in communities where work and live. 2. Capacity building; create DW schools to strengthen CDWs and members of communities. Providing training and basic orientation on organizing, advocacy, unionizing, ICT, alternative equivalent schools. 3. Facilitating meeting of communities/ organizations and members 4. Organizing and establishing a union with members, constitution, membership fee, action plan. 	<ol style="list-style-type: none"> 1. Outreach to CDWs/DWs communities in sending and working places. 2. Awareness raising in sending and working areas with local apparatus, teachers organizations, public figures, families of CDWs. 3. Education services at alternative, equivalent schools; vocational and soft skill training. 4. Campaign on safe and non hazardous working conditions refer to ILO C. 138, C. 182 and C.189 	<ol style="list-style-type: none"> 1. Legal drafting – Review the existing draft bill/ law on protection for domestic workers in parliament and the government version at national and local levels. 2. Submit the academic analysis for preparing the law on ratification of C. 189. 3. National and local consultations for comparison of the draft bill of protection for domestic workers and academic analysis for the ratification of C189 and the design of local ordinance. 4. Lobby, audiences and action with parliament and government at national and local level. 5. Campaign through social and mass media: Petitions on Line, Twitter, Facebook; press conferences, media roadshow and briefings; happening art, posters, murals, drama performances, public dialogues/seminars.

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Philippines SENTRO, TUCP, FFW	<ol style="list-style-type: none"> 1. Increasing the membership. 2. Education. 3. Formation of the National Domestic Workers' Union. 	Discussion with ILO partners specifically the Workers' Group on child domestic labour and ILO-Manila contact person. Note: We want to do research on the situation of child domestic labour in the country.	Call for an assessment and review of the Batas Kasambahay Law (National Domestic Workers' Law in the Philippines) which has been implemented since January 2013.
Vietnam VGCL	<ol style="list-style-type: none"> 1. Report to the VGCL trade union president about the policy on CDW/DW organizing. 2. Training for union officers on policies for DWs. 3. Advise members on the labour laws. 	<ol style="list-style-type: none"> 1. Database about CDWs. 2. Propaganda and mobilization of employers and employees on the importance of using labour contracts 3. Building CDW schools. 	Lobby for policies on working time and rest time; wages and the minimum wage.
South Asia (India, Pakistan and Sri Lanka) 1. Unions (INTUC, AITUC, HMS, CITU, NTUF, NDWM and PWF). 2. NGOs. 3. Technical assistance from ILO South Asia. 4. Support from local governments with TUs as intermediaries.	<ol style="list-style-type: none"> 1. Awareness creation. 2. Leadership Training. 3. Media mobilization. 4. Capacity building. 5. Development of leadership at the local/grassroots level. 6. Group formation 	<ol style="list-style-type: none"> 1. Identification of thorough data. collection. 2. Rescue and rehabilitation. 3. Awareness creation on child rights. 4. Networking with like-minded groups. 5. Filing cases as per regional laws and statutes. 6. Enhance existing anti-trafficking and safe migration programmes . 	<ol style="list-style-type: none"> 1. South Asian Regional Meeting (TUs, NGOs, media with the support of the ILO). 2. Sharing best practices and learning lessons. 3. Better connectivity. 4. Sharing responsibilities and functions among partners. 5. Lobbying and pressuring the government to enforce and implement existing laws on CDW and DW in an organised manner.
East Asia China and Hong Kong SAR China ACFTU, HKCTU.	<ol style="list-style-type: none"> 1. Capacity building of unions (yearly plans) through greater cooperation and leadership training 2. Formulating a report on the condition of domestic workers by the ACFTU. 3. Holding workshops with the All China Womens Federation. 	Providing education, with attention to creating greater awareness on child domestic labour to protect children.	Changing perceptions on migrant domestic workers in Hong Kong SAR China through forging greater relationships with local unions and NGOs.