



International
Labour
Organization

MAKING DECENT WORK A REALITY FOR DOMESTIC WORKERS

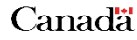
**Organizing and empowering domestic workers through skills
trainings, awareness raising and community advocacy**

Key achievements, challenges and lessons learnt

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1. Introduction

Domestic work is an important source of employment and income for women and communities across Myanmar. It is performed predominantly by women, and sometimes children, of whom the majority are internal migrants from impoverished rural areas. With more Myanmar women being integrated into the labour market and the country currently undergoing significant social, economic and demographic changes, domestic workers play a crucial role in providing an essential care service to millions of households across Myanmar, and their work is especially important for families with children or elderly dependents. Women from Myanmar have also migrated overseas to work as domestic workers, particularly to Singapore and Thailand, sending remittances home to send young family members to school and support their families.

Despite its importance, domestic work is largely perceived as unskilled work and is stigmatized and not recognized or valued as work. A perception not unique to Myanmar but common in many countries; rooted in the tradition of women's work in the household being unpaid and unrecognized and not acknowledged in the GDP of countries' economies. This has resulted in domestic workers being explicitly or implicitly excluded from the scope of national labour legislation and social protection coverage, and their employment conditions consequently being largely unregulated, leaving domestic workers highly vulnerable to labour exploitation and abusive practices at the workplace. Live-in domestic workers are particularly vulnerable as not only their livelihoods but also their accommodation depends on the employer.

The ILO in Myanmar through the Developing Internal and International Labour Migration Governance in Myanmar (DIILM project, February 2016 - June 2021) supported by the Livelihoods and Food Security Fund (LIFT) committed to making decent work a reality for Myanmar domestic workers, working closely with tripartite constituents and Civil Society Organizations (CSOs) to improve the protection and working conditions of domestic workers. Over the course of the project period, DIILM conducted trainings with 230 tripartite constituents and CSOs (159W: 71M) in Ayeyawaddy Region, Mandalay Region, Shan State and Yangon Region. The project also held a series of introductory consultations and round table discussions with parliamentarians on the Domestic Workers Convention, 2011 (No. 189) and its accompanying Recommendation (No. 201) as well as domestic worker laws in other countries. The Parliamentary Committee on Immigration, Local and Overseas Workers together with the Women and Peace Parliamentary group then developed a draft bill on protection of domestic workers. DIILM partner organizations provided input from their direct experience of working with domestic workers to the Parliamentarians and later provided technical inputs to the draft bill on domestic work, which was completed in 2020.

Recognizing the importance of skills development programmes for domestic workers in promoting the value of domestic work and recognition of domestic work as skilled work, DIILM supported the Three Good Spoons, a local organization, to develop and implement comprehensive in-person and online skills trainings for domestic workers.

In the absence of organized representation of domestic workers in Myanmar, it is essential to empower domestic workers to organize and raise their voices. Bringing the concerns of domestic workers to tripartite consultations is key to the development of national labour and domestic work legislation. The project therefore also supported three partner organizations – Karen Baptist Convention (KBC - Women's Department), Girl Determined and Nay Wun Ni Community Development Organization to initiate activities to reach out to domestic workers,

to provide information, trainings and services, to develop leadership and to support the creation of domestic workers groups and networks.

At the closure of the DIILM project, this qualitative assessment of the activities for domestic workers was conducted by the DIILM project team, between May and June 2021, in order to assess the key achievements and challenges, and to identify and share lessons learnt. It is hoped that this assessment will be useful to organizations planning to: create spaces for domestic workers to organize; provide services; and support domestic workers advocating for their rights and for legislation to protect those rights.

2. Methodology

This assessment report is based on a compilation of written responses prepared by the partners to a questionnaire developed by the DIILM project team to reflect on the achievements, challenges and lessons learnt and to be used as guidance for the future development of domestic workers support activities and programmes. Follow-up emails and phone calls to the partners were made to clarify some points and to request additional information and details. Some figures, statistics and details of the project activities were extracted from narrative and M&E reports previously submitted by the partners as part of regular project reporting practices to complement the responses to the assessment questionnaire.

The DIILM project team also invited ten domestic workers to provide feedback and reflections on the impact of the activities and trainings they attended. Organized by the project team in close coordination with the Three Good Spoons' License to Stir graduates and KBC's Women Department, the domestic workers wrote and shared their personal stories and photos with the DIILM project team and consented to them being published on the ILO Myanmar Facebook page ¹ and ILO Yangon website ² to celebrate the 10th anniversary of the adoption of the Domestic Workers Convention, 2011 (No. 189)

3. Limitations

The ongoing Covid-19 related restrictions and the political crisis in Myanmar at the time of the assessment made it impossible to conduct in-depth Focus Group Discussions.

Some domestic workers had already returned home to their villages, where access to internet from mobile handsets was severely limited due to nationwide mobile data restrictions imposed by the defacto authorities and where the Wifi connections are mostly unavailable. Some had left their job and returned home due to personal safety and security concerns, whereas others had lost jobs after their foreign employers left the country due to the pandemic or the lack of safety following the takeover of the government by the military. As a result, DIILM was only able to contact a limited number of domestic workers who were still working or living in Yangon, or who could access to internet to communicate from their homes in villages.

Therefore, the findings presented in this report are not representative of the experiences of all the domestic workers who participated in the activities.

¹ ILO Myanmar Facebook page: <https://www.facebook.com/ILOMyanmar>

² ILO Yangon Website: https://www.ilo.org/yangon/publications/WCMS_803241/lang--en/index.htm

4. Partner organizations



Karen Baptist Convention (KBC) is a faith-based organization, which was founded in 1913 and has 20 associations in Myanmar. It formed the Care for Women and Domestic Helper Department in 1918 and celebrated 100 years of service in 2018. There are currently 14 departments, and the KBC Women's Department works with migrant workers, domestic workers, and trafficking survivors. It runs a safe house, the Thelo Shelter (Women's Safe House), where vocational training courses are held.

Three Good Spoons is a Yangon-based cooking school operating as a not-for-profit social enterprise to promote decent work for domestic workers. Three Good Spoons focuses on building skills and knowledge about nutrition, hygiene and cooking for the domestic setting to promote improved health outcomes and livelihoods for Myanmar women and the wider community.



Nay Wun Ni Local Development Organization is a community development organization working in local communities to improve the safe migration outcomes of migrants leaving those areas and to build skills of migrants to have choices of employment. It has been implementing migration projects since 2016 including trainings on safe migration, saving and financial management, vocational and life skills trainings; and setting up a revolving fund for migrants.

Girl Determined is a registered Myanmar-based CSO with ten years of experience working with and for adolescent girls across peri-urban and rural communities in six states and regions. It operates across religious, ethnic and linguistic groups including Kachin, Karen, Palaung, Pa'O and Tavoyan, as well as in mixed communities and in school settings. It works to equip girls with skills, confidence and a support system to navigate Myanmar's changing landscape, increasing their access to new opportunities, while reducing risks. The programmes enhance girls' ability to make strategic life decisions, manage their money, take care of their bodies and minds and organize positive social change around issues that affect them.



5. In their own words: domestic workers' impact stories



Day Day Bright

Mingalaba! My name is Day Day Bright. I have been working as a domestic worker since I was 10 years old. I am now 42 years old. I would like to tell you about some of my experiences of working as a domestic worker. No one recognizes or thinks highly of our work, and we also feel disheartened. From dawn to dusk, I was busy with household tasks. I had no holidays on Saturday and Sunday. But I had a chance to go for a visit to my native town. In 2013, I worked for a foreign family

in this work, I usually had a holiday on Sunday. While I was working for this family, one of my friends suggested me to attend the training developed by Three Good Spoons and ILO. So, I applied. I learnt about Basic First Aid, how to cook or prepare healthy and nutritious foods, basic self-defence, basic English, cleaning in general and awareness about laws. We understood that the domestic work is supportive for house owners. After all, we came to know our value. In fact, we are human beings as well. I feel motivated and courageous. I have no feelings of being down-hearted any longer. Now it has been one year since I learnt about human rights. I now enjoy my rights that I should enjoy without having to claim them. That's why, I am deeply grateful to Three Good Spoons and ILO.



Naw Nite Chuu Ngar

Mingalaba! My name is Naw Nite Chuu Ngar. I live in Ayeyarwady Region and I am now working as a domestic worker in Thanlyin Township, Yangon Region. I attended the training established by Three Good Spoons and ILO in August 2019. I have been working as a domestic worker for 1 year and 3 months, since the end of February 2020. I joined the training after my aunt told me about this training. I had an opportunity to learn about the daily life of domestic workers, how to cook healthy food, how to

keep things clean and do cleaning systematically, about financial management as well as how to communicate with other people. After the training, my life has changed a lot. I am now working with careful mind and am not lazy any more. Now, I know how to wash and cook

hygienically. Moreover, I also know how to communicate with other people and how to spend money with discipline. My tips for domestic workers are that however difficult it is, try your best with honesty and innocent mind. I wish Three Good Spoons Training School which helps and guides domestic workers for the better life, to continue and exist for a long time. Thank you!

Cho Mar Win

Mingalaba! My name is Cho Mar Win. According to my friend's suggestion, I have attended Three Good Spoons Training in August 2019. After the training, I had a job to work as a domestic worker and it was well paid. I felt down-hearted before attending this training. I had no self-confidence and also felt stigmatized. But I could change myself after the training. I have gained self-confidence more than before and feel that my skills have improved. Moreover, I came to know the terms and conditions



related to domestic work. I can support my family now and feel so happy. So, I would like to urge other women who are going to work as domestic workers to attend Three Good Spoons training. I am really grateful to ILO and LIFT Myanmar who are funding and supporting Three Good Spoons training. I would like to suggest that the supportive trainings like Three Good Spoons should always be in place for domestic workers. I would like Myanmar government to ratify Convention No. 189 for domestic workers.



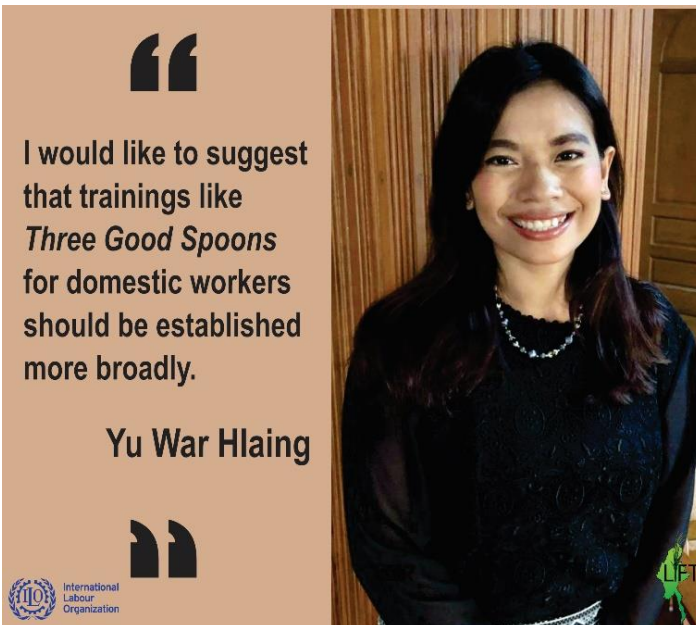
Chaw Su

Mingalaba! My name is Chaw Su. I am from Kayah State. Due to various situations, I moved to Yangon to work as a domestic worker for the last four years. I got to hear about Three Good Spoons training through my friend and was eager to attend the training. Then I applied and could attend the training in August 2019. I think this training is not only for domestic workers, but every woman should attend it. I realized that certificates of recognition for domestic workers are much more useful than just

experience. All employers in all sectors want to see a certificate. So domestic work needs certificates as well. One written word is much more important than one hundred verbal words. That's why I have attended this training. I have gained self-confidence after the training.

Domestic work is recognized as a work because of the organizations that support and stand for domestic workers. Training includes theoretical and practical lessons including discussions through which we have gained self-confidence, knowledge and skills. Through this training, we came to know that both practice and theory are important. I am proud of this training and thankful for it.

I would like to suggest other domestic workers to attend domestic worker trainings like this one if they want to improve their self-confidence level and want their work to be recognized. I think some problems between house owners and domestic workers can be settled through attending this kind of training. Thank you!



Yu War Hlaing

Mingalaba! I am Yu War Hlaing. I am a domestic worker. I have been working as a domestic worker for about 14 years. As per the suggestion of my former employer, I attended Three Good Spoons training in September, 2019. From this training, I learnt essential hygiene for domestic work, communication, domestic work-related terms and conditions, healthy cooking, basic self-defence, basic English, basic first aid, basic book-keeping, and could apply them in practice. After the training, I know how to use kitchen tools and prepare fruit,

meat and fish hygienically.

Moreover, basic English lessons were given in the training and I could communicate smoothly with foreign employers in my workplace. Before, I thought domestic work was humiliating and was discouraged, but now with the knowledge and skills gained from the training and good experience gained from the workplace after the training, I have gained self-confidence, and as the saying goes, “every work has dignity”.

I would like to suggest other domestic workers to attend Three Good Spoons training. I would like to suggest that trainings like Three Good Spoons for domestic workers should be established more broadly. Thank you!

Naw Theint Theint Aung

My name is Naw Theint Theint Aung. I am from Bago Region. I am 29 years old now. When I was 13 years old, I came to Yangon and worked as a domestic worker for 10 years. In 2017, I went to Singapore and worked there for about 1.5 years. Within these 1.5 years, I was very exhausted and the main problem was sleep deprivation. In the daytime, I was usually busy with household chores and at the night time, I would usually babysit. I could not sleep if the baby didn't sleep. I would mostly wake up at 5 am to start working. As time went by, I couldn't endure it and returned to Myanmar. Shortly after I arrived in Myanmar, I tried to attend some trainings to go to Japan for work. At that time, I met up with my old teacher, who told me about the training for domestic workers run by the Karen Baptist Convention supported by ILO.

I was interested in this training and got an opportunity to participate online from 19 to 23 October 2020. I learnt lots of knowledge and necessary skills during five days of the training. I have gained not only motivation and self-confidence but also job opportunities. Finally, I got the certificate from the training. When I learned about ILO convention No. 189, decent work for domestic workers, I know my value and also know how to claim my rights. Moreover, I feel glad that there are many supportive organizations which I can count on.

Then, through an agent, I applied for a job to work in Singapore with the certificate I have got from the online training for domestic workers. With self-confidence, I worked in Singapore. I have got SGD 570 per month and my daily life was OK. But in the contract, although it said I only have to take care of the elderly, in reality I have to prepare meals for the whole household. So, the contract was not consistent. As I have completed 3 months of working, I have plans to meet with the agent and negotiate with the house owner. I know how

to do these things because of the knowledge and skills I gained from the training. I am very grateful to KBC and ILO for supporting the training. I would like to suggest other domestic workers who are going overseas to learn their language and local knowledge, and consult with experienced persons.



Nant Saung Hnin Wai

My Name is Nant Saung Hnin Wai. I am 15 years old. My native place is Ayeyarwady Region. Since I was 9 years old, I had to work as a domestic worker due to my family's hardship. At first, my job tasks were babysitting and some household chores. I was paid 30,000 Myanmar Kyats. After 3 months of working, I changed to work in another house with same household tasks as before. Then, I moved to another house where I had to sell betel nuts and things at their store shop, do

household chores and fill petrol in their petrol station. After doing household chores early in the morning, I would sell betel nuts and things at the store shop, and at the night time I had to sell petrol. Sometimes, I had to go to the beauty saloon owned by the daughter of my employer and help her with errands.

Due to tiredness and poor sleep, I made mistakes at work and was beaten up for my mistakes. My parents did not know this situation or about my sufferings.

As my parents are honest and trusting, they believe whatever they are told and believed that I was doing OK. But I wasn't so I ran away as I was too exhausted and couldn't bear it any longer. But my employer caught me. On the third time of trying to escape they sent me to a police station and then confined me in their home. The next time, I escaped and hid myself at my aunt's home. When one organization working for the protection of women and children heard about my plight and difficulties, they linked me up with the KBC, an organization helping domestic workers.

With the help of KBC, I was given a special allowance to help domestic workers during Covid-19, and I also gained knowledge related to Covid-19 disease as well as my rights, working hours, rest hours of domestic workers. What's more I have gained self-esteem. So these things are very useful and valuable. Besides the allowance, I had an opportunity to attend the training on handicraft. My dream is to become a designer. I will try my best. Now I was told that my embroidery skills have improved. I am especially grateful to KBC and ILO for making my dream come true. The one thing I would like to request is that please develop the new law for child domestic workers like us.

Naw Janette

My name is Naw Janette. I live in Ayeyarwady Region. I have been working as a domestic worker for about five years. The Women's Department of KBC came to our village and conducted awareness raising training for domestic workers. I attended this training as I was interested in it. From this training, I learnt about safe migration, do's and don'ts in the workplace and necessary knowledge for domestic workers and about the Convention No. 189, on decent work for domestic workers.

These topics and lessons were new to me but it's very useful and we had a chance to exchange our work experiences with each other. I was so delighted to attend this training.

One day, one lady from a mission group came and asked me whether I am interested in sewing or not. I answered her, yes but I have no money to attend the training. Then, she explained me about 3-month sewing training conducted by the Women's Department of KBC through Organizing Domestic Workers Project supported by ILO. After that, I submitted the form to apply for the training. Fortunately, I was selected as a trainee and one of five people to attend the course. I started the training on November 4th 2019 and finished successfully on February 7th 2020. The aim of the training is that domestic workers can earn family income through sewing skills to be able to live their own life. The training gave basic and advanced sewing skills. Due to the teachers' arrangement, I got a sewing machine and can earn 150,000 Kyats a month from my sewing work in my village.



Although other people are having difficulties earning an income during Covid-19, I can support my family with my income. For that, I feel so happy. I found that some domestic workers like me can save money but other domestic workers could not save money due to various difficulties. However, I would like to encourage domestic workers to save money as much as they can and run a small-scale business to get some income, and it would be supportive in this difficult time, I think.

Naw Juliet Thein

My name is Naw Juliet Thein. It has only been one year for me to work as a domestic worker. My native place is Yangon Region. Due to my family's difficulties, I went to Yangon City for work through a broker. The normal monthly wage for me was 100,000 Kyats. The household where I worked had nine family members. I worked for their household doing chores and errands. It was so difficult for me to prepare different foods for them because they have many family members. At the night time, I had to babysit. After a period, I resigned from that job as I was tired and couldn't bear it any longer. When I resigned, it was at the same time as the Covid-19 pandemic and it was difficult for me to return to my village. Then, I asked for help from my friendly teacher to stay at her home for a while. After that, I heard the news from my friend that there would be an online training of domestic work/service for domestic workers which was arranged by KBC and supported by ILO. My friend had also attended this training, in the first batch. So, I got in touch with the responsible persons to attend the training.



After the training, I realized it was so useful for me and practicable at the workplace. The subject I like best and my favourite is kitchen hygiene and healthy cooking. It is very helpful for me as the training provided me with theoretical and practical lessons including video clips via online. After the training, I have got a job. I get 150,000 Kyats per month as a monthly salary. It is very helpful for my family. Now I still have a job while the others are having difficulties finding jobs. I am OK and get along with house

owners at my workplace because of knowledge and skills gained from the training. These are the benefits from the training. I would like to suggest that it would be helpful and supportive for domestic workers at the workplace if domestic work/service skills are acquired. That's why I would like to urge domestic workers to attend the training of domestic work.

Cho Cho Nyunt

My name is Cho Cho Nyunt. I have been working as a domestic worker for about 32 years. I'm from Sagaing Region. I am now 58 years old. I am an asthmatic and suffer from asthma attacks. Due to my health problem, I have stopped working for a while. Shortly after taking a rest from my job, Covid-19 broke out and I had to face many difficulties. Because there was little money

left from my savings as I had to use it for medicine for my asthma. So I had difficulties in my basic needs. As I have no family members, no place to go, I asked Yangon Karen Baptist Women Association (YKBWA) for help to find shelter during Covid-19. They allowed me to stay and looked after me.

I was given some allowance from the social assistance fund to domestic workers during Covid-19. The allowance was provided through Organizing Domestic Workers and Covid-19 Response supported by ILO and KBC. In such hard times, I was very pleased because, it was helpful and supportive for my medical and food cost. I felt so disappointed that there was a political unrest during the second wave of Covid-19. This is a hard time to get a job and difficult to get food as well. Moreover, I felt insecure even in my ward or township. So I called on an old friend, who helped me with money, and food and mediation. I would like to encourage domestic workers not to be discouraged or down-hearted in this current situation due to joblessness and difficulties in basic needs, but to overcome them with courage.



I was given some allowance from the social assistance to domestic workers during Covid-19... it was helpful and supportive for my medical and food cost.

Cho Cho Nyunt

6. Key activities and achievements

6.1 Skills trainings for domestic workers

"Our partnership with the ILO was the key mechanism for developing and piloting a dedicated training curriculum and advocacy materials in support of decent work for domestic workers." Three Good Spoons

Three Good Spoons

To contribute to the recognition of domestic work as work in Myanmar, the Three Good Spoons, with the DIILM's financial and technical support, developed and implemented a five-week training course "License to Stir" between February 2019 and December 2020. Through the implementation of this intensive skills training package for domestic workers, the Three Good Spoons provided opportunities to Myanmar women domestic workers to develop skills and knowledge to secure



License to Stir trainees, 2020 ©Three Good

decent work, while building awareness among the domestic workers and their potential employers about the mutual benefits of decent work and promoting the recognition of domestic work as work requiring the learning of particular skills and knowledge.

The License to Stir training course included five interactive modules covering topics related to essential hygiene, nutrition, home cooking, financial literacy, communication skills, self-defense, first aid, basic English and decent work principles, laws and policies. To deliver the training, the Three Good Spoons established collaborative partnerships with organizations specializing in particular subjects, for example: Future Light Centre delivered training sessions on social security; ILO on decent work concepts, international standards and employment contracts; Myanmar Emergency Medical Services on first aid; Yangon Women's Self Defense Association on self-defense; Onow on financial literacy; and Myanmar Book Preservation Society on digital literacy. Study trips were conducted to Yangon Bakehouse; a well-established social enterprise. Each training accepted six to eight women trainees who were currently residing in Yangon, between the ages of 18 and 40 years and who had worked, or were interesting in working, as domestic workers. A total of seven courses were completed with 51 graduates. An employer of one of the graduates indicated that after finishing this training, the employee was more confident, self-assured and happier, and successfully negotiated her employment contract with the employer.

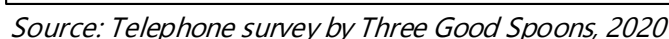
To promote ethical hiring practices among employers (both Myanmar and foreign), the Three Good Spoons developed online forms ³ for prospective employers to raise awareness of the responsibilities of employers and employees and the type of questions that should be asked and the information given during an interview. To support the graduates in finding decent work in domestic work, the Three Good Spoons initiated discussions with prospective employers who had completed the comprehensive online form regarding the details of the work expected, hours of work, leave, and salary. Where the employers' conditions noted on the form did not meet decent work standards, the Three Good Spoons entered into discussions to promote greater understanding of decent work standards. Meanwhile to assess the level of confidence in various skills, the trainees had to complete pre-, mid- and post-training course surveys. Of the 51 graduates, 23 had worked as domestic workers previously, and five had worked abroad in Singapore, Malaysia or Kuwait. When asked about their reasons for attending this course, most stated they wanted to learn skills to get them better paid work, with the expected salary indicated between 250,000 and 400,000 Kyats plus overtime per hour ranging between 3,000 and 5,000 Kyats. After completing the training, 22 of the 51 graduates secured employment in domestic work in Yangon; one of the graduates was employed as a tutor; and another one as a casual kitchen assistant at Three Good Spoons. Currently the remaining 29 graduates are looking for employment, which has been made more difficult due to Covid and the political situation/

"Ma Mai who has worked with me for some time just attended a training course while we were back in Europe over the holidays. When we got back, she sat us down and asked to re-negotiate her contract with us! She seemed like a different woman, confident, self-assured and happier. Her requests for changes in the working conditions were all very reasonable and we easily came to an agreement. I didn't know much about the training course before we went away but she has told me all about it and it seems that Three Good Spoons is doing a wonderful job!" Employer of a Three Good Spoons Graduate

³ The online forms for prospective employers can be found here:
<https://docs.google.com/forms/d/e/1FAIpQLScPsy1A09t2rbZbwUTa5XnKRiDUxh8OHdxmL2UmdnaXKb50Q/viewform>.

Based on the outcomes of the Licence to stir trainings conducted in 2019, the Licence to Stir curriculums for trainer and trainees were revised and five specialist instructors trained in student-centred and adult learning in 2020. Ahead of full Covid-19 lockdown, the team trialed producing a mini discussion video about the skills of domestic workers, ⁴ published on Facebook with Burmese captions. A bilingual website was developed with digital learning content including 40 micro learning videos and five decent work guide videos. The videos reflected key lessons and content from the Licence to Stir curriculum. The videos are housed on the Three Good Spoons' Youtube channel ⁵ and embedded on their website. ⁶

Figure 1. Changes to respondents' employment due to COVID-19



⁶ Three Good Spoons' website: <https://threegoodspoons.com/>

During the project period, the Three Good Spoons organized a social media advocacy campaign “Raise your hand for decent work” on Facebook and also participated in public advocacy events and meetings with policy makers to promote the value of domestic work and the certification of domestic worker skills. The Three Good Spoons presented to the parliamentarians drafting the domestic workers bill on the objectives and value of quantifying the skills required for domestic work and recognizing it as legitimate work that benefits from skills training and legal recognition.



To celebrate the achievement of the domestic worker graduates while at the same time raising awareness of the need for more comprehensive policy protection, public or private graduation ceremonies were held for each class of graduates. The first graduation ceremony was held during the International Domestic Workers Day event organized by DIILM in June 2019, where graduation certificates were presented by the Speaker of the Yangon Regional Hluttaw and the Chairpersons of the Farmers, Workers’ Affairs Committee of Pyithu Hluttaw and the Committee on Immigration, Local and Overseas Workers of Amyotha Hluttaw in front of an audience of 650 workers and supporters. The event also drew media coverage. After the completion of all the courses, a joint ceremony was held in December 2019 and attended by 39 of the 51 graduates. Certificates and congratulations were presented by representatives from the Farmers and Workers Affairs Committee of Pyithu Hluttaw, and the Immigration, Local and Overseas Workers Committee and the Education Promotion Committee of Amyotha Hluttaw.

Box 1: Key achievements of the License to Stir training package for domestic workers

1. Developing a **110-hour comprehensive bilingual curriculum** comprising a trainers’ manual plus learner manual and relevant training activities and materials dedicated for the skills, knowledge and competencies of domestic workers.
2. Delivering **7 courses with 51 successful graduates**, of whom 22 secured employment in domestic work with better conditions, one in the education sector, and one at the Three Good Spoons’ training centre and all equipped and skilled for future employment opportunities.
3. Presenting the course objectives and approach to **Myanmar parliamentarians** drafting a Domestic Worker Law, to advocate for skills training and professionalization of domestic work
4. Publication of a **Good Practice Guide for Hiring a Domestic Worker** for household employers to equip them with practical information and templates, such as an employment contract and guidance on calculating fair working hours and conditions, modelled on the ILO Domestic Workers Convention, 2011 (No. 189)
5. A suite of short **instructional training and topic videos** for free access on YouTube, voiced in Burmese with English subtitles and Burmese subtitles, to help spread basic knowledge
6. The **Raise your Hand for Decent Work** campaign on Facebook attracted 16,000 followers and built awareness about the rights of domestic workers as human beings to fair and decent work conditions.

6.2 Awareness raising, empowerment and networking activities for domestic workers and their communities

In order to support domestic workers in different regions and to increase the pool of empowered domestic workers, the DIILM project made implementation agreements with three local organizations (KBC, Girl Determined, and Nay Wun Ni) to provide information, trainings

and services, develop leadership and support the creation of domestic workers groups or networks.

Karen Baptist Convention's Women's Department

The KBC which has a century old tradition of supporting domestic workers and ensuring their safe employment was supported to further develop their work with domestic workers, employers and local leaders; and raise awareness on safe migration, the skills and value of domestic work, labour rights and problems.

From 2019 to March 2021, the Women's Department of the KBC delivered awareness raising trainings to 356 domestic workers (294W:62M) and 285 local leaders (247W:38M) in Ayeyawaddy, Bago and Yangon Regions. Local leaders were also targeted as they are able to provide support locally and be in contact with both domestic workers and employers. Most participants were women and girls and aged between 14 and 50 years. The majority of domestic workers had worked or were working in Yangon and Patheingyi, and a few of them had worked in Singapore and Thailand.

While traditionally KBC has provided practical support to domestic workers to learn the basic skills of domestic work, these awareness raising sessions aimed to empower the workers and provide soft skills such as negotiation and communication with employers, personal hygiene and self-care. Reaching out to community leaders with similar trainings provided sustainability in ensuring that domestic workers will be respected and supported in the future.

In 2019, KBC selected five domestic workers to be supported to attend a sewing training at the Thelo centre. Of the participants, one went on to successfully set up a small sewing shop in her village and has been earning a regular income;⁷ one is currently working with a small business making masks; and one is working as a sewing coach at the Thelo Centre. The remaining two returned to their village after completing the training due to personal concerns amidst the first wave of Covid-19.

In 2020 and 2021, due to Covid-19 restrictions, it was not possible to conduct in-person trainings and activities as originally planned. KBC therefore adjusted their training content and conducted the housekeeping training using a hybrid method: four-day theoretical training on the Zoom platform and one-day practical training at the centre. It also prepared and uploaded short video clips on a closed Facebook group set up for the domestic workers which they can view during their rest time or break-time at work. A total of 30 female domestic workers were trained using these methods.

KBC also delivered a two-day self-care awareness training for 30 domestic workers (28W:2M) on the Zoom platform which trained domestic workers on managing stress, staying healthy and eating well during the pandemic, and taking care of mental and physical health during the pandemic and under the prevailing stressful and violent environment.

The domestic workers who participated in the KBC's activities also formed a group on Viber to stay in touch and support each other.

During Myanmar's second wave of Covid-19, KBC provided basic food supplies and hygiene kits together with Covid-19 awareness and prevention information in four villages in Ayeyawaddy Region. These villages were source communities for a high number of domestic

⁷ Her success story is featured in Section 5.

workers and migrants, and no other organization was providing any assistance. The assistance reached 2,611 villagers, of whom 250 were domestic workers and 326 migrant workers.

KBC provided emergency resilience cash support to domestic workers (39W:2M) who had lost jobs or received wage cuts and were facing severe financial hardships due to the pandemic and the coup. The money was dispersed to enable the recipients to buy food for themselves and their families, to pay their rent, to set up a small business to earn income, or to pay for medical care.

In addition, KBC actively promoted domestic workers' rights in various advocacy meetings and events, including participating in the high-level consultation meetings and dialogues with the parliamentarians along with the networks of CSOs and Labour Organizations (LOs) ⁸ to advocate for improved legal and social protection of domestic workers' rights and to provide substantive inputs to the draft domestic workers bill. KBC also set up information booths at advocacy events celebrating International Women's Day,, International Domestic Workers Day , and International Migrants Day.. KBC translated the C189 cartoon booklet produced by DIILM into Karen language and widely distributed it among members of its church network during public events and awareness raisings trainings conducted in the communities.

Box 2: Key achievements of KBC Women Department's activities for domestic workers and their communities

1. Raising **awareness on safe migration, the skills and value of domestic work, labour rights and problems** among 356 domestic workers (294W:62M) and 285 local leaders (247W:38M) in Ayeyawaddy, Bago and Yangon Regions
2. Supporting five female domestic workers to attend a sewing training at the Thelo center, of whom three secured employment related to sewing and have been earning regular income
3. Delivering the **online and in-person practical housekeeping trainings**; and the **online self-care awareness training** for 30 domestic workers (28W:2M) on managing stress and taking care of mental and physical health during the pandemic and under the prevailing stressful and violent environment.
4. Providing **food supplies, hygiene kits and Covid-19 awareness and prevention information** to 2,611 villagers, of whom 250 were domestic workers and 326 migrant workers, in four villages in Ayeyawaddy Region
5. Providing **emergency resilience cash support** to domestic workers, who were facing severe financial hardships due to the health and political situation, , to buy food for themselves and their families, to pay their rent, to set up a small business to earn income, or to pay for medical care
6. Actively promoting **domestic workers' rights to relevant stakeholders, including the parliamentarians** drafting national legislation to protect domestic workers

Nay Wun Ni Community Development Organization

Nay Wun Ni has extensive experience working on migration related issues in Ayeyawaddy Region, a source area for domestic workers. DIILM supported Nay Wun Ni to conduct outreach, awareness raising and capacity building activities for aspiring and current domestic workers and their families in 20 villages in Mawgyun and Mawlamyainegyun Townships.

⁸ CSO and LO Network for Migrants (Myanmar); Working Group on Legal Protection of Domestic Workers: KBC is a member of both networks.

In the initial project implementation period, Nay Wun Ni conducted a survey of 159 women domestic workers in 20 villages in Mawgyun Township to understand their challenges and needs in close cooperation and coordination with local administrators, community leaders and families of domestic workers. Over the course of the project period, it successfully conducted a series of awareness raising workshops and capacity building trainings for domestic workers in Mawlamyainegyun Township in compliance with the social distancing rules amidst the Covid-19 pandemic. The trainings and workshops, the first of their kind in the area, were greatly appreciated and well-received by the local communities, village and local authorities.

A total of 210 women domestic workers completed the three-day trainings on labour law and decent work, trained in collaboration with lawyers from local CSOs. As observed in the trainings and indicated in the post-training evaluation tests, it was the first time for the trainees to learn that domestic workers are entitled to labour rights, and that there are international standards on decent work for domestic workers (C189). Their level of knowledge on these issues significantly increased after completing the training. All the participants were eager to share the information and knowledge they gained from the training with their family, friends and neighbours.

Despite a few months delay caused by the Covid-19 second wave, a total of 100 women domestic workers completed a one-day training on Negotiation, Communication and Organizing Skills conducted for small groups in early 2021. The trainings aimed to increase their confidence and self-esteem to be better able to negotiate with employers about their employment terms including wages, working hours and days off.

With the aim of equipping domestic workers with basic knowledge and skills in caring for infants and children at employers' households, as well as in their own families, 40 women completed a three-day training on Primary Health Care and Care-givers for Infants and Children. The training was conducted with the technical support of the Township Nurse Association and the early child care support group.

To increase communication, knowledge sharing and personal safety, Nay Wun Ni set up a Viber group with 78 domestic workers members. It also organized half-day monthly meetings for a total of 100 women domestic workers at its office in Mawlamyainegyun Township where domestic workers had opportunities to share their experiences, knowledge and good practices and discuss their challenges and needs.

Box 3. Key achievements of Nay Wun Ni's activities for women domestic workers and their communities

1. Conducting **a survey of 159 women domestic workers** in 20 villages in Mawgyun Township to understand their challenges and needs
2. Developing and delivering **a series of awareness raising workshops and capacity building trainings** on various topics for women domestic workers in Mawlamyainegyun Township in compliance with the social distancing rules amidst the Covid-19 pandemic:
 - a. Labour law and decent work trainings with 210 participants
 - b. Negotiation, Communication and Organizing Skills trainings with 100 participants
 - c. Primary Health Care and Care-givers for Infants and Children for 40 participants
3. Setting up **a Viber group with 78 domestic workers members** to increase communication, knowledge sharing and personal safety
4. Organizing **monthly meetings** for 100 women domestic workers for sharing their experiences, knowledge and good practices and for discussing their challenges and needs

Girl Determined

With its long and well respected history in working with adolescents in different areas of Myanmar, including in the source areas of many domestic workers, Girl Determined in partnership with DIILM undertook an exploratory series of activities in Kachin State, Mandalay and Yangon Regions to better understand and raise awareness about the work and lives of domestic workers, to establish links between the young women and girls involved in its projects and those planning to work as domestic workers, as well as returned domestic workers with the aim of developing a supportive environment for domestic workers.

Due to the aforementioned restrictions,, some planned activities were delayed and some had to be scaled down or adjusted in response to the constantly changing circumstances and needs. Nevertheless, Girls Determined was able to connect with some child and young domestic workers through leveraging the Colorful Girls adolescent girls' network,⁹ as well as through grassroots outreach in markets and teashops and other neighbourhood spots in various peri-urban and urban areas. Instead of large gatherings in the communities as originally planned, Girl Determined undertook small group gatherings and one-on-one discussions with girls working in domestic jobs. In total, 72 girls participated in the networking activities, of whom about half were reached through the existing network of adolescent girls and young women in other programmes and the other half through direct grassroots' outreach. The ages of the participants ranged from 10 years to 20 years, and more than half of these were between 16 to 20 years.

At the close of the project period, Girl Determined was managing ongoing communications in various forms with over 100 girls and young women in domestic jobs. Through implementing these networking activities, Girl Determined has achieved the wider programmatic objective of understanding and testing out ways to reach adolescent girls and young women working in various forms of domestic jobs.

Furthermore, the activities better prepared the organization to roll out future outreach and networking programmes to engage more girls and young women working in domestic work and to ensure that they have access to services including a magazine for girls and written resources, as well as a crisis phone line. Over the course of the project, based on the lessons learned from the early part of the project period, primarily that many girls were experiencing emotional strain, various forms of instability and had fears or worries about the future, Girl Determined arranged for its staff who carry out direct outreach to complete a three-day Psychological First Aid training to enhance their capacity to conduct outreach activities effectively and incorporating principles of do-no-harm.

⁹ Girl Determined Facebook page: <https://www.facebook.com/GirlDeterminedMM>

Box 4. Key achievements of Girl Determined's outreach activities for adolescent girls and young women domestic workers

1. **Connecting with child and young domestic workers** in Kachin State, Mandalay and Yangon Regions through leveraging the Colorful Girls adolescent girls' network, as well as through grassroots outreach in markets and teashops and other neighbourhood spots in various peri-urban and urban areas
2. Undertaking **small group gatherings and one-on-one discussions** with 72 adolescent girls and young women working in domestic jobs whose ages ranged from 10 to 20 years old, and more than half of these were between 16 to 20 years
3. Managing **ongoing communications in various forms** with over 100 girls and young women in domestic jobs and providing them with **an access to services** including a magazine for girls and written resources, as well as a crisis phone line
4. Arranging a **Psychological First Aid training** for the staff who carry out direct outreach to enhance their capacity to conduct outreach activities effectively and incorporating principles of do-no-harm

6.3 Key achievements of the combined activities

- A draft bill on protection of domestic workers was developed by Parliamentarians with input from the partners and domestic workers.
- Domestic workers who participated in the partners activities are confident to raise their voices and represent domestic workers. This is the first time that domestic workers are representing themselves.
- Domestic workers who participated in the activities are now connected to each other and to a range of support services as well as to policy makers
- Partner organizations have built up strong networking and referrals among themselves, as well as with other CSOs, labour organizations and legal aid organizations; thereby increasing the scope of services without replication.
- Partner organizations are now experts in their respective fields of work and can provide guidance and advice to new projects or activities supporting domestic workers.
- Print and digital training materials, tools and guidelines have been produced, which can be used or adapted by other CSOs, private training schools or the DOL's training centres.

7. Challenges

DIILM aimed to support innovative, experimental initiatives to reach domestic workers and issued several calls for expression of interest for groups to apply. The response was very limited; demonstrating the small number of organizations already working directly with domestic workers and the recognized difficulties of reaching out to domestic workers.

Originally the aim of the Three Good Spoons' License to Stir trainings had been to get the National Skills Standard Authority (NSSA) of the Department of Labour (DOL), Ministry of Labour, Immigration and Population (MOLIP) to recognize the certificates, to understand the importance of skills training for domestic workers, and to start a process whereby such trainings

would be institutionalized. However, NSSA did not engage on this, due in most part to the exclusion of domestic workers from the labour law.

With regards to forming domestic workers groups, it was only possible to form very informal groups due in part to the stigma of being identified as a domestic worker, and also in part to the lack of any formal process despite domestic workers being included in the Labour Organizing law. Also, the domestic workers who got jobs following the training do not work very close to each other and so meeting and organizing is difficult.

The partners had the ability and the networks to support and promote ethical job matching systems with monitoring of employers and domestic workers but were unable to do this due to the restrictions under the Employment Restriction Law (1959).

The household employers who had interviews or other communications with the partners appreciated the practical information and templates developed to build awareness and offer decent work to the domestic workers, but gaining traction among the employers in general was challenging due to the established mindsets and stigma associated with domestic work, in combination with the lack of compliance measures such as laws or regulations encouraging their adoption. For instance, some employers violated the agreed employment conditions, so the partners had to intervene and counsel the domestic worker on how to address the problem, or assist in discussing the problem with the employer. In one case where the problem could not be resolved, the domestic worker was assisted to seek alternative employment.

For some partners who were piloting or initiating the activities for domestic workers, there were issues of the staff's capacity in related areas, and they have identified a need to address the skills development of the project staff in the future programming.

Challenges related to the Covid-19 pandemic and political situation

“The Covid-19 pandemic was a key development interrupting the delivery of face-to-face training and progression of other planned outputs during the reporting period.” Three Good Spoons

To adapt to the changing operational environment, the partners developed and delivered trainings and activities that could be carried out using online platforms. The total number of trainings was reduced, and those trainings shifted to a hybrid mode: online and practical trainings, with the latter only a few days per training. Targeted digital training materials and tools were developed to bypass the limitation on face-to-face training caused by the Covid-19 pandemic and make the hybrid model as successful as possible.

The partners faced a range of challenges to transition to the online classes in a restricted operational context as the pandemic caused disruptions to infrastructure services. A lack of stable internet and electricity supply in project staff homes, combined with lack of technical skills and equipment for staging or filming online classes limited the feasibility of transitioning to online formats for classes during lockdown.

For many domestic workers, getting access to stable internet connection at their workplace or home was a challenge. They needed to secure their employers' permission and support to join trainings. Not all domestic workers had smart phones to access online platforms. Furthermore, some domestic workers who managed to attend the online classes, were limited by their digital and technical literacy in getting the most out of the online classes.

Due to the safety concerns of both the beneficiaries and the project staff during the pandemic and the takeover by the military, the partners found it extremely difficult to conduct project activities and, hence, were unable to fully achieve the targets.

With the deteriorating economic situation in Myanmar, fewer families could afford to employ domestic workers and therefore finding jobs became increasingly difficult.

8. Lessons learnt

This section presents the lessons learnt by the partners compiled from their written responses to the assessment questionnaire and the narrative reports that the partners submitted over the course of their respective project periods. It includes a set of good practices to inform other organizations or groups when designing and planning programmes to support vocational and skills trainings for domestic workers, outreach and awareness raising of domestic workers and their families, employers and local leaders, and capacity building activities for domestic workers; and to provide employment support for domestic workers after completing the trainings.

8.1 Lessons learnt

Over the course of the project implementation period, the DIILM project conducted trainings with tripartite constituents and CSOs and held a series of consultations with the parliamentarians to familiarize them with labour protection standards for domestic workers, in particular the ILO Domestic Workers Convention, 2011 (No. 189), and national laws of other countries; produced materials and tools to support the development of activities for domestic workers and advocacy for domestic workers' rights; and organized public events to celebrate the International Domestic Workers Day jointly with the CSOs and labour organizations to promote the recognition of domestic work as work and the development of legal protection for domestic workers.

It is evident that through organizing these activities and conveying consistent advocacy messages, the project contributed to not only **creating a momentum for changes in attitudes** towards domestic work and **the policy and legal reform** in Myanmar, but also **laying the groundwork and enhancing the technical knowledge, networking and organizing capacities** of the CSOs and labour organizations, -. By **building on the rich knowledge, experiences and established networks**, the partners were able to expand and strengthen the extent, coverage and scope of their existing works and services with the support provided by the DIILM project.

When supporting and working with the partners who have diverse backgrounds, expertise and priorities, it is important to **invest considerable time and persistent efforts in creating a space** where all the partners, both the established and the new, can exchange ideas, learn from each other, build common understanding on particular issues or areas of work, form networks and provide support to each other. If it were not for the outside factors during this period, , such sharing sessions could have been organized more often and regularly, and would have benefited all the partners, especially those who were initiating the domestic worker activities or programmes.

Furthermore, the **ILO's active representation and consistent efforts in creating a platform for the partners** to engage and participate in meaningful dialogues with relevant government departments and parliamentarians together with the networks of workers' rights organizations,

NGOs and CSOs greatly assisted the partners, especially those who have embarked on new issues or areas of work, to showcase their works and efforts, to increase networking exposure via social media, and to jointly conduct advocacy for legal change.

When designing and organizing any type of activity and training for domestic workers who are working, **selecting appropriate times for trainings and activities** in consultation with domestic workers is crucial. In some cases, it can help to informally check with employers who may support or deter domestic workers from attending in-person or online trainings. It also proves to be helpful when **employers are approached by the organization in advance** to allow the domestic workers to attend the trainings. With the negotiation and intervention of the partner, some employers allowed the domestic workers to use their smartphones to attend online trainings, which they see as enabling the domestic workers to perform their jobs better.

Given the limited buy-in from the employers of the guidelines developed by the partners to promote good practices among the employers of domestic workers, **greater campaign or outreach resources and programmes dedicated to reaching household employers** might be needed..

Developing mediums appropriate to domestic workers work and life styles is essential. For example **short video clips**, enable the domestic workers to watch the video clips as many times as they want at their convenience. Other **visual aids** for trainings and workshops, including cartoon booklets and illustrations are necessary for beneficiaries who are often semi-literate in Myanmar language. Increasing aids in ethnic language would also reach more domestic workers.

When developing courses or materials for domestic workers training, it is useful to draw from other resources. Examples include: the ILO Regional Competency Standards ¹⁰ which provide a useful framework for defining training topics and learning outcomes; the Technical Education and Skills Development Authority (TESDA) in the Philippines has video content ¹¹ which can be a useful reference for how to produce instructional training content for low-skilled jobs, including domestic work. International advocacy bodies, such as the International Domestic Workers Federation (IDWF)¹², also have resources which help frame training resources and priorities.

When delivering courses for domestic workers, consideration should be given to whether the provision of **support for accommodation or other stipends** would increase access to the course, particularly for women in and from rural areas.

With regards to the operational relationship with the partners, it is very important to have **flexibility and keep regular and open dialogue** to discuss and change or adjust project activities and priorities as needed.

“There was no one best way to engage the girls and young women domestic workers, we had to use all possible means to reach out to them.” Girl Determined

¹⁰ ILO Regional Competency Standards - https://www.ilo.org/asia/publications/WCMS_329862/lang--en/index.htm

¹¹ Competency Assessment available at: <https://www.e-tesda.gov.ph/course/index.php?categoryid=12>; and a range of instructional videos, not published online by TESDA, but shared on Youtube, from the National domestic work certificate offered by TESDA are available, for instance, a video on cooking training available at: https://www.youtube.com/results?search_query=tesda+cooking+training.

¹² Resources developed by IDWF is available on its website: https://idwfed.org/en/resources#b_start=0.

For future programming, anecdotal evidence indicates that the current situation in Myanmar will result in more young girls entering into household and caregiving work. Therefore, when developing or designing the future programmes for domestic workers, priority should be given to the **inclusion of domestic workers and developing innovative activities** to reach out to adolescent girls and young women engaged in domestic work, to organize young domestic workers, and to create avenues for advocacy, as well as providing mental health and paralegal support,, technical and life skills training opportunities.

8.2 Ways forward

The activities presented here have developed a momentum for change in attitudes and consequently policies towards domestic work and domestic workers. The empowerment of domestic workers to speak for themselves has played a major role. The way forward therefore must start with domestic workers, providing platforms for domestic workers to speak out, be included and represent the issues facing all domestic workers.

Reaching domestic workers is difficult, they live and work isolated from communities and often under the control of employers. Therefore, donors and organizations willing to support domestic workers must also be willing to experiment, and innovate without any assurances of success. Only through trying different methods will we know what works.

The first goal of any activity on domestic work must be the empowerment of domestic workers. Empowered to claim domestic work as a valuable job contributing to society and sustainable development of the country. Labour organizations need to be pro-active in reaching out to domestic workers as workers and finding innovative ways to include domestic workers in unions.

It is not enough to provide services to domestic workers, as the domestic workers said clearly in the 2020 Campaign on domestic workers day: Care for us like we care for you.

Annexes

Annex 1: List of training resources and materials developed by the partners

- ILO Convention 189 on Decent work for domestic workers (Karen)
- Licence to Stir Trainer Manual (English and Burmese)
- Licence to Stir Learner Manual (English and Burmese)
- Good Practice Guide for Hiring a Domestic Worker (English and Burmese; print edition and online edition)
(English: https://threegoodspoons.com/household_employer_guidance/)
(Burmese: <https://threegoodspoons.com/my/household-employer-guidance-mm/>)
- Good Practice Guide templates (English and Burmese; digital edition)
(English: https://threegoodspoons.com/household_employer_guidance/)
(Burmese: <https://threegoodspoons.com/my/household-employer-guidance-mm/>)
- Licence to Stir micro-training videos. Burmese voice, English and Burmese subtitles. Available at: <https://www.facebook.com/watch/?v=998892343873964>; https://www.youtube.com/playlist?list=PLRxI_VLz8i8wXYOdTroM39LMRyThraZd
 - Licence to Stir lesson content. Burmese voice and subtitles. Available at: https://www.youtube.com/playlist?list=PLRxI_VLz8i8wXYOdTroM39LMRyThraZd
 - Good Practice tips for hiring a domestic worker. Burmese voice, English subtitles. Available at: https://www.youtube.com/playlist?list=PLRxI_VLz8i-X14mCsBJ1uwRT3uVsdptw
 - Good Practice tips for hiring a domestic worker. Burmese voice, Burmese subtitles. Available at: https://www.youtube.com/playlist?list=PLRxI_VLz8i83GD89Sfsu68fcc3xKHsg
- Three Good Spoons website. Burmese and English; housing all the digital content developed under the License to Stir training course. Available at: <https://threegoodspoons.com/>

Annex 2: List of materials and tools developed by the DIIIM Project

- Cartoon booklet for ILO Domestic Work Convention (C189)
English: http://ilo.org/yangon/publications/WCMS_634937/lang--en/index.htm
- Getting Organized, reducing stigma and promoting rights of domestic workers: A practical guide for domestic worker support groups
Burmese: http://ilo.org/yangon/publications/WCMS_634950/lang--en/index.htm
- The Policy Advocacy Brief: Towards ratification of the Domestic Workers Convention in Myanmar
English: https://www.ilo.org/yangon/publications/WCMS_667541/lang--en/index.htm
Burmese: https://www.ilo.org/yangon/publications/WCMS_731366/lang--en/index.htm
- Legal Protection of Domestic Work in Myanmar: What does the public think? (Brief Opinion Poll)
English: https://www.ilo.org/yangon/publications/WCMS_731540/lang--en/index.htm
Burmese: https://www.ilo.org/yangon/publications/WCMS_731541/lang--en/index.htm
- Legal Gap Analysis of Myanmar National Laws and International Standards for Domestic Work (Brief)

- English: https://www.ilo.org/yangon/publications/WCMS_731547/lang--en/index.htm
Burmese: https://www.ilo.org/yangon/publications/WCMS_731564/lang--en/index.htm
- Legal Gap Analysis of Myanmar National Laws and ILO Convention No 189
Burmese: https://www.ilo.org/yangon/publications/WCMS_731674/lang--en/index.htm
 - Legal Gap Analysis of Myanmar National Laws and ILO Recommendation 201
Burmese: https://www.ilo.org/yangon/publications/WCMS_731686/lang--en/index.htm
 - DIILM Updates: Making decent work a reality for domestic workers
English: https://www.ilo.org/yangon/publications/WCMS_758502/lang--en/index.htm
Burmese: https://www.ilo.org/yangon/publications/WCMS_758504/lang--en/index.htm
 - Music Videos featuring Chan Chan, a celebrity singer, and domestic workers to celebrate International Domestic Workers Day 16 – 20 June 2020
Burmese: https://www.facebook.com/ILOMyanmar/videos/?ref=page_internal
 - Domestic Worker Stories: Celebrating International Domestic Workers Day 16 June 2021
#Valuing Domestic Work as Work
English and Burmese: <https://www.facebook.com/ILOMyanmar>
English: https://www.ilo.org/yangon/publications/WCMS_803241/lang--en/index.htm

Developing International and Internal Labour Migration Governance in Myanmar (DIILM) (2016 - 2021) project works with tripartite constituents and civil society organisations in Myanmar to strengthen the legislative and policy framework governing labour migration. The people of Myanmar have long used migration as a survival strategy; for safe refuge and for livelihood. Improving labour migration governance can ensure a migration experience that is more beneficial for women and men migrants, and better contributes to the development of Myanmar. DIILM and the tripartite partners work to 1) support development of key legislation and policy; 2) promote decent work for all migrants including in the informal sector; 3) increase the coverage and the quality of services offered to migrants and 4) strengthen policy coherence.

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