MULTIPLYING IMPACT REPORT

EQUAL VALUE, EQUAL RIGHTS PROGRAM TO ADVANCE DOMESTIC WORKERS’ RIGHTS CARE LATIN AMERICA AND THE CARIBBEAN

PERIOD
JULY 2017 - JUNE 2018
BACKGROUND

THE PROGRAM EQUAL VALUE, EQUAL RIGHTS, IS CARE’S IMPACT MULTIPLICATION STRATEGY IN LATIN AMERICA, WHICH SEeks TO ADVANCE THE RIGHTS OF MILLIONS OF DOMESTIC WORKERS IN THE REGION. FOR THIS, THE PROGRAM FOCUSES ON ACTIONS OF POLITICAL ADVOCACY, ARTICULATION OF NATIONAL AND GLOBAL DOMESTIC WORKERS’ ORGANIZATIONS WITH INTERNATIONAL AND REGIONAL ORGANIZATIONS RELATED TO THE SUBJECT, AND IN COMMUNICATION STRATEGIES OF NATIONAL/REGIONAL SCOPE FOR EMPLOYERS’ SENSITIZATION AND BEHAVIOR CHANGE.

CARE’S COMMITMENT TO THIS POPULATION PROGRAM IS LONG-WINED: WE HOPE TO POSITIVELY IMPACT THE LIVES OF 5 MILLION DOMESTIC WORKERS BY THE YEAR 2020 AND 10 MILLION TILL 2030. CARE’S REGIONAL DOMESTIC WORK PROGRAM IS ALSO ONE OF CARE’S MAJOR CONTRIBUTIONS TO THE INTERNATIONAL LABOUR ORGANIZATION’S DECENT WORK AGENDA AND THE UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS 5 AND 8.

THE PROGRAM EQUAL VALUE, EQUAL RIGHTS IS A REGIONAL INITIATIVE THAT STARTED IN 2016 AND IS CURRENTLY BEING IMPLEMENTED IN COLOMBIA, ECUADOR, GUATEMALA, HONDURAS, MEXICO AND WILL EXPAND IN 2019 TO BRAZIL. THIS REGIONAL PROGRAM IS STRONGLY BASED IN CARE’S EXPERIENCE WITH DOMESTIC WORKERS’ ORGANIZATIONS SINCE 2010 IN ECUADOR, PERU AND BOLIVIA, WHICH ALLOWED OUR ORGANIZATION TO SYSTEMATIZE THESE EXPERIENCES AND LEARN TOGETHER WITH DOMESTIC WORKERS’ ORGANIZATIONS AT NATIONAL AND REGIONAL LEVELS ABOUT THE BEST STRATEGIES TO CONTINUE ADVANCING THEIR RIGHTS. THIS REPORT WILL HIGHLIGHT THE PROGRESS WE HAVE MADE SO FAR, FOCUSING ESPECIALLY IN THE 2017-2018 PERIOD.
SNAPSHOTS OF PROGRESS FROM YEAR 2

THE FIRST EVER COLLECTIVE CONTRACTS FOR DOMESTIC WORKERS SIGNED IN MEXICO

INCREASE IN UNION MEMBERSHIP 2,075 MEMBERS

3 X INCREASE IN DOMESTIC WORKERS AWARENESS OF THEIR HUMAN AND LABOR RIGHTS

ECUADOR’S SECOND DOMESTIC WORKERS’ ORGANIZATION THE COUNTRY’S HISTORY GAINED LEGAL STATUS AS A UNION

7 X INCREASE IN DECISION-MAKERS ENGAGED WITH THE PROGRAM RELATED TO DOMESTIC WORK

MORE THAN 30,000 SIGNATURES TO RATIFY INTERNATIONAL LABOUR ORGANIZATION CONVENTION 189 ON DOMESTIC WORK AND THE POTENTIAL NEW INTERNATIONAL LABOUR ORGANIZATION CONVENTION TO ELIMINATE GENDER BASED VIOLENCE AND HARASSMENT IN THE WORKPLACE.

ALMOST 7 MILLION PEOPLE REACHED THROUGH COMMUNICATION CAMPAIGNS

7 MILLION
The Domestic Workers Impact Growth Strategy (IGS) Program – Equal Value, Equal Rights aims to advance domestic workers’ rights in Latin America. The initiative was co-designed with regional and country-based domestic workers’ organizations in five countries: Ecuador, Guatemala, Honduras, Mexico, and Colombia. Its main goal is to contribute to the advancement of the human and labor rights of five million women domestic workers by 2020, and 10 million by 2030. These are our potential reach numbers.

The strategy defines key areas on dignified work. These are stated by granting a life free from violence, social protection, a decent salary, and regulated working hours clearly indicated on a written contract. Some of the strategies identified as key to make this a reality are: supporting domestic workers’ trade unions to increase their voice and presence through advocacy; giving visibility to their situation using communications tools; and building their capacities as well as those in governments in relevant areas. Supporting domestic workers’ organizations reaching their financial autonomy is also a factor to ensure sustainable and systemic change.
The program became operational through strategic partnerships with domestic workers’ trade unions at the global, regional and country level, connecting with different social movements and civil society initiatives of interest to the domestic workers’ agenda, such as the women’s and workers movements. This is bolstered by the efforts of multilateral organizations, NGOs, the private sector and employers, alongside supportive government actors. The voices of domestic workers are amplified by media and through alliances with opinion leaders and key influencers.

This report will explore how the rights of domestic workers are systematically hindered across the region. It will then present the voices of domestic workers confronting this injustice, to then explain the strategies put in place to achieve the long term impact goals of the program, the main actors involved in this process, the progress made so far and the changes that we would like to support and see in the next years.
THE REALITY OF DOMESTIC WORK IN THE REGION

- **Mexico**: 2.5 million domestic workers, 95% of whom are women.
- **Colombia**: 689,000 domestic workers, 8 out of 10 do it on informal conditions.
- **Ecuador**: 242,000 domestic workers.
- **Guatemala**: 242,000 domestic workers.
- **Honduras**: 126,000 domestic workers.
- **Brazil**: 8 million domestic workers, 65% of domestic workers have had access to maximum of 6 years of education.

- **Equal Value, Equal Rights Program**: Number of domestic workers in the countries of equal value, equal rights program.

- **Countries**: Colombia, Ecuador, Brazil, Guatemala, Honduras, Mexico, Guatemala.

- **Reported Numbers**: 19 million domestic workers in the region, 10% of domestic workers have social security, 11% of women workers are in the domestic sector.
Domestic workers are in the backbone of Latin American society. One of every four women earning a wage in the region, nearly 20 million women, works in someone else’s home. They perform one of the most important jobs of all, yet their work isn’t recognized, and it’s not properly valued by their employers, governments and societies. Domestic workers often are paid a flat wage where their sometimes 12 to 14 hours of daily work is not reflected and only 10 percent have a legal contract. Domestic work is one of the most informal sources of employment in the region. According to International Labor Organization (ILO) 8 out of 10 domestic workers are under an informal employment arrangement (2015).

Low incomes and rates of social security affiliation, alongside barriers to collective bargaining and work inspection mean that domestic workers are among the least protected workers. The women who provide this valuable service to society and economy earn between US$100 and $178 per month, less than half of what is necessary to buy the basic basket of goods in the region (US$680, on average), which means these workers live in poverty, and often extreme poverty.
Many domestic workers have no basic benefits such as holidays and have little or no chance to negotiate their labor rights. Frequently, women get involved in this sector after dropping out of school and migrating to larger cities or other countries in search of employment. In most cases, they will remain in domestic work their entire life. Forced and child labor is also common. According to the ILO, there are at least 2 million child domestic workers in the region, and most of them are girls. Women and girls working in these jobs are often at high risk of human rights abuses.

An ILO study found that 8 out of 10 domestic workers report to have survived physical or sexual violence in the workplace. These kinds of violence could be labor exploitation, sexual harassment, physical abuse, intimidation and psychological violence; and are often exacerbated for black, indigenous, and migrant women who endure different and multiple kinds of discrimination. The ILO has identified domestic work as a high-risk category for forced labor and modern slavery.

The ILO 189 Convention is the most important international treaty for domestic work, with opportunities to influence countries to ratify and to align legal frameworks and public policies including means of implementation. Latin America is the world’s “champion” of the 189 Convention, as it is the region where most countries have ratified it. However, the latter does not reflect the real situation of domestic workers in the region and it remains a challenge to advance and implement legal frameworks at the national levels to guarantee full labor and human rights.
THE VOICES
OF CHANGE
For care and the equal value, equal rights program, it is a priority to highlight and stress the voices of the domestic workers, and through these voices, to show the reality of domestic work in our region.

A Day in the Life of a Domestic Worker

A day of work for a woman in this employment sector usually starts early, there are no rules regarding the length of the working day. A lot of these workers are underage. When they don’t live with their employers, the journey to work can be quite long and unsafe; they face a lot of risks in that commute. However, when they live with their employers the rooms assigned to them generally don’t fulfill the minimum dignified living conditions for any person. Sometimes there are no windows or locks, to provide privacy. Most domestic workers are not allowed to share the same areas of the house as the family, eat in the same table or the same food, or even use the same cutlery. The workload is regularly excessive and impossible to complete during normal working hours. This is also a job that is done in isolation, as many domestic workers report they are not allowed to leave the house premises or have friends. There are no colleagues or anyone to turn to. The latter puts domestic workers in very vulnerable positions, especially when it comes to physiological, physical and sexual harassment.

https://www.youtube.com/watch?v=Zi8mNQT5kyy&time_continue=15

Click
SLAVERY IN THE 21ST CENTURY

they would bring it to the kitchen for us to eat.

CLICK

https://www.youtube.com/watch?v=BWCTMLAPTBC
In 2018, the program carried out a regional research with domestic worker’s organizations in Ecuador, Colombia, Honduras, Guatemala y Mexico through feminist social cartography, which means mapping the spaces where violence and other type of abuses occur, the type of violence faced, but more importantly, to identify safe spaces and strategies for domestic workers in their workplace. We met with domestic worker’s from the whole region and the following testimonies are the result of this investigation. Almost all the women participating in the research have endured some kind of gender violence (sexual, physical, psychological) in the workplace.

DOMESTIC WORKERS’ MAP OF A HOUSE, INCLUDING SAFE AND UNSAFE PLACES

“The kitchen is a very unsafe place because sometimes when we are cooking, the bosses come and grab you from behind, and if you don’t let them do what they want, they accuse you of being a liar and a thief.”

HONDURAS (SAN PEDRO DE SULA)
The lady of the house told her sons that they could each take turns with me. After one of them touched my breasts, the next day the other harassed me while I was in the bathroom. I then understood their mother was behind it.

MEXICO (CUIDAD DE MEXICO)

“This is our room: the smallest one, the one that remains in the corner of the house (...), we want our room to be our safe place: lockable, so no one can enter, so I can sing, I can dance in my space.”

COLombia (MEDellin)
ON THE IMPORTANCE OF GETTING ORGANIZED:

“Before they exploited you but now you do not allow it ... this happens because we are in the organization, we now know our rights (Domestic worker, Guatemala City, Guatemala).”

https://www.youtube.com/watch?v=BWctMLaPTbC

CLICK

HTTPS://WWW.YOUTUBE.COM/WATCH?V=BWCTMLA PTbC
WE ARE AWARE THAT IN ORDER TO REACH OUR POTENTIAL ASPIRATIONS, WE CANNOT WORK ALONE. CARE WORKS WITH SEVERAL PARTNERS AT NATIONAL, REGIONAL AND GLOBAL LEVELS TO FACILITATE, AMPLIFY, ASSIST, CONNECT AND ACCOMPANY THE ADVANCEMENT OF DOMESTIC WORKERS’ RIGHTS IN THE REGION.
In Mexico, we work with the National Union of Domestic Workers (Sindicato Nacional de Trabajadoras y Trabajadores del Hogar) - SINACTRAHO, and the Support and Training Center for Domestic Workers - CACEH. CACEH, a domestic worker’s led organization, was created by domestic workers in 2000 as a civil society organization that empowers the women in this sector through technical training and political education. Both CACEH and SINACTRAHO are recognized as key organizations in Mexico thanks to their support to advance legislation, raise awareness among the population on this topic and strengthening domestic worker’s organizations and voices in public debate. It is from CACEH that SINACTRAHO’s domestic workers are trained to achieve a social dialogue allowing the government, workers and employers to recognize and guarantee their rights.
COLOMBIA

In Colombia, the Equal Value, Equal Rights program works with the "Afro-Colombian Domestic Service Workers Union" (UTRASD, for its acronym in Spanish), through our partner, the National Syndical School (ENS, for its acronym in Spanish). An important characteristic of the union with which we work in Colombia is that more than half of the affiliates have been victims of armed conflict in the country; whether they have been kidnapped, raped or forcibly displaced, more than half of affiliated workers are violence survivors.

UTRASD was founded in 2013 by Afro-Colombian women who were already strong leaders from grass-roots organizations in low-income neighborhoods in Medellin. The National Trade Unions School (ENS) was created 36 years ago in Medellin by trade union leaders, academics and workers to fight for workers' rights. Their many contributions have made them a leading organization on this topic in this country and the rest of the continent.
In Ecuador, the program works through the Ecuador CARE Country Office with the National Union of Domestic Workers (Unión Nacional de Trabajadoras del Hogar y Afines), UNTHA. UNTHA was formed in 2016 and in 2018 finally obtained their legal status as the second existing domestic worker’s trade union in Ecuador, thanks to their advocacy efforts and strong leadership. UNTHA aims to advance the rights of domestic workers through political education and focuses on the strengthening and growing of their organization.
In Guatemala, we work with the Union of Domestic and Independent Workers (Sindicato de Trabajadoras del Hogar y a Cuenta Propia) SITRADOMSA, through CARE Guatemala. The union’s aim is to unify all woman workers from the labor union movement in order to analyze, improve and protect labor rights and their common economic, social, cultural and educational interests. SITRADOMSA is based in Guatemala City.

HONDURAS

Regarding “Honduras Independent Monitoring Team” (EMIH, for its acronym in Spanish), the affiliates mainly focus on the northern part of the country, providing accompaniment to a group of about 40 women of the municipalities: El Progreso, Santa Rita and Agua Blanca de Yoro and San Pedro Sula. The team was born as an initiative aimed to promote compliance with national and international legislation in maquila companies; little by little, domestic workers joined together to monitor and verify their working conditions, too.
INTERNATIONAL DOMESTIC WORKERS
FEDERATION AND LATIN AMERICAN
CONFEDERATION OF DOMESTIC WORKERS

An agreement between our three organizations was signed in order to strengthen our coordination at the regional level through joint advocacy, communications and organizational amplifying actions. We hope to establish and operate programs together, aimed at positively impacting the lives of women domestic workers in Latin America and the Caribbean, seeking to value domestic work and overcome poverty and inequity in this sector.

REGIONAL ALLIANCE TO ADVANCE THE RIGHTS OF
DOMESTIC WORKERS IN THE REGION

In 2017 and 2018, we have had regional meetings with our national partners and CARE Country offices, that have motivated the interest of other actors in the region who from different perspectives, are also committed to support the domestic worker’s organizations in their agendas. The latter has encouraged the generation of a regional network of organizations and experts such as Oxfam Mexico, the Latin American Committee for the Defense of Women’s Rights (CLADEM), UN Women, experts from the Economic Commission for Latin America and the Caribbean, the Latin American Confederation of Domestic Workers and all of our national partners such as CACEH, SINACTRAHO, UTRASD, and UNTHY A. This network principally works as a coordination, learning-exchange group.

At the national levels, it is important to mention joint work and alliances with local and national governments, especially Ministries of Labour, National Mechanisms on Women’s Rights, Trade-Unions, social movements and the private sector. Platforms of multi-actors to support the domestic workers’ movement have been created in Ecuador, Mexico and Colombia for this purpose.
Our Impact Goals

01
By 2020, at least 5 million will have access to a minimum salary and 10 million by 2030.

02
By 2020 5 million will have access to working contracts regulating the number of hours worked and 10 million by 2030.

03
By 2020, at least 5 million will be protected from gender-based violence and harassment in the workplace and 10 million by 2030.

04
By 2020 at least 5 million will access social security and 10 million by 2030.
HOW WILL CARE IMPACT THE LIVES OF MILLIONS OF DOMESTIC WORKERS IN LAC?

<table>
<thead>
<tr>
<th>Strategies</th>
<th>Short-Term Changes:</th>
<th>Medium Term Changes:</th>
<th>Medium to Long-Term Changes:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Development of Skills and Strengthening of Organizations</td>
<td>Domestic workers develop skills and acquire knowledge to generate advocacy processes and to strengthen themselves in their organization skills.</td>
<td>Social organizations and domestic workers are consolidated as promoters and defenders of their rights.</td>
<td>Domestic workers know and demand their human and labor rights.</td>
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<tr>
<td>Raising Awareness Among Decision Makers</td>
<td>Decision makers know and are aware of domestic workers’ rights.</td>
<td>Knowledge, raising awareness and empowerment from domestic workers in the search of alternatives to their problems (skills’ development).</td>
<td>Decision makers design and promote public policies in favor of domestic workers’ rights.</td>
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<tr>
<td>Raising Awareness Among the Media and Influencers</td>
<td>The media and influences are aware of domestic workers’ rights.</td>
<td>Domestic workers are protagonists in change processes.</td>
<td>National and regional networks generate advocacy mechanisms and strategies as to ensure the government to guarantee domestic workers’ rights.</td>
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<tr>
<td>Creation and Strengthening of Strategic Alliances</td>
<td>Trust and a common agenda have been identified and generated among different civil society organizations and multilateral agencies.</td>
<td>Decision makers develop mechanisms for valorization and acknowledgement of domestic workers’ human and labor rights.</td>
<td>Employers organizations are legitimized by the state and domestic workers as official interlocutors in a tripartite dialogue.</td>
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<tr>
<td>Raising Awareness Among Employers</td>
<td>Employers know and are aware of respecting domestic workers’ rights.</td>
<td>Influencers adopt a perspective for the rights of domestic workers’ and promote the guarantying of such rights in the media.</td>
<td>Domestic workers negotiate collectively with organized employers.</td>
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DOMESTIC WORKERS HAVE ACCESS TO SOCIAL SECURITY, MINIMUM WAGE AND A WRITTEN CONTRACT WHICH REGULATES THEIR WORKING HOURS.

DOMESTIC WORKERS KNOW AND DEMAND THEIR HUMAN AND LABOR RIGHTS.

DECISION MAKERS DESIGN AND PROMOTE PUBLIC POLICIES IN FAVOR OF DOMESTIC WORKERS’ RIGHTS.

NATIONAL AND REGIONAL NETWORKS GENERATE ADVOCACY MECHANISMS AND STRATEGIES AS TO ENSURE THE GOVERNMENT TO GUARANTEE DOMESTIC WORKERS’ RIGHTS.

EMPLOYERS ORGANIZATIONS ARE LEGITIMIZED BY THE STATE AND DOMESTIC WORKERS AS OFFICIAL INTERLOCUTORS IN A TRIPARTITE DIALOGUE.
WHO ARE OUR MULTIPLIERS?
NATIONAL, REGIONAL AND GLOBAL DOMESTIC WORKERS’ ORGANIZATIONS

These are not only multipliers, but also key actors whose voices should be at the center of our work. The LAC IGS recognizes the importance of autonomous and robust social movements to advance the rights of historically discriminated against groups, such as female domestic workers. The sustainability of our work is directly connected to the strength and growth of this movement, and we make sure that our role is to support dialogue, accompany, and to stand in solidarity. Participatory approaches and non-victimization of the extraordinary women we work with is at the core of our work. We also recognize that the added value of our regional presence allows us to facilitate links and coordination between the domestic worker’s organizations in the countries where CARE has presence and to promote the potential replication of successful models and experiences in different contexts.
National, regional and global trade unions

The unionization of domestic workers and connection with other trade unions is crucial to the advancement of their rights, ensuring that they do not fight in isolation. Given that employers often prevent such connection, we believe that national, regional and global trade unions are fundamental actors and allies to domestic workers, and definitely, multipliers of our goals.

The incorporation of the domestic worker’s agendas in these actor’s discourses and actions is vital for the recognition of them as workers, with the right to organize and to amplify their message with the help of other sectors of workers. We find that there are many challenges in this relationship, one of them being the need to advocate for a stronger gender perspective in these organizations. In 2018, the IGS established a link with national and regional trade-unions who were supportive and could accelerate the agenda of domestic workers at national and regional levels, also strengthening domestic workers in their efforts to grow and position their unions and associations at the national level.
Regional and global processes need to be based on local and national contexts and realities. In this sense, we also prioritize in our work a relation and coordination with several national governmental actors, especially the legislative branch of the governments, Ministries of Labor, Social Security and the national bodies to protect women’s rights. We endeavor to motivate governments in the region to fulfill their commitments to domestic workers and provide support through the generation of evidence and advocacy actions. Sensitizing decision makers and forging strong alliances with them to support the cause of domestic workers is decisive, as creating public policies and legislation to recognize domestic workers’ labor and human rights can impact millions of women.

In LAC, our priority in working with governments is the ratification and implementation of ILO Convention 189 or the promotion of measures to reform all legal frameworks affecting the rights of domestic workers. More recently, we have also supported the advocacy efforts of the regional domestic worker’s movement to push for a new ILO Convention that addresses for the first time in a global convention on gender-based violence and harassment in the workplace. The initiative organized events with governmental actors in 2018 to advocate for their support for this Convention, where Care garnered interest in this topic also among trade-unions and the women’s movement, both of which attended workshops about the contents of this new convention and promoted an exchange between all of these actors that will continue in 2019 when the ILO will decide on the adoption of this convention.
DOMESTIC WORKERS’ EMPLOYERS

Collective labor rights are hard to negotiate when there is no counterpart to do so. Most employment relations in the case of domestic work are dealt with between two individuals, and most of the time employers have the power to deny basic labor and human rights. Well-informed and organized employers could make a huge difference in the lives of domestic workers in LAC. Given this, in 2018 the LAC IGS, together with our partner organizations, started dialogues with key actors from both the public and private sector to take the first steps to organize formal and official employer’s associations in several countries, that could allow collective negotiations in domestic work and generate more public support to have fair work relations with domestic workers and, mainly, to recognize this as a job, as opposed to a rather asymmetrical relationship of emotional dependence of a charitable nature.
INTERNATIONAL INTERGOVERNMENTAL ORGANIZATIONS, PEER INTERNATIONAL NGOs AND SOCIAL MOVEMENTS

WE CO-CREATE PLATFORMS WITH NATIONAL, REGIONAL AND GLOBAL ACTORS FOR INSPIRATION, UNITY AND COLLECTIVE ACTION. THESE PLATFORMS CONNECT THE DOMESTIC WORKERS ORGANIZATIONS WITH OTHER ALLIES, MULTILATERAL ORGANISMS, UN AGENCIES, NGOs AND OTHER RIGHTS-BASED MOVEMENTS, WHICH GENERATE MULTIPLE OPPORTUNITIES FOR SYNERGIES WHICH CAN ACCELERATE THE ADVANCEMENT OF DOMESTIC WORKERS RIGHTS.

Long-term and structural changes cannot happen without transforming the social and cultural views and practices that are key to perpetuate inequalities and discrimination against domestic workers. The latter means that we believe the media can play a key role in changing deep-rooted behaviors, multiplying the voices of domestic workers and raise awareness on this issue.
Across the 5 intervention countries, union membership increased significantly, especially in Colombia, Ecuador and Mexico where membership more than doubled last year. The initiative is on track to reach its target of over 1,250 domestic workers participating in union activities. This year, 826 domestic workers, 746 of whom were women, participated in union activities. There are now 2,075 union-affiliated domestic workers across the intervention countries, and with this rate of progress we are on course to hit our milestone goal of 3,222 by 2020.

Our Strategies to Multiply Impact

Multiplying impact is at the core of our program and for CARE. We facilitate the connection of actors at different levels, national and international; we replicate successful models and support multi-actor’s platforms and networks to amplify actions, messages and influence and therefore, increase reach and potential impact.

Building Platforms for Regional and Global Influence

Recently, the regional domestic worker’s movement (CONLACTRAHO, the Latin American Confederation of Domestic Workers) has developed advocacy and organizational-strengthening strategies, which helped them increase their influence and presence at regional/international levels, especially regarding ILO’s Convention 189 and the new convention on sexual harassment in the workplace. The LAC IGS supported CONLACTRAHO developing their annual strategic planning.

Strengthening the Domestic Workers’ Movement

Across the 5 intervention countries, union membership increased significantly, especially in Colombia, Ecuador and Mexico where membership more than doubled last year. The initiative is on track to reach its target of over 1,250 domestic workers participating in union activities. This year, 826 domestic workers, 746 of whom were women, participated in union activities. There are now 2,075 union-affiliated domestic workers across the intervention countries, and with this rate of progress we are on course to hit our milestone goal of 3,222 by 2020.

We have also made strides towards our target of raising the awareness of 950,000 domestic workers on their human and labor rights. This highly ambitious target assumes that domestic workers will hear communication campaign messages and that union-affiliated workers will be multipliers for non-organized workers. These assumption holds true, but replication and imitation are slower than anticipated. Our aim is to help ensure that 144,000 domestic workers have increased awareness of their rights through replication by 2020. To date, 33,449 domestic workers have increased their awareness across intervention countries through peer-to-peer dissemination. However, with such steep increases in union numbers, this is likely to accelerate over the next few years.
BRINGING ACTORS TOGETHER TO PROMOTE FAIR WORKING CONDITIONS FOR DOMESTIC WORKERS

Efforts in Honduras were focused on supporting two groups of women workers so that in the future it will be possible to form larger organizations and grow influential networks. This year, the IGS worked with 40 women supported by the Independent Monitoring Group of Honduras (EMIH) in the northern part of the country and a group of 25 women supported by the Center for Women’s Studies in Honduras (CEM-H). Both of these have joined together as the Francisco Morazán Domestic Workers Network (RTDFM) in Honduras’ central zone. Women of the network mobilized through structures such as the 25th November Platform and allied with feminist social movements, and this has helped build agendas to make their case to government actors.

RAISING AWARENESS ON THE VALUE OF CARE WORK AMONG EMPLOYERS AND IN PUBLIC OPINION.

We saw a ten-fold increase in the reach of communication campaigns across the region. It is estimated that over 10.2 million people were reached through the campaigns, particularly through social media. This is three times more than the milestone goal for 2020.

In Honduras, the initiative also supported a large communication campaign which reached 127,534 people. The campaign Equal Value, Equal Rights included the showing of the video “Invisible” in cinemas across the country. And with support from the Simone de Beauvoir Leadership Institute, this was reproduced in short versions between March and May 2018.
In Guatemala, with the campaign #Enmicasaestasasegura (in my house you are safe), radio coverage was estimated to have reached 500,000 people, based on national coverage in 7 departments. Online followers on social media platforms reached 2,352 people. The overwhelming majority of whom are women (82%).

A regional campaign was launched in Ecuador, Guatemala and Honduras on May 1st (Labour Day) to support the adoption of a new ILO Convention to prevent and eliminate gender-based violence and harassment in the workplace. This campaign was aligned to CARE’s global efforts with the campaign #ThisIsNotWorking, and it included a petition in change.org that was signed by more than 10,000 people in LAC. The campaign reached over 4 million people globally.

We launched the video “Is this happening in your house?” parting from testimonies from our regional study. The video reached 149,786 people in our social media (Facebook and Twitter).

The website for our program was launched. The site includes a comprehensive digital library with national, regional and international studies regarding domestic work in the region.

Sign the petition here

https://www.change.org/p/necesitamos-espacios-de-trabajosinviolencia
COLOMBIA RATIFIED ILO CONVENTION 189 IN MAY 2014, BUT PROGRESS HAS BEEN SLOW TO ADVANCE CONCRETE MEASURES TO IMPLEMENT IT. SO, PARTNERS UNION OF AFRO-COLOMBIAN DOMESTIC WORKERS (UTRASD) AND NATIONAL TRADE UNIONS SCHOOL (ENS) CARRIED OUT PUBLIC FORUMS WITH SENATORS TO PUT PRESSURE ON THE MINISTRY OF LABOR TO DEFINE CLEAR ACTIONS.

THE WORKING GROUP NOW HAS A CONCRETE PLAN, WITH FIVE OBJECTIVES:

1. ADAPTING LEGAL STATUTES ON WORK RISKS;
2. TAKING A GENDER-BASED AND INTERSECTIONAL APPROACH TO DOMESTIC WORK;
3. DEVELOPING SOCIAL SECURITY PROVISIONS;
4. ENSURING EFFECTIVE INSPECTION AND OVERSIGHT, AND;
5. INFORMATION CAMPAIGNS AND AWARENESS RAISING ON THE ISSUE.

OUR PARTNERS JUDGED THAT THE MOST IMPORTANT OBJECTIVE WAS A COMMITMENT ON INFORMATION CAMPAIGNS. IT WAS AGREED THAT THERE WOULD BE RADIO MESSAGES AND EVEN A TELEVISION PROGRAM THAT WILL HELP INCREASE PUBLIC AWARENESS OF DOMESTIC WORKERS’ CONCERNS.
ADVOCATING FOR POLICY CHANGE WITH DECISION MAKERS.

Advocacy is another way we aim to multiply our impact – changing laws and policies to effectively advance the rights of domestic workers. This year, there has been a strong focus in the region on the new ILO Convention on Gender Based Violence and Sexual Harassment in the Workplace. This convention could be adopted by the ILO in 2019, becoming the first global treaty addressing the situations women have to face at work due to gender discrimination. We have pushed for the ratification of the 189 Convention through advocacy efforts to move this issue forward, developing strong relationships with key decision makers, particularly in relevant government departments, and generating evidence from domestic workers to be used in legislation and public policies.

GETTING DECISION-MAKERS TO SUPPORT THE MOVEMENT

This year saw a seven-fold increase in decision-makers engaged and supporting various actions to promote the rights of domestic workers, far surpassing the milestone goal of 26 decision-makers by 2020, including the first ever meeting with the President of Ecuador (see box below).
President of Ecuador supports legal recognition of the National Union of Domestic Workers

The IGS supported a huge national communications campaign to raise awareness among decision-makers and ordinary Ecuadorians about the rights of domestic workers. We estimate that the campaign reached 3.6 million people.

Partly as a result of this campaign and other lobbying efforts by CARE, the President of Ecuador, Lenin Moreno, met with the National Union of Domestic Workers (UNTHA) for the first time and discussed the legal status of the union and government support for the new convention on violence in the workplace.

Shortly thereafter, the union gained legal status as the second domestic workers union in the country’s history. UNTHA had been trying to establish themselves legally since 2016, with no success. Without legal status, they had no rights to negotiate employers and the Labor Ministry. So, this is extremely important progress.

The conversation with the President also included Ecuador’s support of the new ILO convention on gender-based violence and harassment in the workplace and a commitment from the government to take measures to ensure the implementation of the ILO 189 Convention.
In Mexico, it has been a year of the 20s. For the first time in Mexico’s history, the first 20 collective contracts for domestic workers were signed. Following ILO recommendation 201, this shows that it is possible to formalize labor relations between employers and domestic workers, even without the ratification of ILO Convention 189.

The Center for Domestic Workers’ (CACEH) efforts further encouraged a group of 20 senators to sign a proposal to reform Chapter XIII of the Federal Labor Law, including proposals related to domestic work, and this was recommended to the labor and social oversight commissions.

The National Union of Domestic Workers’ (SINACTRAHO) partnership with Mexico’s Posibles has also made significant inroads in terms of changing public perceptions related to domestic work, and was able gain 20,000 signatures for the Federal Executive to ratify Convention 189 through www.change.org.

In December 2017, the LAC IGS also successfully convened relevant ministries from the governments of Uruguay and Mexico to urge Mexico to ratify ILO Convention 189. Uruguay had been a staunch supporter of Convention 189 while Mexico had been reluctant to ratify. Thanks to the advocacy work of CARE and its partners, Mexico’s Ministry of Labor agreed to ratify the convention and set in motion a process for implementation. We will follow progress towards this goal over the next year.
THE PROGRAM ALSO HELPED ENSURE DELEGATIONS OF DOMESTIC WORKERS WERE ABLE TO ATTEND THE INTERNATIONAL LABOR CONFERENCE IN GENEVA THIS YEAR, INCLUDING THE PARTICIPATION OF LENNY QUIROZ, THE GENERAL SECRETARY FOR THE DOMESTIC WORKERS UNION OF ECUADOR (UNTHA). AT THE CONFERENCE, THE COMMISSION AGREED THAT THERE WILL BE A CONVENTION ON ‘ENDING VIOLENCE AND HARASSMENT IN THE WORLD OF WORK.’ THIS IS A HUGE WIN FOR ALL THE CAMPAIGNERS AND UNION PARTNERS ACROSS LAC AND ASIA THAT HAVE BEEN PRESSING FOR THIS NEW LEGALLY BINDING CONVENTION FOR SOME TIME.

IN GUATEMALA AND HONDURAS PROGRESS HAS BEEN SLOWER. THE COUNTRIES IN THE INITIATIVE HAVE QUITE DIFFERENT LEGISLATIVE OPPORTUNITIES AND ORGANIZATIONAL CONTEXTS. IN GUATEMALA AND HONDURAS, WHERE ILO CONVENTION 189 HAS NOT YET BEEN RATIFIED AND WHERE THERE IS A SMALLER ORGANIZATIONAL BASE THAN IN MEXICO, PROGRESS HAS BEEN MORE LIMITED, BUT WITH SOME BREAKTHROUGHS SUCH AS CEDAW’S RECOMMENDATION THAT GUATEMALA RATIFY ILO CONVENTION 189, AS THE FOLLOWING BOX SHOWS:
CONVENTION ON THE ELIMINATION OF ALL FORMS OF DISCRIMINATION AGAINST WOMEN (CEDAW) OVERSIGHT COMMITTEE FORMALLY RECOMMENDED GUATEMALA RATIFY ILO CONVENTION 189

In partnership with other organizations, the Union of Domestic and Independent Workers (SITRADOMSA) co-authored a shadow report on the situation of women domestic workers in Guatemala. SITRADOMSA was able to present the findings at the 68th CEDAW session, elevating concerns to an international audience. As a result of these efforts, the CEDAW oversight committee made a recommendation to the Guatemalan government to ratify ILO Convention 189 in the committee’s summary document.

In Honduras, the initiative also supported a large communication campaign which reached 127,534 people. The campaign Equal Value, Equal Rights included the showing of the video “Invisible” in cinemas across the country. And with support from the Simone de Beauvoir Leadership Institute, this was reproduced in short versions between March and May 2018.
This year, we have gathered information about GBV and domestic work, using innovative participatory methodologies, including workers’ testimonies, and have developed materials that are being used by domestic workers’ organizations, decision makers, researchers and thought leaders. Domestic workers are now using their knowledge and experiences to recommend policy proposals for building safer spaces for them at work.

Significant efforts have been made this year to build the evidence-base around domestic work. SITRADOMSA supported the ILO to develop a study called “Indigenous Domestic Workers in Guatemala” and the launch of this report offered a useful space for debate and included the participation of key government actors. In Ecuador, a study was made of the situation of domestic workers at national level, including case studies from provinces covered by our partners. The program is also supporting the study “Domestic Work in Cultural Diversity, Childhood and Adolescence” which will be published shortly. In Colombia, a research regarding violence in the workplace was also produced by UTRASD and shared with the High Commissioner for Violence against Women at the UN.

At the regional level, the IGS supported a study in 5 countries to document emblematic cases of gender-based violence and harassment against domestic workers. Domestic workers are now using their knowledge and experiences to recommend policy proposals to ensure safer spaces for them at work. The final report of this study in English can be found here. The preliminary results were presented at the International Labour Conference in Geneva in May 2018. This evidence provided a springboard for various global advocacy efforts, including a call for an ILO convention and recommendation on ending violence and harassment in the world of work, which can be found here.
THE CHANGES WE WOULD LIKE TO SEE IN THE FUTURE

BY 2019, WE HOPE THAT AT LEAST TWO GOVERNMENTS DEMONSTRATE CLEAR AND CONCRETE MEASURES TOWARDS RATIFYING THE 189 CONVENTION, LIKE PUBLIC AGREEMENTS WITH DOMESTIC WORKERS’ ORGANIZATIONS, LAW REFORMS AND TRIPARTITE COMMISSIONS OR MULTI-ACTOR PLATFORMS WORKING TOGETHER INCLUDING GROUPS OF EMPLOYERS.

IN MEXICO, WE HOPE TO SEE THE MEXICAN GOVERNMENT SUPPORTING THE REFORMS PROPOSED TO THE LABOUR LAW AND THE SOCIAL SECURITY LAW, AND HOPEFULLY TO STRENGTHEN THE TRIPARTITE COMMISSION THAT ENABLES DOMESTIC WORKERS TO ENGAGE IN THE NEGOTIATIONS THAT WILL PUT THEM ON A CLEAR PATH TO RATIFY THE 189 CONVENTION.

FOR THE COUNTRIES WHICH ARE PART OF OUR PROGRAM WHO HAVE RATIFIED THE ILO 189 CONVENTION, IMPLEMENTATION CONTINUES TO BE THE BIGGEST CHALLENGE. THE LATTER NEEDS A COMBINATION OF CONDITIONS LIKE THE FORMALIZATION OF DOMESTIC EMPLOYERS’ GROUPS; THE STRENGTHENING AND CREATION OF A TRIPARTITE DIALOGUE BETWEEN THE GOVERNMENTS, DOMESTIC WORKERS’ UNIONS, EMPLOYERS AND THE SUPPORT OF ALLIES FROM ALL SECTORS.
A new ILO Convention to eliminate gender-based violence and harassment in the workplace will be discussed during the next International Labour Conference in June 2019. It would be the first global treaty to address this issue. We expect the governments in LAC to support the adoption of this Convention, which would incorporate very needed protections for workers in sectors that are mostly informal, like domestic work. If adopted, by 2019 and 2020 we hope that at least 2 governments in the region have taken the necessary measures to ratify it.

By 2019, we hope that Inter-American Commission of Human Rights has incorporated the advancement of domestic workers’ rights and their protection against all forms of violence as a regional concern.

The ratification of the ILO Convention 189 remains an important challenge in Honduras and Guatemala. By 2019, we will support the progress that has been observed in Honduras in terms of discussing potential legislation, addressing the outrageous inequality in the domestic work sector and will continue accompanying the domestic workers’ organizations in these countries in their growth and strengthening, like in the rest of the region.

The social ideas about domestic work in LAC are the result of cultural imaginaries and behaviors that are deeply rooted. By 2019, we will work with mainstream and alternative media at national and regional levels to increase the quantity and quality of media coverage about domestic work, contributing to raise awareness about the rights of domestic workers, the importance of this type of work to society and motivating employers to offer decent work conditions for domestic workers.
THE PEOPLE BEHIND THE IGS

THE IGS CORE TEAM

THE CORE TEAM IS BASED IN CARE’S ECUADOR OFFICE IN QUITO.

VERONICA BURNEO, GENERAL MANAGER: MSc SOCIAL AND CULTURAL ANTHROPOLOGY FROM THE UNIVERSITY OF AMSTERDAM, BACHELOR IN SOCIOLOGY AND POLITICAL SCIENCE FROM THE PONTIFICIA UNIVERSIDAD CATOLICA, QUITO. ECUADORIAN WITH MORE THAN 12 YEARS OF EXPERIENCE IN LAC AND EUROPE, FIGHTING FOR WOMEN’S RIGHTS, WITH A FOCUS ON GBV, WOMEN’S POLITICAL PARTICIPATION AND EMPOWERMENT. VERONICA HAS LED REGIONAL AND NATIONAL PROGRAMS TO ADVANCE WOMEN’S RIGHTS IN SEVERAL INTERNATIONAL ORGANIZATIONS INCLUDING UN WOMEN, OXFAM AND GOVERNMENTAL AGENCIES IN ECUADOR. SHE RECENTLY COLLABORATED WITH ORGANIZATIONS IN THE NETHERLANDS TO SUPPORT THE PROCESSES OF INTEGRATION OF REFUGEES THROUGH INNOVATIVE ACTIONS LED BY CIVIL SOCIETY.

FREDDY HUARACA, FINANCIAL AND ADMINISTRATIVE COORDINATOR: HOLDS A DEGREE IN ACCOUNTING AND AUDITING WITH A MASTER’S DEGREE IN BUSINESS ADMINISTRATION. HE HAS MORE THAN 15 YEARS OF EXPERIENCE IN THE ADMINISTRATIVE AND FINANCIAL MANAGEMENT OF PROJECTS FINANCED BY INTERNATIONAL DONORS IN ORGANIZATIONS INCLUDING WORLD VISION, OXFAM AND CARE.

ANGIE FARFAN, COMMUNICATIONS: ANTHROPOLOGIST, GRADUATED FROM UNIVERSITY COLLEGE LONDON, WITH EXPERIENCE WORKING FOR UNITED VOICES OF THE WORLD (UVW), A MEMBERS-LED TRADE UNION IN CAMPAIGNS AGAINST THE OUTSOURCING OF CLEANERS WORKING FOR DIFFERENT UNIVERSITIES IN THE UNITED KINGDOM. SHE HAS BEEN INVOLVED IN THE CHANGE MAKERS PROGRAMME AT LATIN AMERICAN WOMEN’S AID (LAWA), WHERE SHE FACILITATED WORKSHOPS ON SEXUALITY, IDENTITY AND MIGRATION. ANGIE ALSO HAS RESEARCH EXPERIENCE BEING PART OF THE CRITICAL GEOGRAPHY COLLECTIVE, SHE HAS ALSO SUPPORTED THE REFERENCE CENTER FOR REFUGEES AND MIGRANTS AT UNIVERSIDAD FEDERAL UNIVERSITY OF RORAIMA.
THE IGS IS IMPLEMENTED THROUGH CARE’S OFFICES AND PARTNERS IN 5 COUNTRIES:

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IGS FOCAL POINT: NUBIA ZAMBRANO

CARE GUATEMALA
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DISTRIBUTION: CARE REGIONAL UNIT FOR LATIN AMERICA AND THE CARIBBEAN OPERATING FROM CARE ECUADOR.
AUTHORS OF THE REPORT: TOM ASTON, VERONICA BURNEO SALAZAR, AND AMANDA MATHIES
SPECIAL THANKS TO: TATIANA BERTOLUCCI, CLAUDIA SANCHEZ, ADA ZAMBRANO, GERMAN LEUBERT, AND ALL THE NATIONAL CARE TEAMS AND PARTNERS WHO CONTRIBUTED.