

12 + 12 Newsletter

16 June 2015

Dear Friends,

On 16 June, International Domestic Workers Day, **mobilizations take place around the globe**: to call for ratification of C189 and labour reforms - including the right to a minimum wage and social protection. In this newsletter union leaders speak out why it is so important that domestic workers enjoy this right. Later this month we will publish more trade union views on domestic workers rights.

On 16 June we are celebrating the recent ratifications in Belgium, Dominican Republic, Finland, Panama and Chile. We are now at **21 ratifications of C189!**
1 more ratification is on its way: Portugal finalized the ratification process at national level and is in a process to officially register.

More news: Namibia and Chile adopted major **labour law reforms**, the Pakistan Workers Federation (PWF) registered a **new union of domestic workers** and **migrant domestic workers in Lebanon made history** by founding their union – the first of its kind in the Middle East.



12 + 12 Campaign: ITUC-IDWF strategic planning meeting on 27 and 28 May in Brussels, Belgium: capturing the wins made and aiming at 24 ratifications, more labour law reforms and organizing thousands of domestic workers in to unions.



ITUC 12 + 12 website:
<http://www.ituc-csi.org/domestic-workers-12-by-12>

12 + 12 Facebook:
<https://www.facebook.com/groups/231305920281513/>



The International Domestic Workers Federation (IDWF):
<http://www.idwfed.org/>

Facebook:
<https://www.facebook.com/IDWFED>
<https://www.facebook.com/events/509213469229449/>

In this newsletter union leaders speak out about why it is so important that domestic workers enjoy this right. Later this month we will publish more trade union views on domestic workers rights.

CHILE

We have, rather, global social protection systems integrating all the people in the country, so domestic workers have access to the same state or private social security benefits or subsidies as the other workers. Access to these services depends on the contribution they do to the private pension fund administrators (AFP) the National Health Fund (FONASA) or Private Health Institutions (ISAPRES). Another social protection mechanism is provided for under Law 16744 on Occupational Accidents and Diseases and is administered by private mutual funds or the state occupational health and safety insurance fund (ISL).

There are other national social protection measures but these are conditional on a social protection index (Ficha de Protección Social), which measures people's socio-economic level. A variety of benefits or services are offered, such as training programmes, subsidies for young workers and women workers, educational cover, etc. Unfortunately, domestic workers do not always have access to these social benefits, due to the controversial parameters currently used for measuring socio-economic means, which fail to reflect the real economic and social difficulties, living conditions, etc., endured by women working in private homes.

Ruth Solar Olate Moreno, President of the Sindicato Interempresa de Trabajadoras de Casa Particular Federacion Fesintracap - Chile

COLOMBIA

It is essential, within the framework of the unionising campaign, that we organise this group of workers employed in domestic services, so that they can secure better social and working conditions.

Luz Mary González, Confederación de Trabajadores de Colombia (CTC), Working Women Vice President, Colombia

COSTA RICA

It is important to organize domestic workers to give them strength to negotiate and achieve the minimum wage. Only this way will they be able to continue the struggle for rights for these workers who are so important to our society. It is not only a question of social justice, it is also about social equality, the valuation of important work, the double and triple burden that these workers carry to survive and the benefits other workers enjoy thanks to them. Without them, many workers would not be able to go to work comfortably.

Rose Mary Rodríguez Bustos, I am a retired teacher and Gender Secretary of the Confederación de Trabajadores Rerum Novarum in Costa Rica.

ECUADOR

It is important to keep fighting for a fair increase in what is now called, by Government Decree, the unified basic wage in our country, given that the cost of the family shopping basket is \$635 and the unified basic wage is \$350, which means that the majority of Ecuadorians are deprived of decent living standards. The unified basic wage and the few labour rights we still have are the same for domestic workers as for the rest of the workers in Ecuador, with the exception of those who come under the sectoral wage tables.

Mariana Guambo Moreno, President of the Federación de Trabajadores Libres de Chimborazo (FETLICH) and the Frente Nacional de la Mujer Trabajadora (FNMT)

ETHIOPIA

Social protection is a human right. Without a minimum wage they cannot manage their life. As workers they should have the right to get a salary rise and social protection.

Kasshaun Follo Amenu, President, CETU

FINLAND

It is important so that the domestic workers would have decent conditions of employment as well as a safe working environment.

Minna Tanska, Central Organisation of the Finnish Trade Unions, Legal Adviser

FRANCE

For me, from the moment an employee is hired, it is a job, and if it is a job, the employee must be respected; establishing a minimum wage and social protection is therefore important!

Zita CABAIS OBRA, General Secretary of the Syndicat CFTD des Salariés du Particulier Employeur d'Ile de France

HONDURAS

Because there is no minimum wage for domestic workers, we must breach the social inequality based on gender, and we must extend the mandate of the Constitution on the Right to Social Protection for these workers such that they enjoy equal protections.

MANUELA DE JESUS CHAVARRIA, I am the Secretary General of the Alianza Campesina de Organizaciones Nacionales de Honduras (ALCONH)

INDONESIA

Domestic workers are workers, so they should have the same rights as other workers. Therefore it is important to organize for wages and social protection for domestic workers. With decent wages and social protection, we hope domestic workers will have a decent life. They would be covered by health insurance, they would be able to send their children to school, and they would get pension in their old age.

Sulistri, Deputy President of Program of the Konfederasi Serikat Buruh Sejahtera Indonesia (KSBSI)

NICARAGUA

We consider organising important so that we can defend our rights. The minimum wage and social protection are priority issues, because that is where the violations start – as with the working hours.

Andrea del Carmen Morales Pérez, General Secretary of the Federación de Trabajadoras Domésticas y Oficios Varios de Managua

The minimum wage would contribute to overcoming wage discrimination in relation to the rest of the country's workers; Giving people dignity, by paying for their labour with equity. Social protection would provide workers with: The right to a retirement pension; the right to healthcare and medical attention for their children. Promoting the internationalisation of contributions where migrant domestic workers are entitled to retirement pensions or ensuring the continuity of the contributions once they return to our country.

Esthela del Carmen González Mendoza, Sindicato de Técnicos y Profesionales de la Economía Informal, Organising Secretary

NIGERIA

C189 is yet to be ratified. The NLC is preparing to submit a bill for the ratification of C189.

Domestic workers are workers, so they deserve to be protected by existing labour laws. They buy from the same market as other workers. On maternity protection: whether domestic worker or not, a mother is a mother and should enjoy the same rights as other workers. Domestic workers are the most vulnerable group of workers. They work long hours and are poorly remunerated and face violence – such as rape - at the workplace.

Lucy A Offiong, National Chairperson and Vice President, NLC

Central African Republic

Social protection and minimum wages for domestic workers are important because they are workers like any other worker. They are exposed to risks such as accidents at work and retirement should also be covered.

Kpokolo Sabin, General Secretary, CSTC

SENEGAL

It is important to organise for the minimum wage and, above all, for social protection

Marieme BA Konate, General Secretary, UDTs, Senegal

SPAIN

At CC.OO. Construcción y Servicios we have launched a campaign, the time it takes to collect signatures, for the ratification of C189. The union as a whole is involved in it. On 1 May, across the whole of Spain, we saw people coming out on the streets with placards and aprons supporting domestic workers' demands for equal rights and the ratification of C189.

The CC.OO.'s proposals include an increase in the minimum wage.

Palmira Maya, State Secretary of the Federación de Construcción y Servicios, CC.OO., Spain

ZIMBABWE

The issue of the minimum wage is very important for the survival of these workers and this will also help them at their retirement age.

Elijah Mutemeri, Coordinator, ZCTU

We expect the government to ratify C189 and also improve on the labour legislation which covers domestic workers.

It is important that domestic workers be given a sustainable and decent minimum wage and social protection so that they can also enjoy job security and be protected from abuses they suffer daily at the hands of employers.

Fiona .G. Magaya, Head of Women and Gender Activities, ZCTU