



Horizons of Friendship

From Sweatshops to Human Development

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HORIZONS OF FRIENDSHIP Horizons

Building Partnerships to End Poverty in Central America and Mexico



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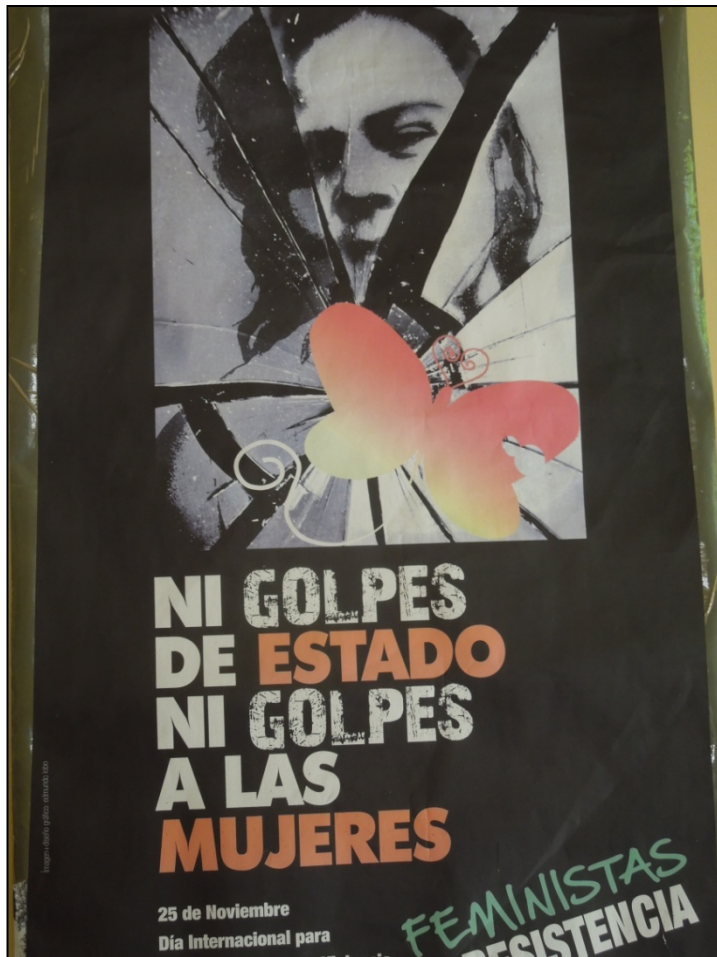
Central American Context

- The process of Regional Integration has been focused exclusively on economics.
- The issues of reducing poverty and social inequality, practically have been excluded from the regional agenda.

Women in Central America

- Women in Central America make up 50% of the population.
- In Central America, 33% of families have women heads of households, and women earn 64% of what men earn.
- 64% of working women are concentrated in the informal sector versus 50% of working men.

Femicide and Violence against Women



- In El Salvador, between 2000 and 2006 murder rate of men rose by 40%, but murder rate of women rose by 111%
- In Guatemala, between 1990 and 2004 killing of men doubled, but the killing of women tripled
- In Honduras, between 2003 and 2007 the murder rate of women increase 4 times that of men

The Domestic Sector in Central America

- **In Central America, 90 % of domestic sector or household workers are women (including adult and young women, and girl children).**
- These women and girls work in labour conditions without protection:
 - low wages (\$40- \$120/month),
 - more than 12 hour work days without overtime pay,
 - sexual harassment and assault,
 - and no accesss to social security benefits
- **In other words, these women workers receive little attention from the State in terms of protecting and guaranteeing their rights or recognizing their economic contribution.**
- Domestic work is a source of employment that is not recognized as formal employment and lacks labour regulations to protect domestic household workers.

The Maquila Sector in Central America

Country	Urban Minimum Wage	Rural Minimum Wage	Employment in Maquila Sector
El Salvador	\$187.60	\$94	70,000
Nicaragua	\$133.39		100,374
Honduras	\$229.29		120,000
Guatemala	\$ 243.81		120,000

What can a Maquila Worker Afford?

For example, in El Salvador a Maquila Worker earns \$6.25 a day.

Daily Costs for a Maquila Worker

\$1.50 – 1 meal a day (breakfast or lunch)

\$ 2.00 – Transportation to and from work

\$ 2.00 – Childcare

\$ 5.50

This leaves **75 cents for other living costs** including food for the family, housing, utilities etc.





Federation of Independent Associations and Unions of El Salvador (FEASIES)



FEASIES: Where and with whom we work



- Female and male workers from the public sector, textile sweatshop sector (maquila), self-employed sector, and rural women

FEASIES: Our Work

- Organize workers in unions and other more flexible types of organizations
- (COS)



FEASIES: Our Work

- We train and educate workers so that they know their rights, can defend their rights, and know who to present their claims to
- (Popular Education)



FEASIES: Our Work

- We mobilize to assert our rights



FEASIES: Our Work

- We generate proposals to improve working conditions



FEASIES: Our Work

- We develop self-help support groups for women who are suffering violence, as well as to strengthen women's self-care.





Horizons Solidarity with FEASIES



- FEASIES started its relationship with Horizons in 2009. We have received support for projects that strengthen the organization, improved technical capacities, helped the organization grow both in quantity and quality through trainings, campaigns etc.
- This relationship has strengthened FEASIES, converting it into a pioneer in terms of gender and violence against women within the Salvadoran labour movement

Organizing Domestic Workers in El Salvador



Developed by Maritza Umanzor – Responsible for
the Organizing Unit



Background

- Las Melidas had developed a training and education program with women workers and ex-workers of the maquila, and we saw the phenomena of ex-maquila workers entering into the domestic sector.
- In November 2009, we hosted the forum entitled, “***With views from Domestic Workers in Latin America***”. The objective of this forum was to make the paid domestic work of many Salvadoran women visible.
- In this forum, Las Melidas discussed and presented policy projections for the Domestic Sector, and this is when we began to work with domestic workers, through home visits in the communities made by trained labour promoters.



Process of Organizing women domestic workers



• **October 9, 2012:** Presenting the proposed labour code reforms to the Legislative Assembly, with support from the FMLN



Women's Organizations, Unions, FEASIES and Elected Representatives supporting our proposals to reform the Labour Code of El Salvador (outside the Legislative Assembly).



Creating the Union

- **November 18, 2012** – The Union of Women Household Workers is formed



“Women generate wealth and always live in poverty” - May 1st, 2013



Women of the Union of Household Workers of El Salvador (SIMUTRHES)



Creating their legal statutes to present to the Ministry of Labour with the support of Las Melidas Lawyer «SIMUTRHES»

Prioritized Agenda for Domestic Workers Union

- Organize ourselves as Household Workers, seek out advice, inform ourselves about our human and labour rights;
- Continue with training processes to improve our self-esteem and value ourselves;
- Motivate more women domestic workers to organize themselves and join the union;
- Train ourselves in non-traditional employment;
- Know and deepen our understanding of women's rights, gender and feminism;
- Know what is relevant for Household Workers, embodied in the Law of Equality, Equity and the Eradication of Discrimination against Women;
- Know the contents of the Comprehensive Law for a Life Free From Violence for Women;
- Promote processes of self-care and academic improvement;
- Promote spaces of knowledge relaxation, and relationship between ourselves.



Demands of Women Domestic Workers Union

- That our rights as women and as domestic workers are respected;
- That employers are required to provide a written contract, a minimum wage for the sector, a fixed work day, social security and all legal benefits, and that the Labour Code Reforms are implemented;
- Disseminate the key information to Domestic Workers as embodied in the Law on Equality, Equity and Erradication of Discrimination against Women, the Special Law for a Life Free from Violence for Women, CEDAW, etc.



Sindicato de Trabajadoras del Hogar Remunerado de El Salvador

Las crisis recurrentes que manifiesta nuestra economía capitalista y patriarcal afecta de diferente manera a mujeres y hombres. Las mujeres viven con mayor precariedad y vulnerabilidad. La crisis pasa, la entrada de las mujeres al campo laboral significa muchas veces que a la "tensión privada", se suma la "tensión pública".

Que tienen que lidiar con la responsabilidad del trabajo remunerado y del trabajo doméstico del cuidado siempre invisible. Ésto se agrava mucho más para las familias menos materiales, donde la mujer es la responsable del hogar, muchas veces contando sólo con sus propios ingresos.

Las mujeres somos las mayormente no empleadas, desempleadas y parte del sector informal de la economía, no tenemos derecho a jubilación ni a prestaciones.

Las mujeres que trabajan en el sector formal de la economía ganan un 20% menos que los hombres según datos del INEC. Es notable también la falta de apoyo estatal y de la empresa privada para resolver el cuidado de hijas/os pequeños a través de guarderías.

Las trabajadoras del hogar son parte del sector informal de la economía. La actividad de las trabajadoras del hogar es una realidad no reconocida que se enfrenta a un mundo de crisis con la explotación de la fuerza de trabajo más débil, la fuerza de trabajo más vulnerable en cualquier de sus formas, el 87% no reconocido y 3.1% el de facto. De las trabajadoras que demandan, 47% lo hace en el Ministerio de Trabajo, 20% en la FOC, 12% en la FPC, 13% en la Fiscalía y 7% en el ITCOPEL.

EL PRINCIPAL PROBLEMA QUE TIENEN LAS TRABAJADORAS DEL HOGAR

El problema de las trabajadoras del hogar viene determinado de clase y género.

Una discriminación económica, que consiste en la explotación de las mujeres trabajadoras del hogar, que al pesar de hacer un trabajo importante como el cuidar la vida de hogar y su y sus niños, niñas, adolescentes, este trabajo no es reconocido como su deber, ni se paga lo que debería de pagarse, como muestra el caso: Un mínimo de \$200.00.

CONSEJERÍA PARTICIPATIVA

Elaborado en el marco de los acuerdos de las Trabajadoras del Hogar, según la propuesta de ellas, para marzo del 2010, con el apoyo del 40% de las mujeres trabajadoras con Las Mujeres 50/50 de otras labores más de 20 años de experiencia.

RECONOCIENDO LA RATIFICACIÓN DEL CONVENIO DE LA OIT



AGENDA DE LAS TRABAJADORAS DEL HOGAR

DIMENSIONES SOCIALES:

Que se concuerde con la invisibilización de este trabajo. Deben dejarse y dejarse de perder el tiempo. Deben haber diálogos de los grupos de las personas, que son las mujeres que viven en condiciones de explotación y explotación económica, política, social, cultural, etc. Deben y πρέπει de tener una organización de mujeres y hombres en solidaridad con otras trabajadoras que en su lucha por la vida en el hogar luchan por tener un hogar y a un 88% lo gustaría pertenecer a una.

DIMENSIONES CULTURALES:

Una conciencia generacional que permita a las trabajadoras del hogar como "trabajadoras", "mujeres", "organizadas", "movilizadas".

DESIGUALDADES DE GÉNERO:

Las trabajadoras enfrentan el género y la explotación dentro del hogar. Las trabajadoras que hacen el trabajo doméstico que hacen los trabajos como profesores, enfermeras, etc., se ven discriminadas y explotadas económicamente, también se ven discriminadas por su género.

Se reconocen también en que las trabajadoras enfrentan el hogar. Las trabajadoras que hacen el trabajo doméstico que hacen los trabajos como profesores, enfermeras, etc., se ven discriminadas y explotadas económicamente, también se ven discriminadas por su género.

Por una parte el Estado y por otra parte los empleadores que hacen el trabajo doméstico como profesores, enfermeras, etc., se ven discriminados y explotados económicamente, también se ven discriminados por su género.

CON AVANZO DE:

Supporting Women Maquila Workers in Nicaragua

- Vilma Rosa Vanegas Martínez
 - Volunteer Promotor
 - June 2013



**Maria Elena Cuadra” Working and Unemployed
Women’s Movement (MEC)**

20 Years of Working in Maquilas – My Working Conditions, My Daily Life

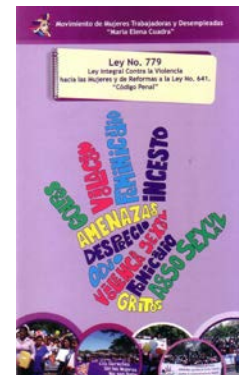


Working with MEC



The Importance of Law 779 - Comprehensive Law on Violence against Women

- Law 779 aims to protect women from all forms of violence and discrimination.
- As human beings, we have feelings, capabilities to reason and love, without losing ourselves as women. For me, Law 779 will stop violence and reduce the gap that exists between genders.
- Raise awareness of how to use this instrument that protects women's lives, we have undertaken a public education campaign focused on the idea that the law is meant to improve lives. We need to strive to empower ourselves from this law and try to reduce the rates of violence.



What has being organized meant to me

- Participating in MEC has brought me confidence and empowered me to interact in different spaces in my daily life, such as in my community, as a volunteer promoter, and the different factories where I have worked.
- The dreams I had for myself in my life have been fulfilled, because through the different courses I have studied have allowed me to overcome challenges in the different areas of my life. My dream is that other women feel valued because it is the fundamental base through which we can construct a better and more positive society.



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!Muchas Gracias!



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