

Definition and measurement of
domestic work and domestic workers
for statistical purposes
Adopted at the 20th International Conference of
Labour Statisticians (ICLS) in October 2018

David Hunter

Innovating Statistics on the PHS Sector

8th European Conference on Personal and Household Services,
Brussels, 29 January 2019

Domestic workers A global perspective

- Depending on the definition used, domestic workers are a subset of or equivalent to PHS workers
 - Particularly vulnerable to exploitation
 - Among the lowest paid of all workers
 - Frequently do not enjoy the same social and legal protections as other workers
 - ❖ Number of domestic workers totalled at least 52.6 million men and women across the world in 2010
 - ❖ Domestic work accounts for 7.5 per cent of women's wage employment worldwide
 - ❖ Wide variations between countries in total numbers, hours worked, number of employers/clients

Domestic Workers Convention, 2011, No. 189:

- a) the term **domestic work** means work performed in or for a household or households;
- b) the term **domestic worker** means any person engaged in domestic work within an employment relationship;
- c) a person who performs domestic work only **occasionally or sporadically** and **not on an occupational basis** is not a domestic worker

Statistics are needed to measure:

- The total number of domestic workers and their characteristics
- But also shifts over time between:
 - unpaid domestic work and paid domestic work,
 - paid domestic work performed by workers employed
 - a) directly by households
 - b) by third-party agencies
 - c) employed for profit.
- Measurement of all domestic work in different forms of work,
- Not restricted to workers who perform domestic work on a regular basis as employees of households.

Domestic workers – various approaches to measurement

Industry based approach

- ISIC Rev. 4 «T. Activities of household as employers; undifferentiated goods- and services-producing activities of households for own use»

Task based approach

- Based on the classification of occupations (ISCO-08)
 - Eg. 5152 Domestic housekeepers, 5322 Home-based personal care workers, 9111 Domestic cleaners and helpers

Status in Employment approach

- As a category in the classification of Status in Employment
- ❖ Not compatible with sub-categories of employees

Household roster approach

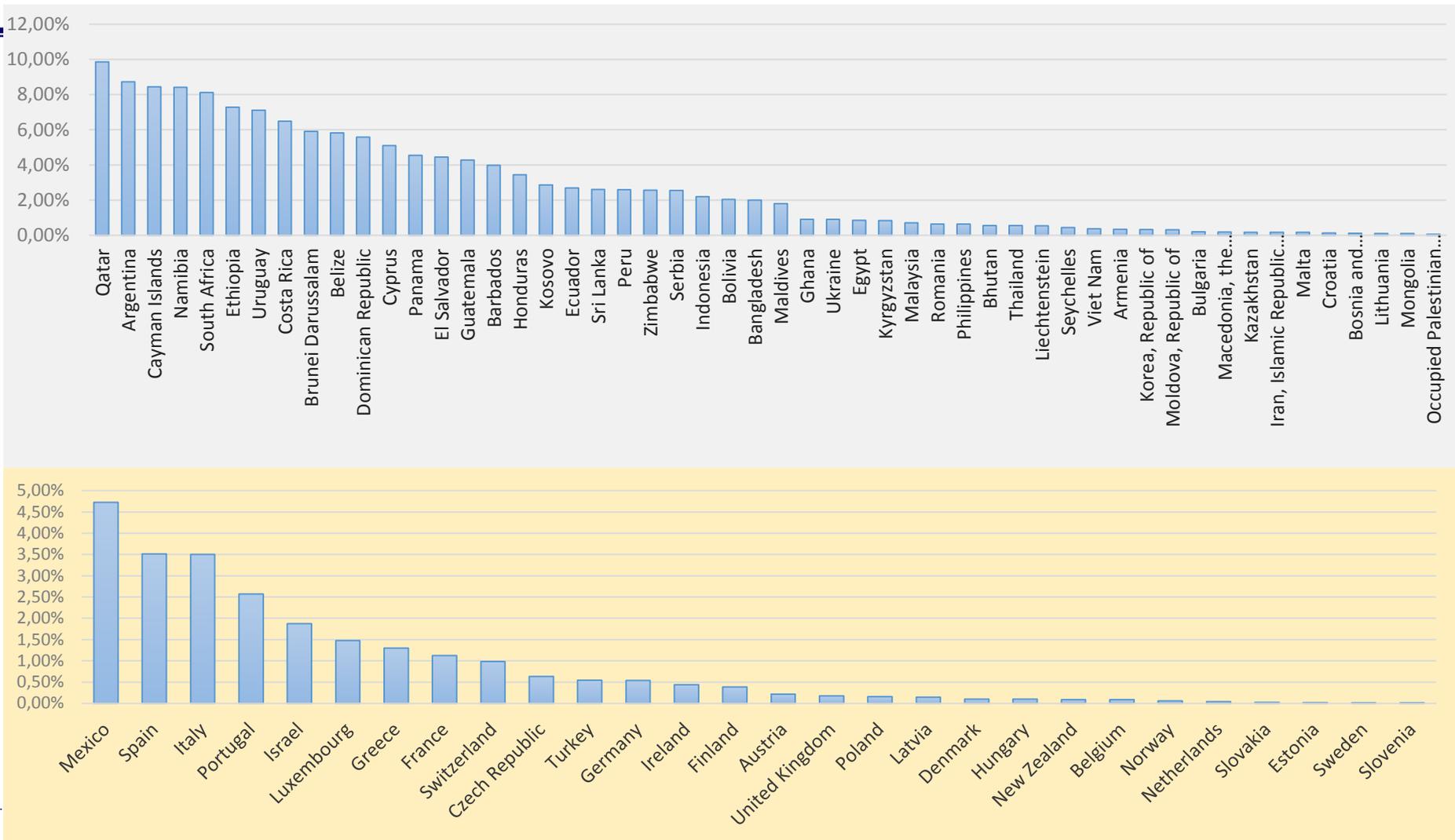
- Based on the relationship to the head of the household
 - Only captures live-in domestic workers

❖ **All of these approaches have limitations and may not identify domestic workers in all employment statuses**



Domestic workers -% of total employment in non-OECD (top) and OECD countries (bottom)

ILOSTAT data: Industry based approach, ISIC-Rev. 4 – Section T



Domestic work

- ❖ All work performed within households to provide services mainly for consumption by household members.

Performed **with payment** made to

- employees of the household,
- agencies that provide domestic services to households
- self-employed domestic service providers

Domestic work is performed **unpaid**

- by household members
- by persons not residing in the household
 - family members
 - neighbours
 - volunteers.

* Adopted by the 20th International Conference of Labour Statisticians (October 2018) as part of its resolution concerning statistics on work relationships

Domestic workers in employment

In statistics on employment *Domestic workers* are defined as

- ❖ Workers of any sex employed for pay or profit, including in kind payment, who perform work in or for a household or households to provide services mainly for consumption by the household
- The work may be performed within the household premises or in other locations

They include:

a) Domestic employees

- engaged directly as employees of households to provide services mainly for consumption by the household members, **irrespective of the nature of the services provided**
 - i. live-in domestic employees
 - ii. live-out domestic employees

b) Domestic workers employed by service providers

c) Domestic service providers employed for profit.

Domestic workers in employment - inclusions and exclusions

Included:

- **All** workers engaged directly as **employees of households**
- Other workers who provide services within or for households, when the nature of the work performed mainly comprises domestic services
 - cleaning, childcare, personal care, food preparation, gardening, driving and security.

Excluded:

- Workers not employed directly by households but who provide services to households that are **not** considered to be domestic services
 - home tuition, maintenance work such as electrical installation and repair, plumbing, etc.;
- workers who mainly provide services to household market enterprises;
- workers who provide services frequently provided by domestic employees such as laundry, childcare and personal care, **when the work is performed in the worker's own premises**
 - UNLESS it is part of a job in which the worker is engaged directly as an employee of the household the worker is classified as a domestic employee.

Live-in domestic employees

- Employed by households to provide services for consumption by household members and **live on the same premises as their employers**.
 - may be identified in statistical collections on the basis of information on the economic activity of the employer, their type of workplace of work and their place of residence.
 - may also be identified by information on the relationship between each person living in the household dwelling and the household reference person.
- ❖ do not form part of their employer's household even though they may be provided with accommodation and meals as remuneration in kind.
 - They should be treated as belonging to separate households from the households in which they are employed.

Live-out domestic employees

- Employees of households who provide services for consumption by household members and **do not live on the same premises as their employers**.

Other domestic workers in employment

Domestic workers employed by service providers

- are employees of economic units such as agencies that provide domestic services to households.
 - May be identified in statistical collections if their occupation is one of those commonly held by domestic employees and the type of workplace is the client's residence.

Domestic service providers employed for profit

- provide domestic services to private households as independent workers or dependent contractors.
 - May be identified in statistical collections if their occupation is one of the occupations commonly held by domestic employees, the type of workplace is the client's residence and their status in employment is independent worker, or dependent contractor

Domestic workers – Measurement solution

- Measure domestic employees using industry approach
 - May be derived from both industry and institutional sector questions in household surveys
 - Employer surveys and administrative records are also relevant sources but may provide incomplete data
- Identify other domestic workers based on occupation and place of work
 - Occupations to be selected empirically based on analysis of the occupations of domestic employees.
 - Analysis of these occupations by place of work may also allow the identification of other workers not considered to be domestic workers, but who perform services frequently provided by domestic workers (such as laundry, childcare and personal care) in settings such as their own home or workplace, or in the workplace of agencies providing such services.
- ❖ Options to use a direct question in household surveys could be investigated further

For further information:

Resolution concerning statistics on work relationships:

https://www.ilo.org/global/statistics-and-databases/meetings-and-events/international-conference-of-labour-statisticians/20/WCMS_648693/lang--en/index.htm

The definition of domestic work and domestic workers for

statistical purposes: https://www.ilo.org/stat/Publications/WCMS_636044/lang--en/index.htm

THANK YOU!