



▶ Making decent work a reality for domestic workers

*Progress and prospects ten years after the adoption of
the Domestic Workers Convention, 2011 (No. 189).*

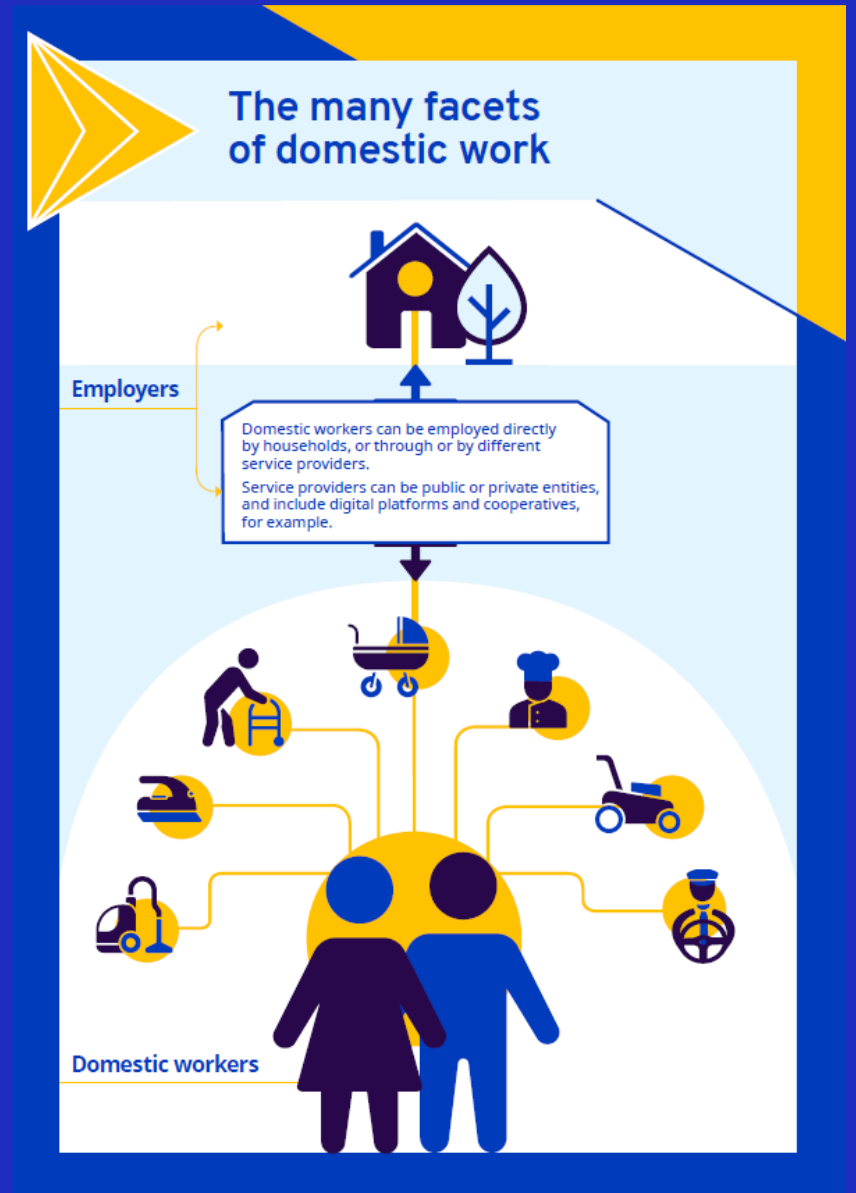
► Objectives and principles of C189 and of the report



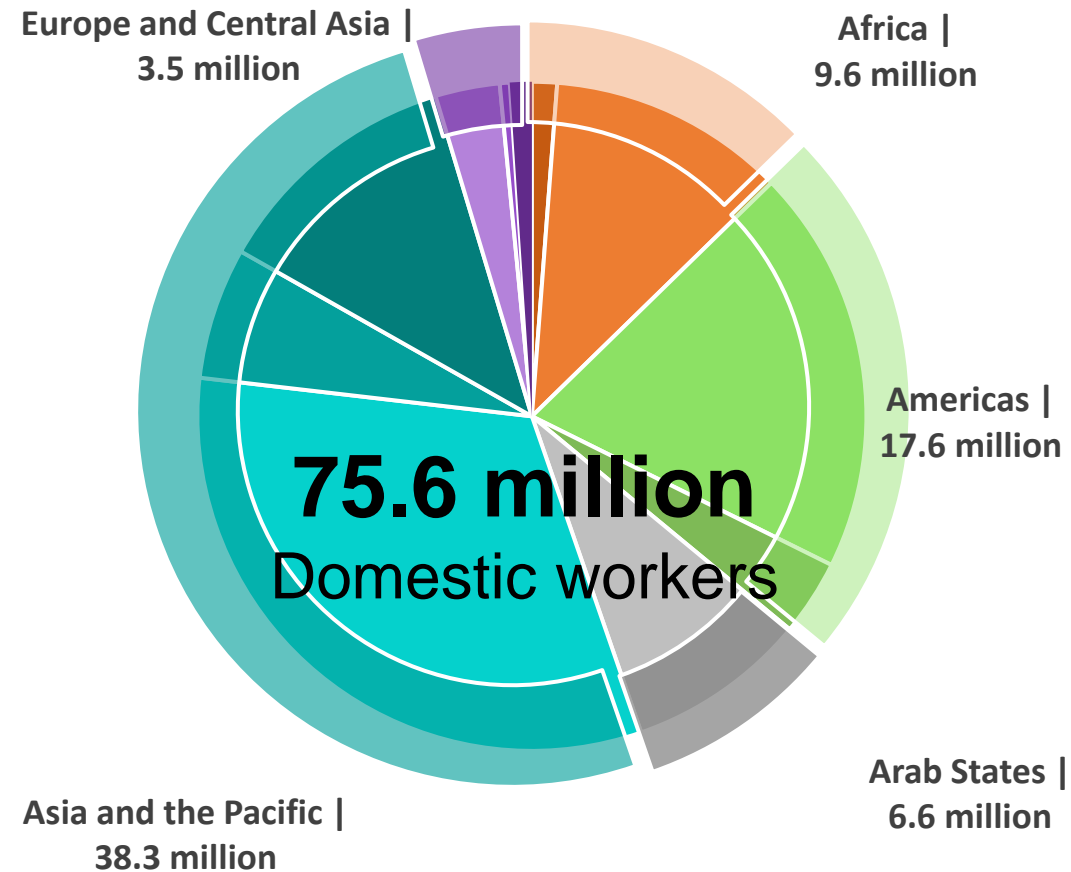
▶ In 2011, the world recognized domestic work as real work

- ▶ Adoption of ILO Convention No. 189
 - ▶ Recognition of domestic work as real work
 - ▶ Adopted by an overwhelming majority of the Conference
 - ▶ Launch of ITUC 12 by 12 campaign
 - ▶ Domestic workers and their organizations played a key role, with support from trade unions
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- ▶ *The report aims to measure progress towards ensuring domestic workers enjoy rights equivalent to those of other workers, in terms of 1) legal protection; 2) equal level of protection; 3) implementation.*

► Number and characteristics of domestic workers



Global and regional distribution of domestic workers

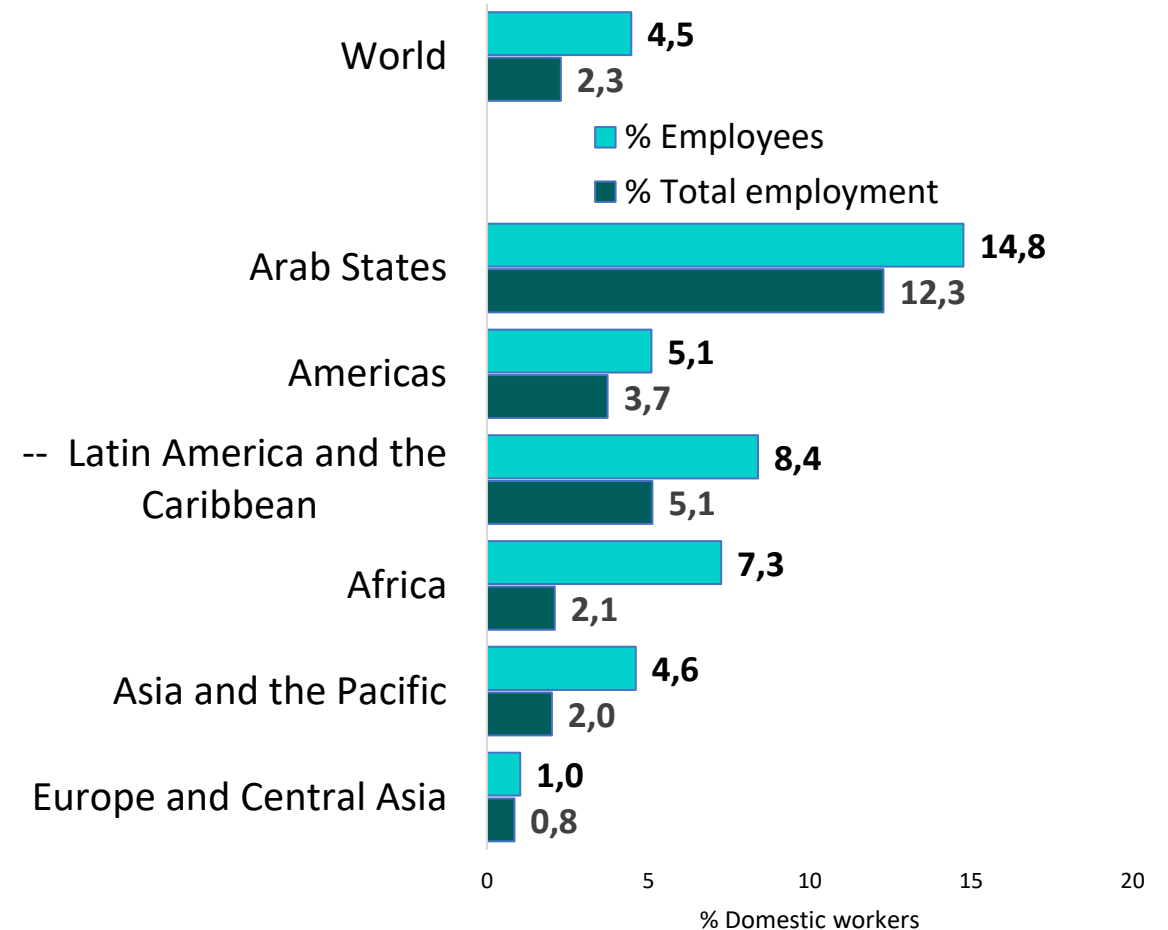


- Northern Africa — 0.9 million
- Sub-Saharan Africa — 8.7 million
- Latin America and the Caribbean — 14.8 million
- Northern America — 2.8 million
- Arab States — 6.6 million
- Eastern Asia — 24.3 million
- South-Eastern Asia and the Pacific — 4.8 million
- Southern Asia — 9.2 million
- Northern, Southern and Western Europe — 2.4 million
- Eastern Europe — 0.4 million
- Central and Western Asia — 0.8 million

Domestic work as a share of employment

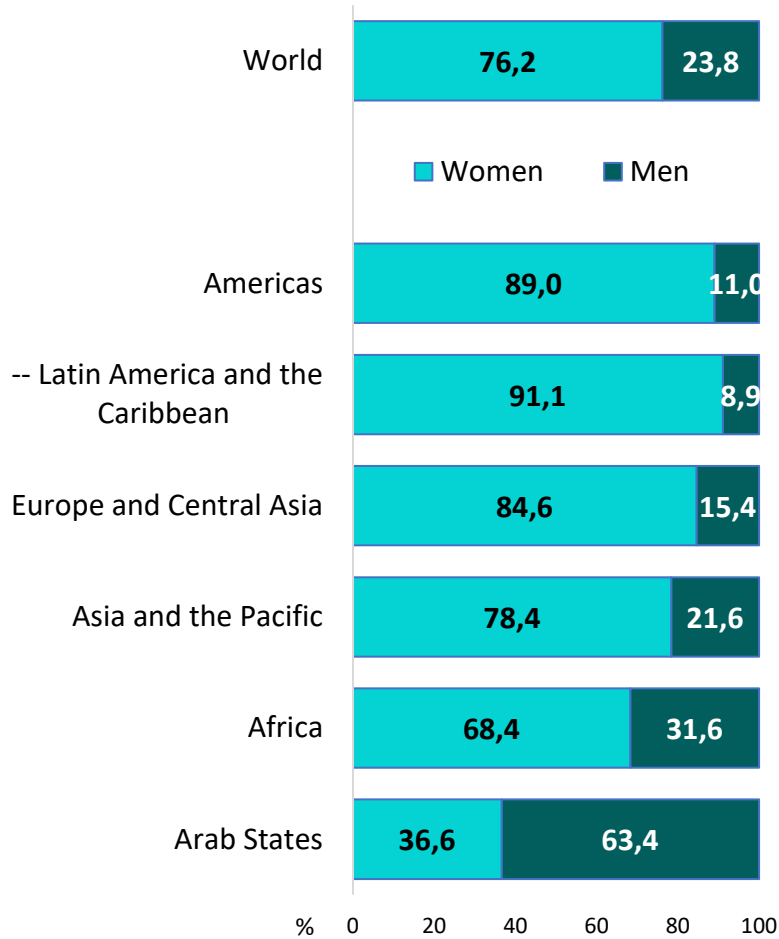
- ▶ Globally, domestic work represents 2.3 per cent of employment, or 4.5 per cent of employees.
- ▶ As a sector, domestic work holds the largest weight in the Arab States, where they account for 12.3 per cent of total employment

- ▶ Domestic workers as a percentage of total employment and of employees, 2019

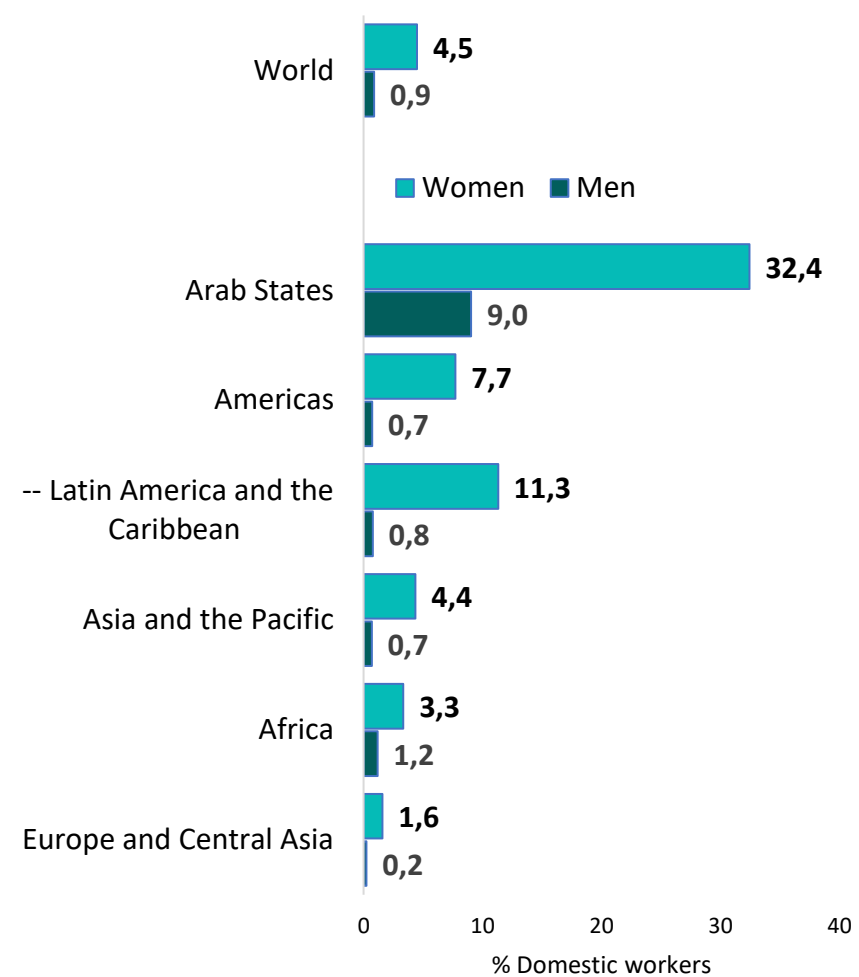


Domestic work: the gender dimension

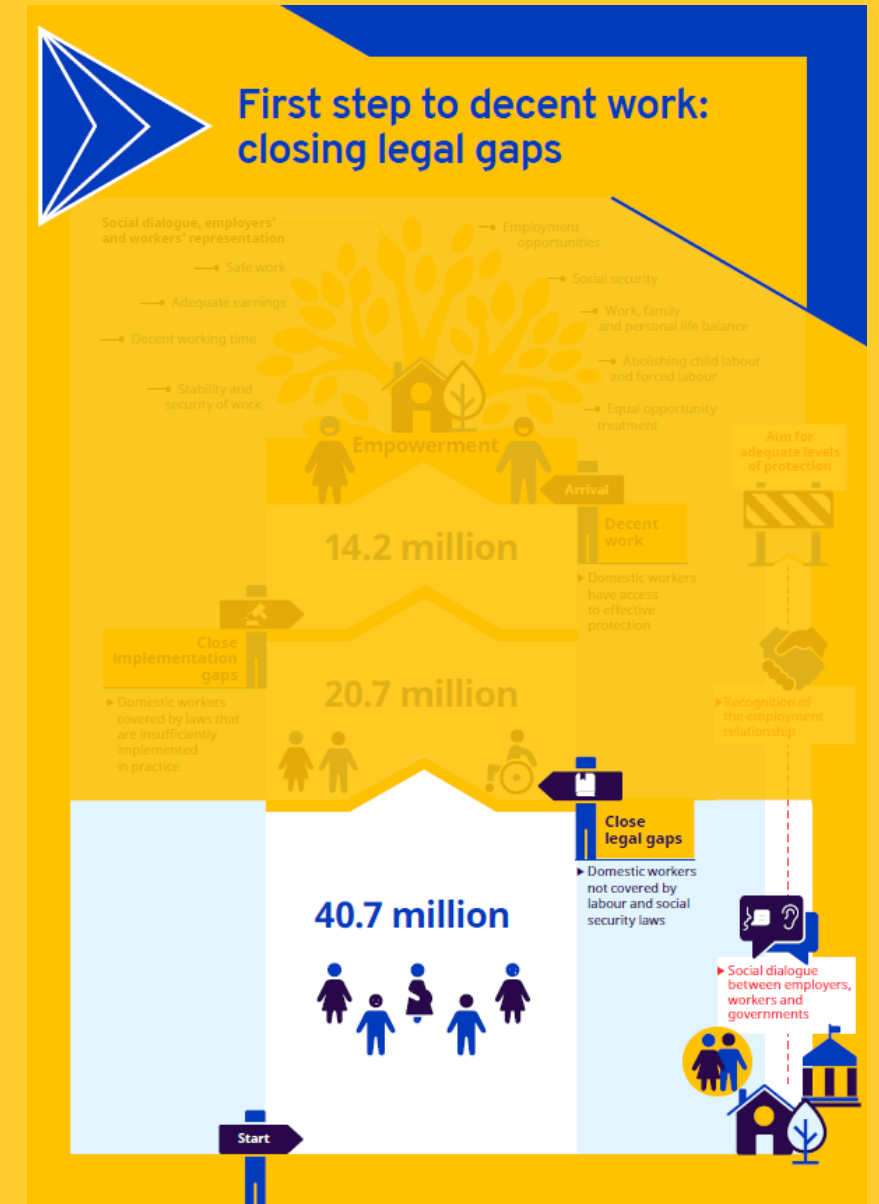
Distribution of domestic workers by sex, 2019



Percentage of domestic workers in total employment by sex, 2019

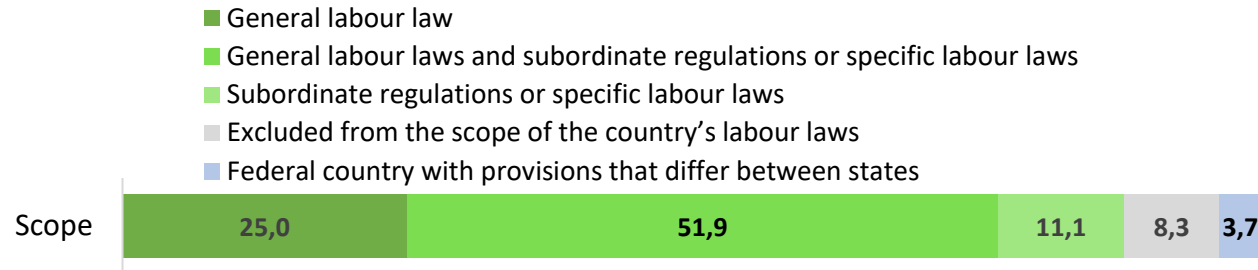


► Extent of protection by labour and social security laws

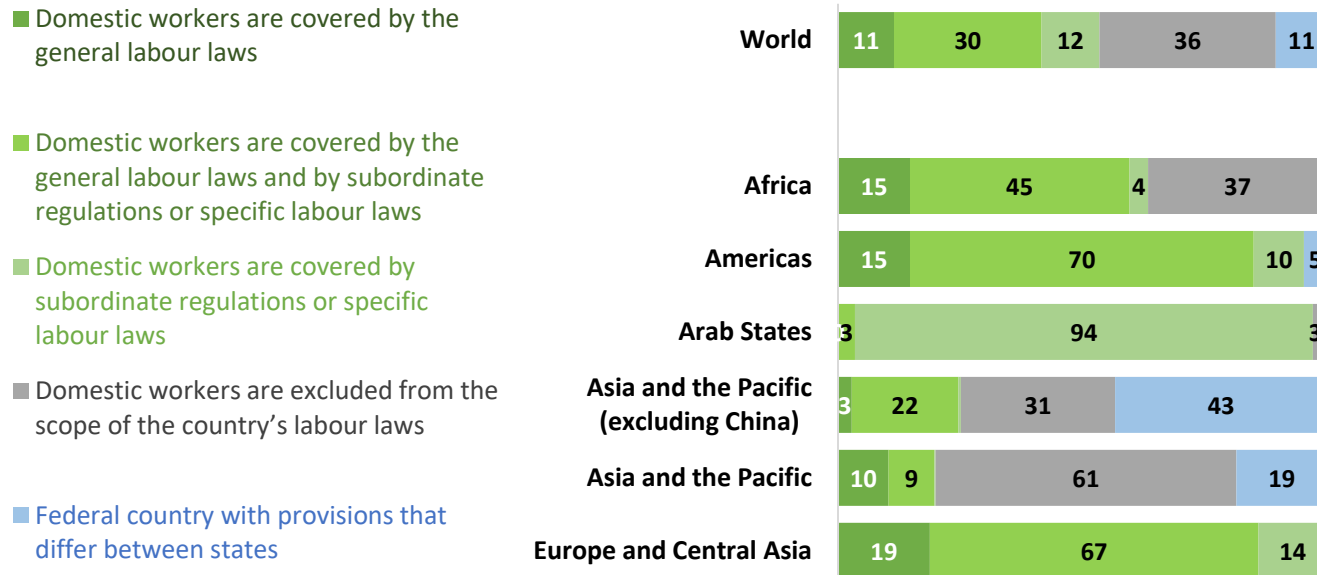


Extent of coverage by national laws

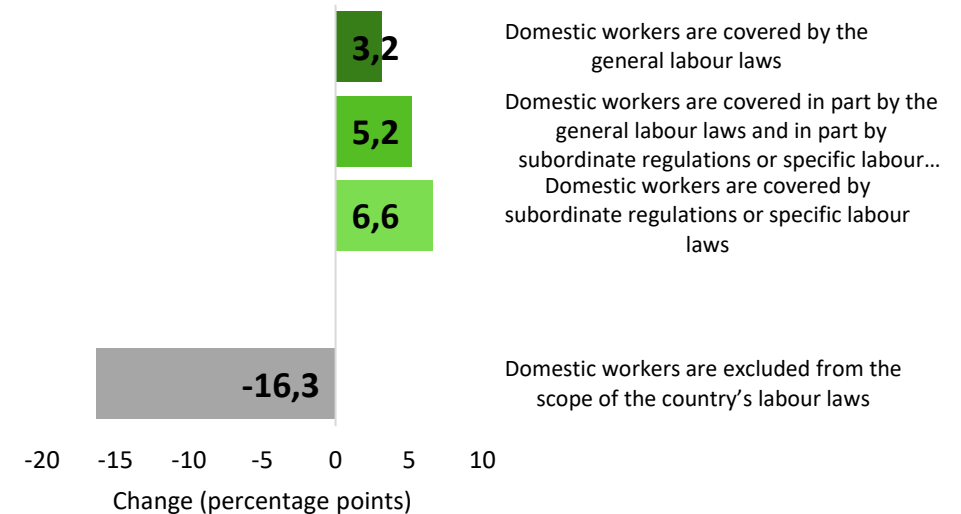
▶ Percentage of countries, 2020



▶ Percentage of domestic workers, 2020



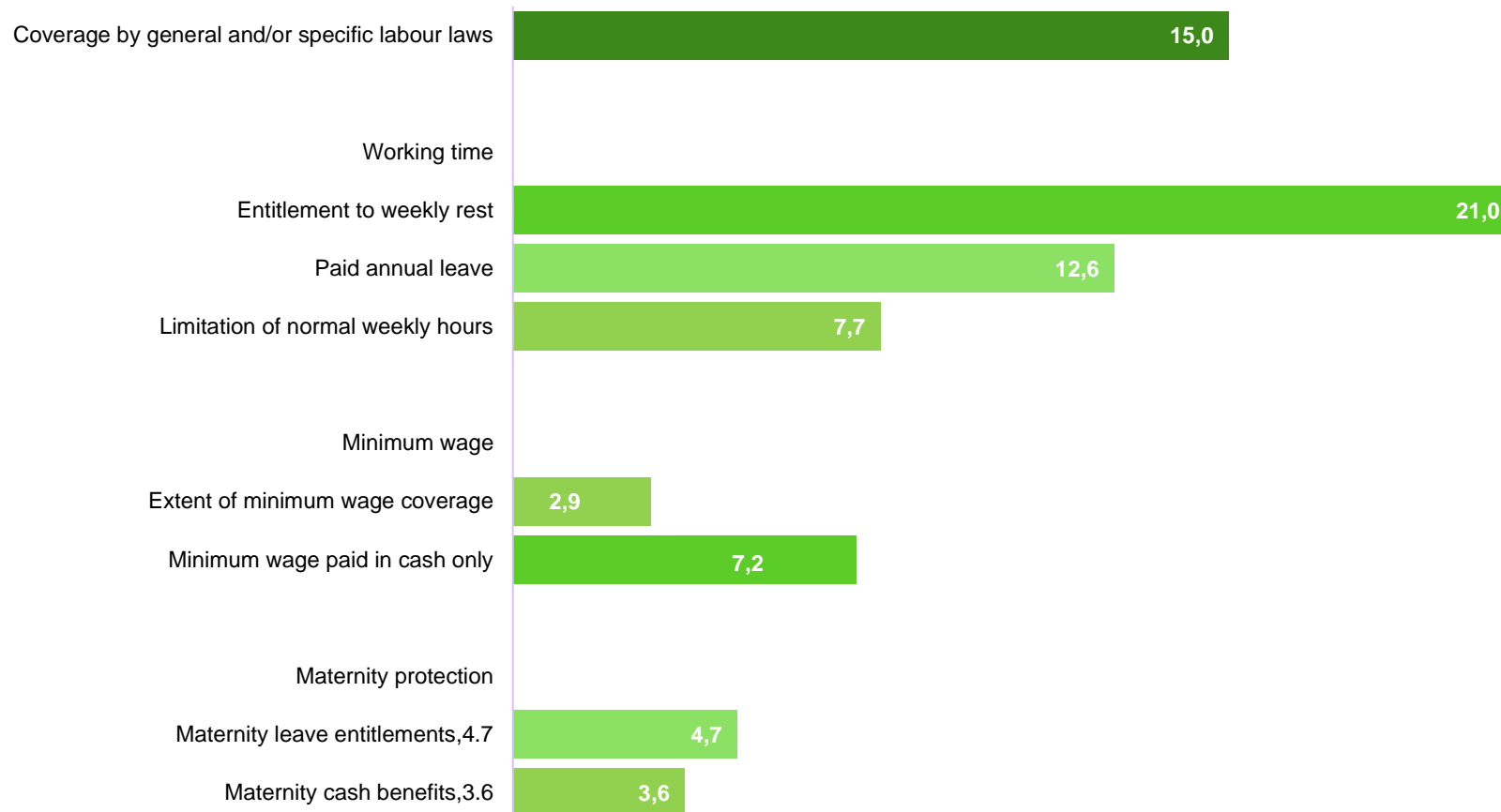
▶ Percentage change 2010-2020 (% domestic workers)



✘ Countries tend to provide coverage by the combined approach.

✘ In EU-27, only 19.5 per cent of domestic workers are covered exclusively by the general labour code, while the remaining 80.5 per cent are covered by the combined approach.

Change in percentage of domestic workers covered by laws (percentage points)

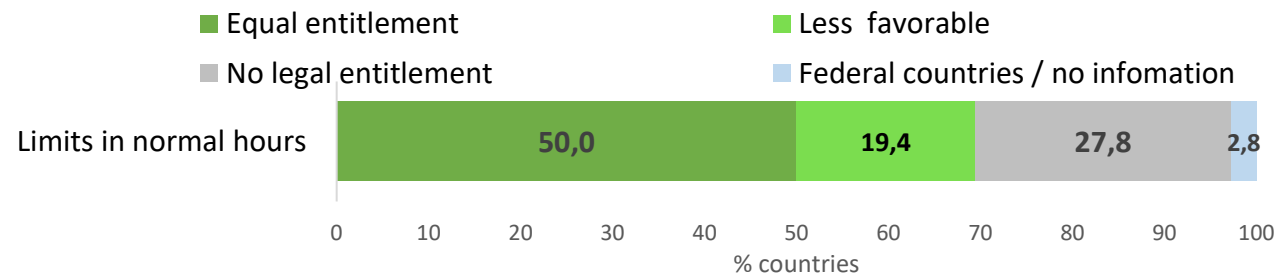


Percentage of countries providing:



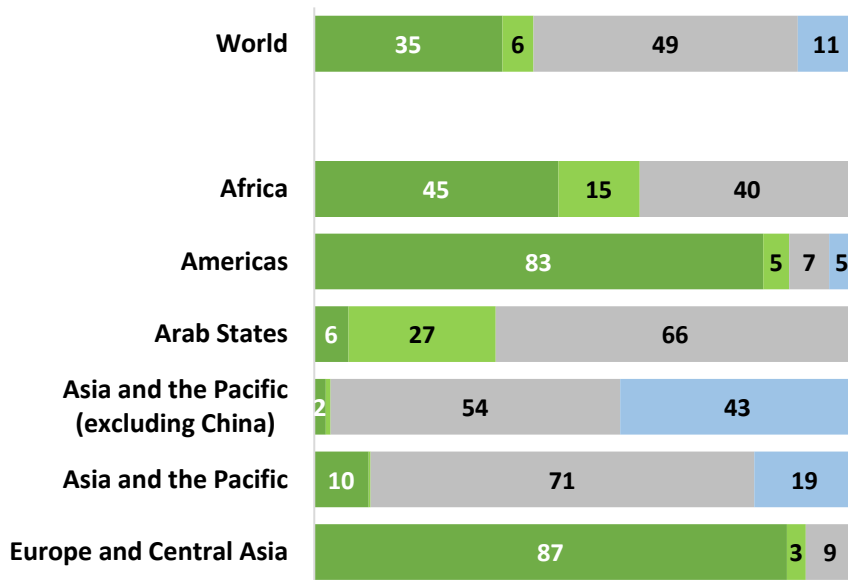
Extent of coverage by laws and regulations concerning working time | Normal hours of work

▶ Percentage of countries, 2020

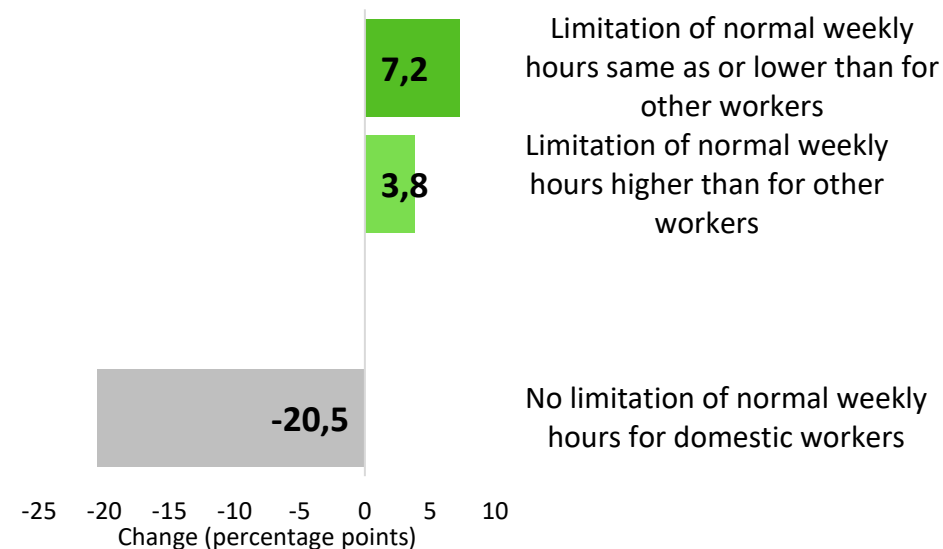


▶ Percentage of domestic workers, 2020

- Limitation of normal weekly hours same as or lower than for other workers
- Limitation of normal weekly hours higher than for other workers
- No limitation of normal weekly hours for domestic workers
- Information not available/federal countries with provisions that differ between states



▶ Percentage change 2010-2020 (% domestic workers)

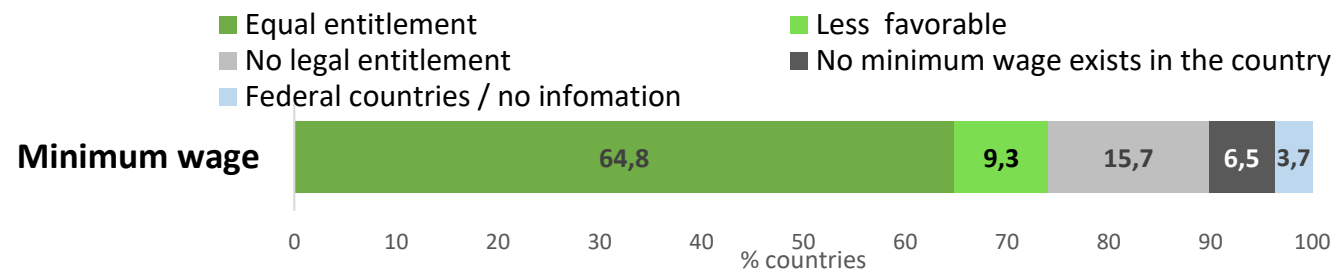


✘ In EU-27, 93.8 per cent of domestic workers enjoy limits on their working time equal to, or more favourable than, those of other workers.

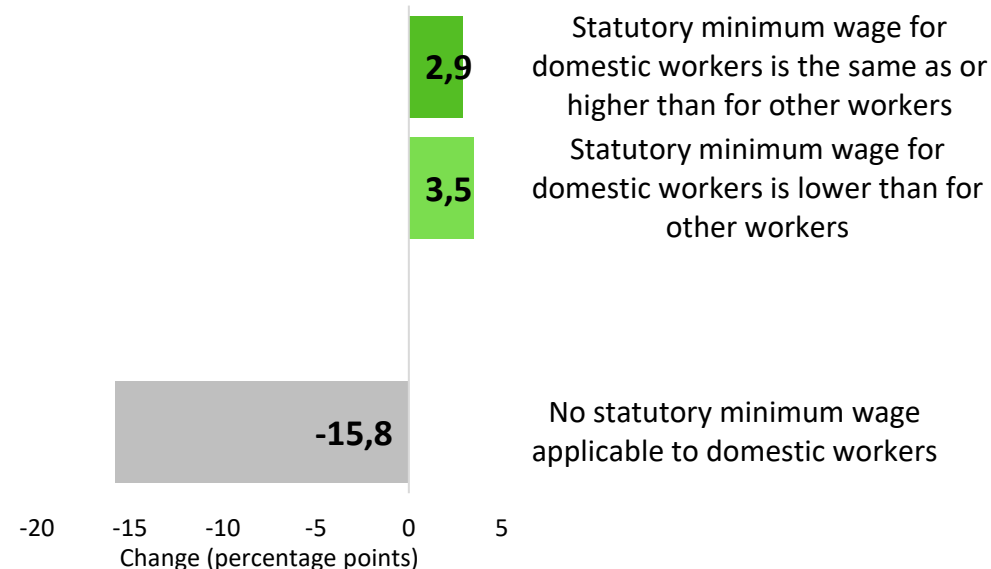
Extent of coverage by laws and regulations concerning wages

Minimum wage

Percentage of countries, 2020

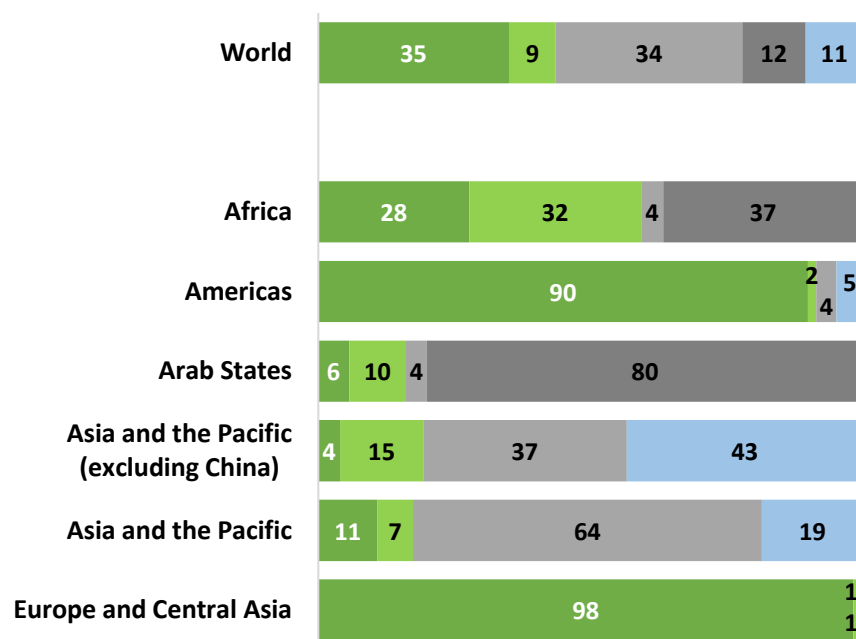


Percentage change 2010-2020 (% domestic workers)



Percentage of domestic workers, 2020

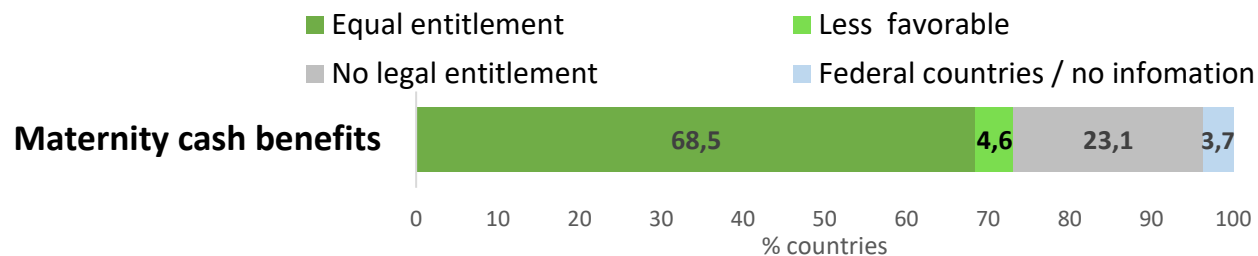
- Statutory minimum wage for domestic workers is the same as or higher than for other workers
- Statutory minimum wage for domestic workers is lower than for other workers
- Domestic workers are excluded from minimum wage coverage in countries where minimum wage exists
- No minimum wage in the country
- Information not available/federal countries with provisions that differ between states



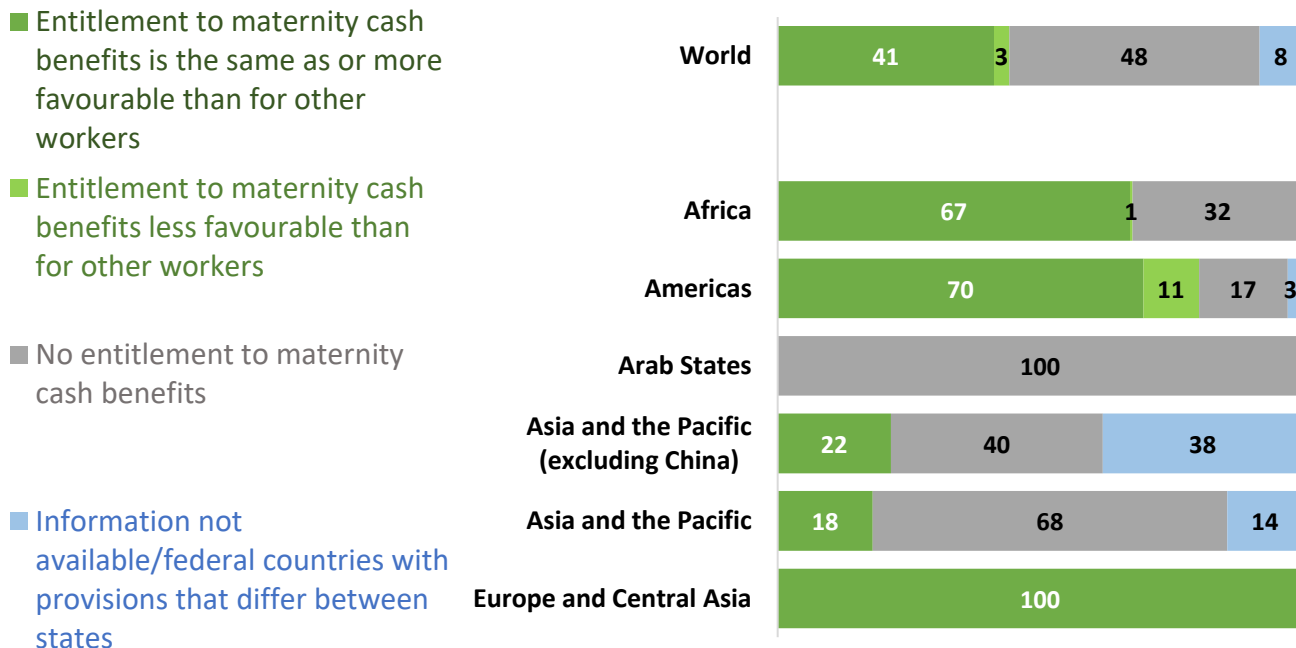
✘ 98.9 per cent of domestic workers in EU-27 are covered by a minimum wage.

Extent of coverage by laws and regulations concerning maternity protection | Maternity cash benefits

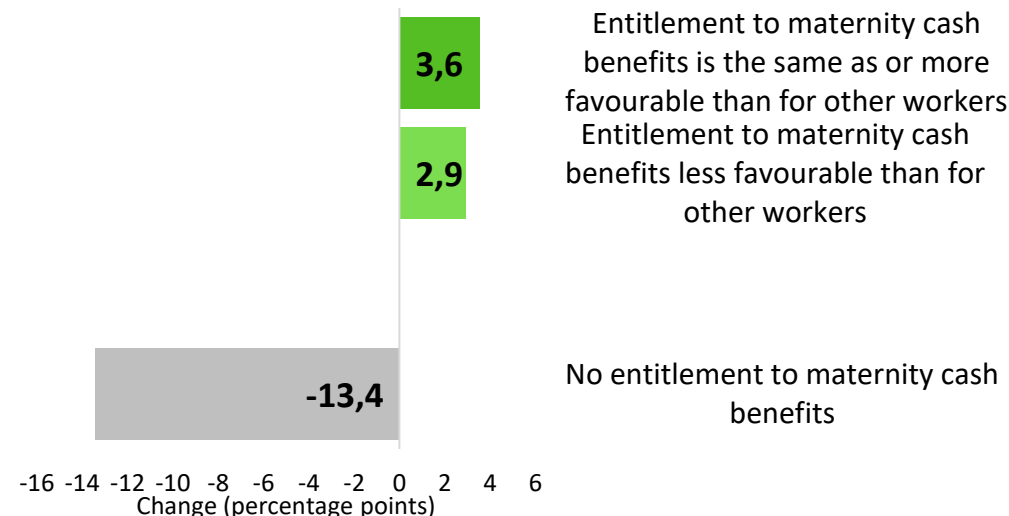
Percentage of countries, 2020



Percentage of domestic workers, 2020



Percentage change 2010-2020 (% domestic workers)

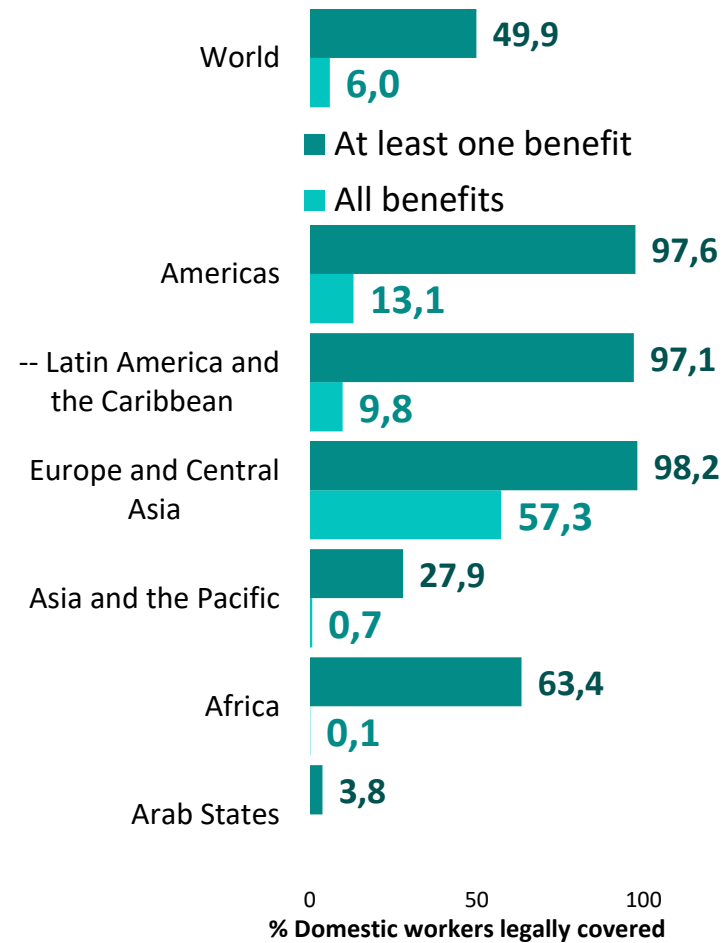
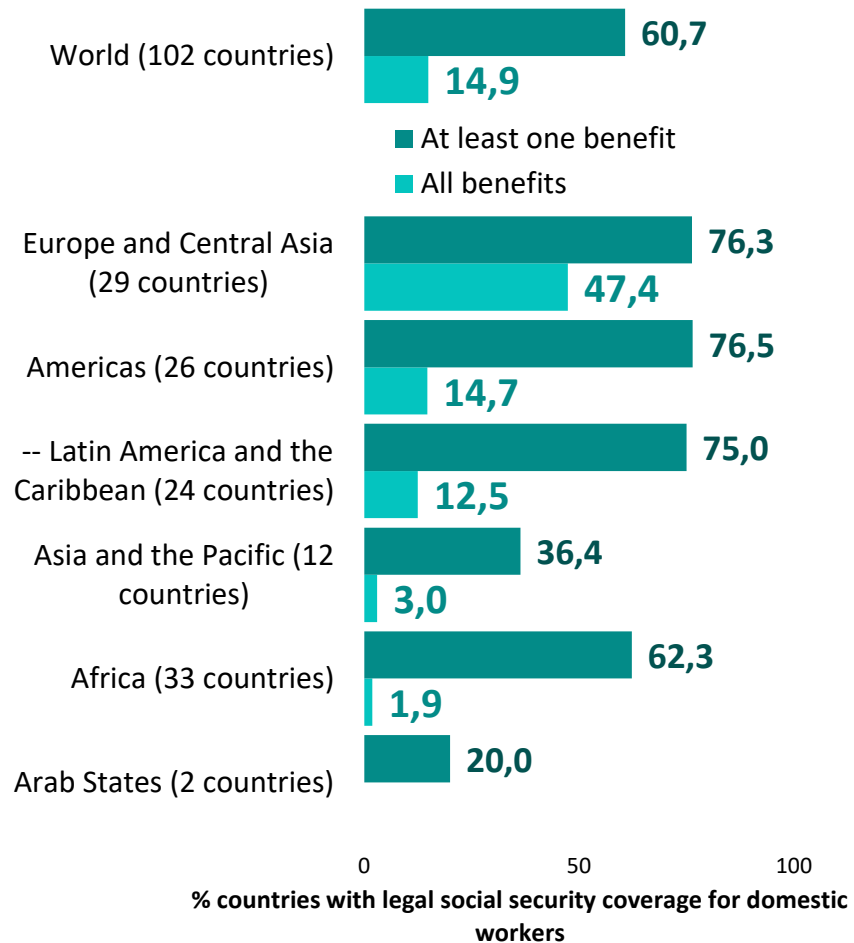


✘ All domestic workers in EU-27 enjoy maternity leave and maternity cash benefits to the same extent as other workers.

Extent of coverage by social security laws

▶ Percentage of countries (at least one benefit or all benefits), 2020

▶ Percentage of domestic workers (at least one benefit or all benefits), 2020



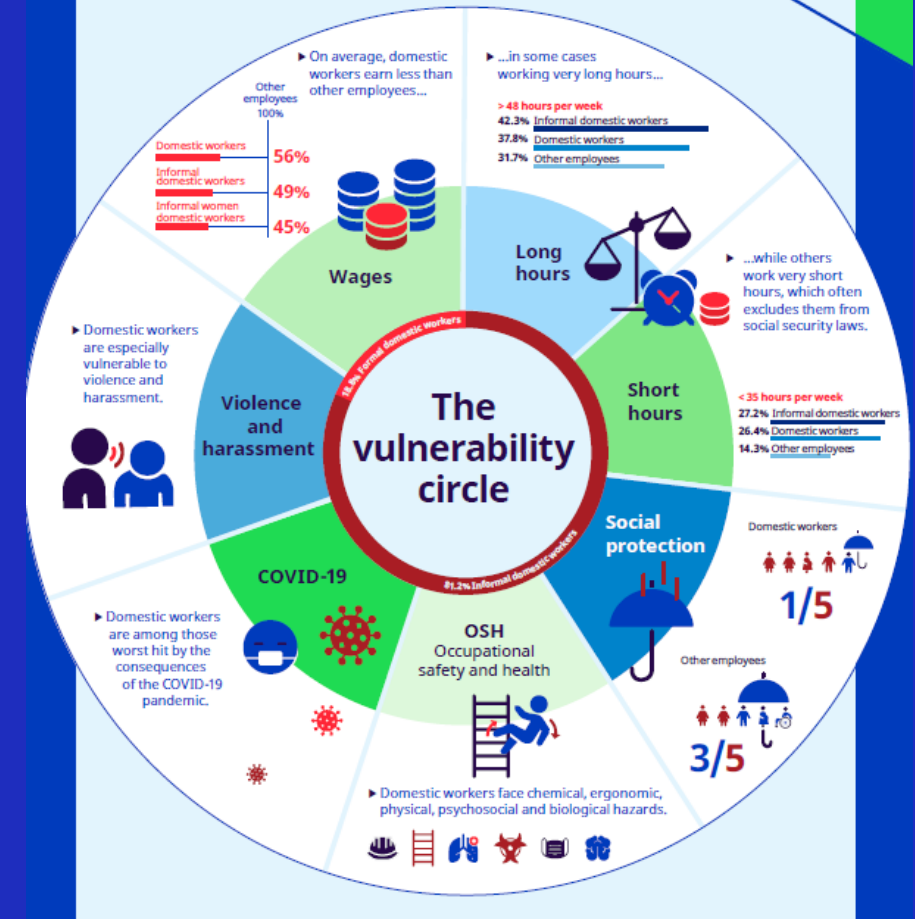
In EU-27

- ✘ 66.7 per cent of domestic workers are covered by all social security branches.
- ✘ 99.1 per cent are entitled to at one social security branch
- ✘ Coverage by unemployment benefits is lowest

► From rights to reality?

Working conditions of domestic workers

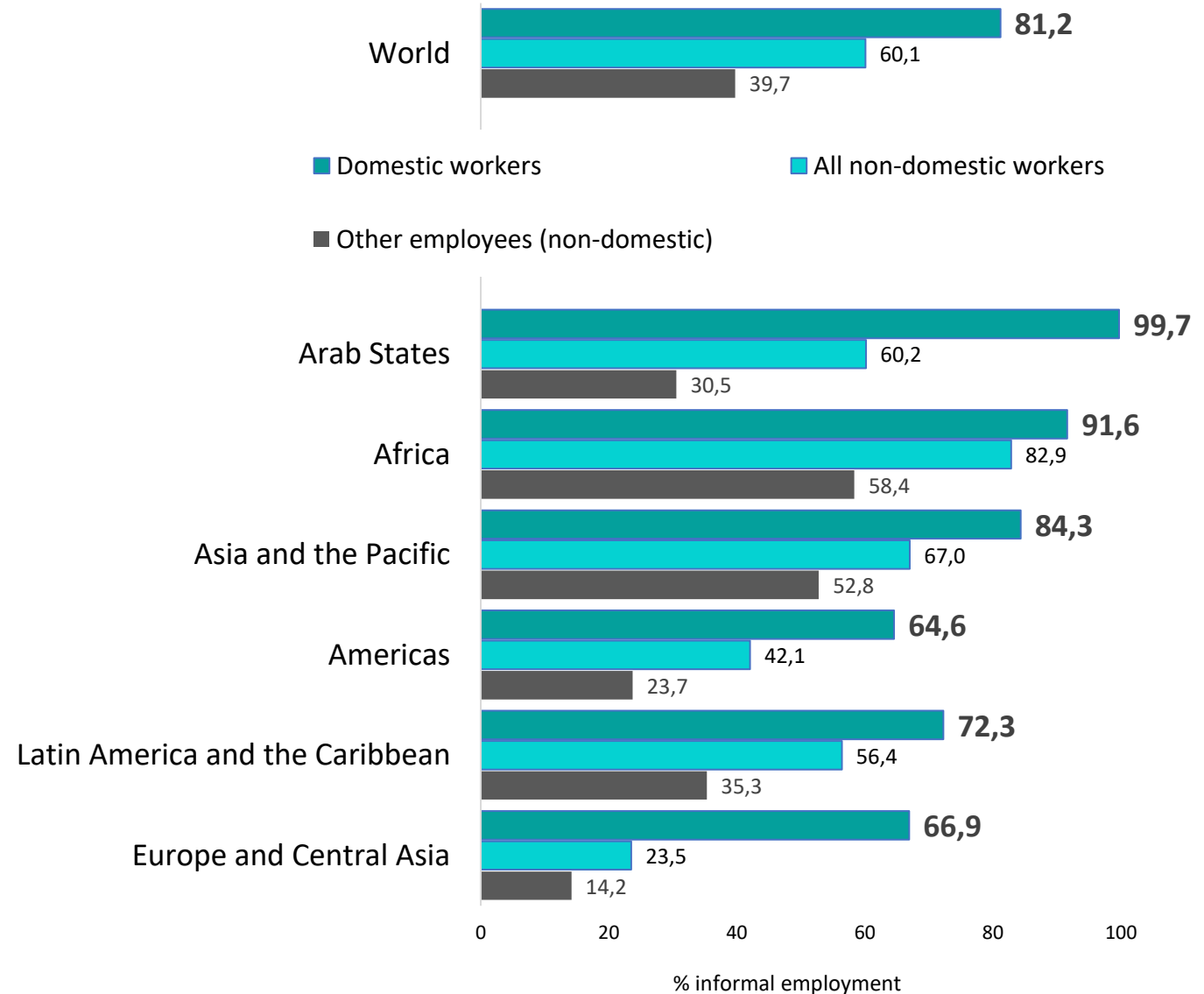
Decent work deficits affect all domestic workers, and especially those informally employed



Informality in domestic work

- ✘ Globally, 81.2 per cent of domestic workers are informal which is twice the share of informal employment among other employees (39.7 per cent).
- ✘ In EU-27 63.8 per cent of domestic workers are in informal employment (4.5 times that of other employees).

▶ Percentage of domestic workers and other workers in informal employment, 2019



Actual working time of domestic workers



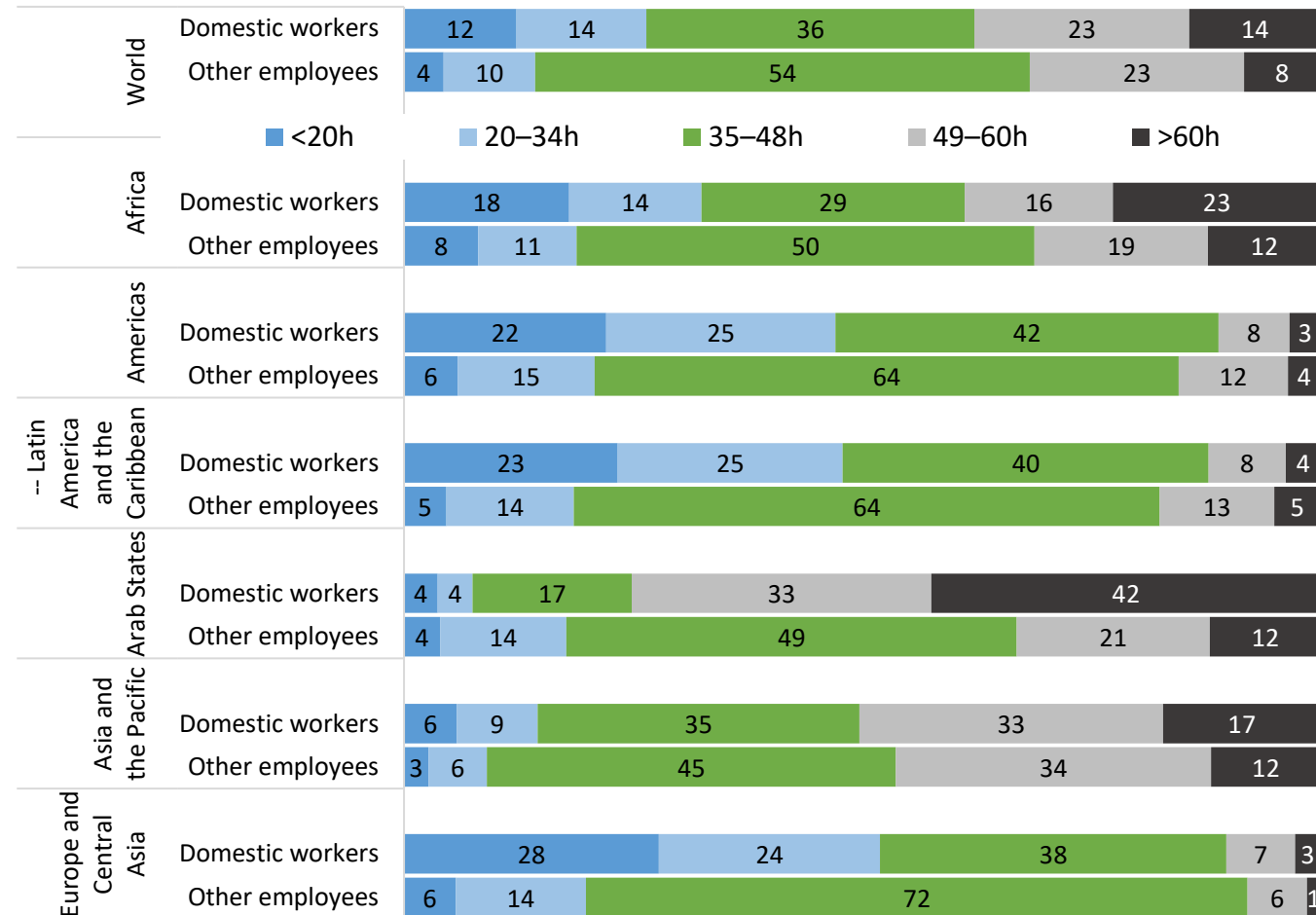
✘ 64 per cent of domestic workers work outside the range of normal hours compared to 46 per cent of other employees

✘ **Short hours:** More than a quarter of domestic workers less than 35 hours per week compared to 14 per cent among of employees

✘ **Long hours:** 37 per cent work more than 48 hours per week compared to 31 per cent of other employees

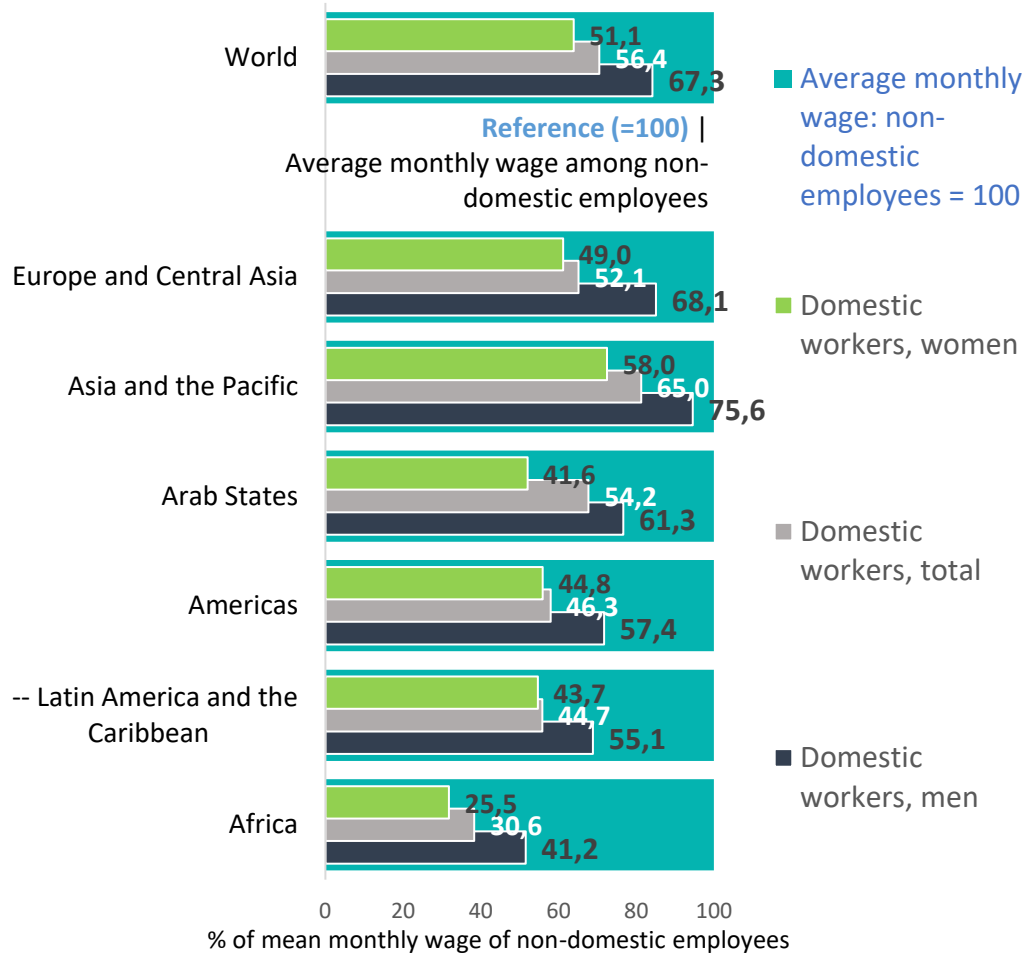
✘ In EU-27, 35.3 per cent of domestic workers work less than 20 hours a week. 31.7 per cent work 35-48 hours, compared to 67.4 per cent of other workers.

▶ Distribution of domestic workers compared to other employees by range of hours of work, 2019

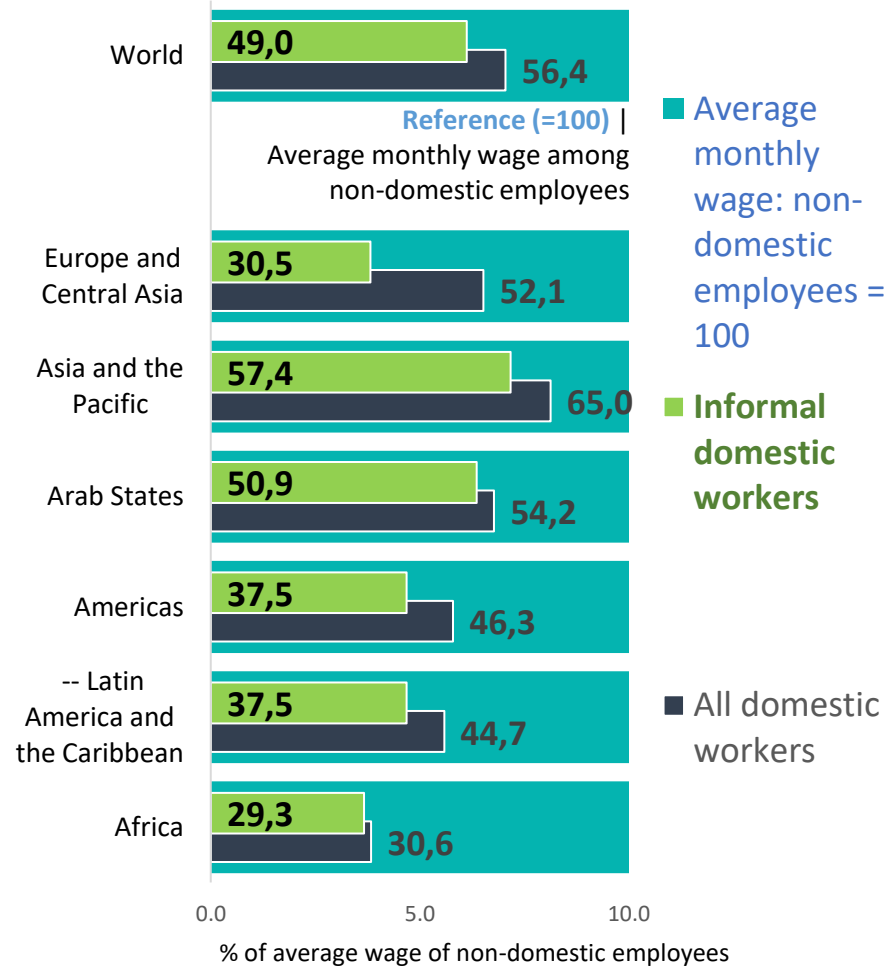


Actual wages of domestic workers

Domestic workers compared to other employees



Domestic workers informal employment compared to all DW



Low wages: the challenge of non-compliance

- ✘ Wages of domestic workers are low even where they are covered by minimum wage laws
- ✘ The proportion of domestic workers who fall below the minimum wage is triple or quadruple the rate of non-compliance of other employees.
- ✘ Full compliance would:
 - ❖ Help close the pay gap between domestic workers and other employees
 - ❖ Reduce wage inequality
 - ❖ Reduce poverty

Occupational safety and health & violence and harassment



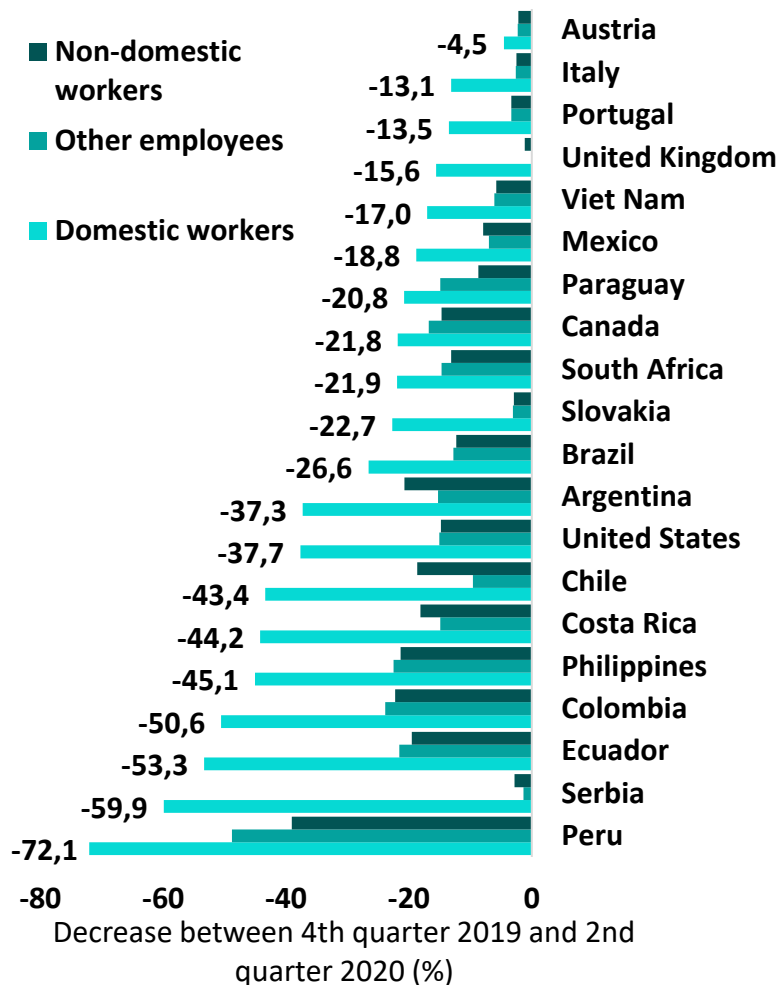
► Domestic workers are especially vulnerable to violence and harassment.



- ✘ Lack of coverage by social security laws prevents domestic workers from accessing necessary compensation in case of occupational illness, disease or injury
- ✘ Challenges include: the privacy of the household, the lack of recognition of the household as a place of work, and difficulties of conducting labour inspections
- ✘ Domestic workers face economic abuse, psychological abuse, physical abuse, sexual abuse, verbal abuse, bullying, coercion, violations of privacy, withholding of wages, etc.
- ✘ Risk factors include isolation, negative stereotypes and discrimination, power imbalances, exclusion from labour and social security laws, as well as poor access to justice, and pervasive social norms that make unacceptable behaviours “acceptable”.

Impact of COVID-19 | Change in percentage between the 4th quarter 2019 and the 2nd quarter 2020

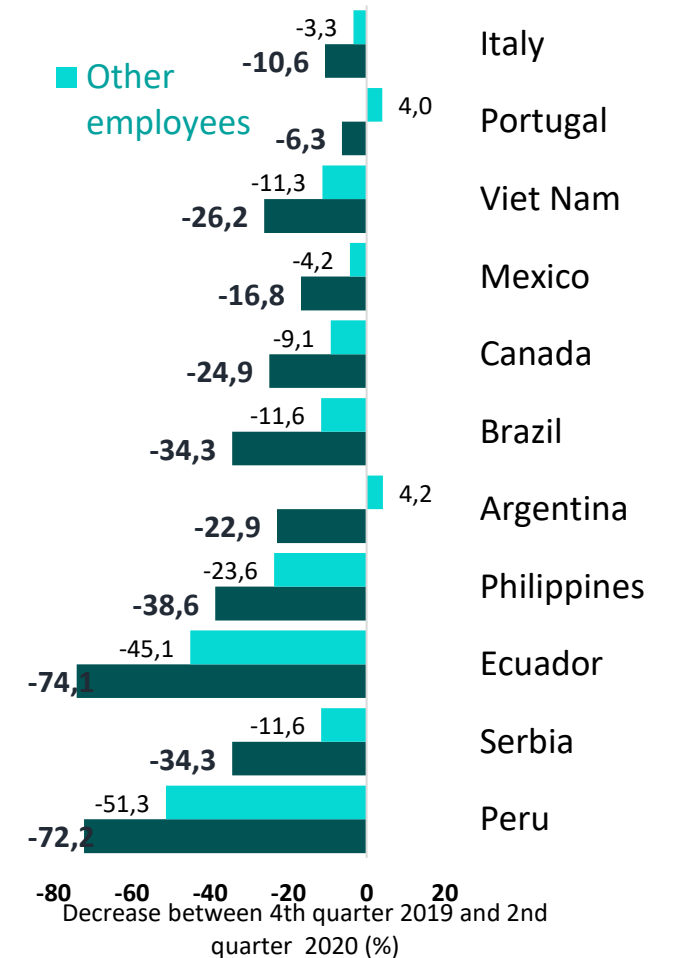
▶ Job losses



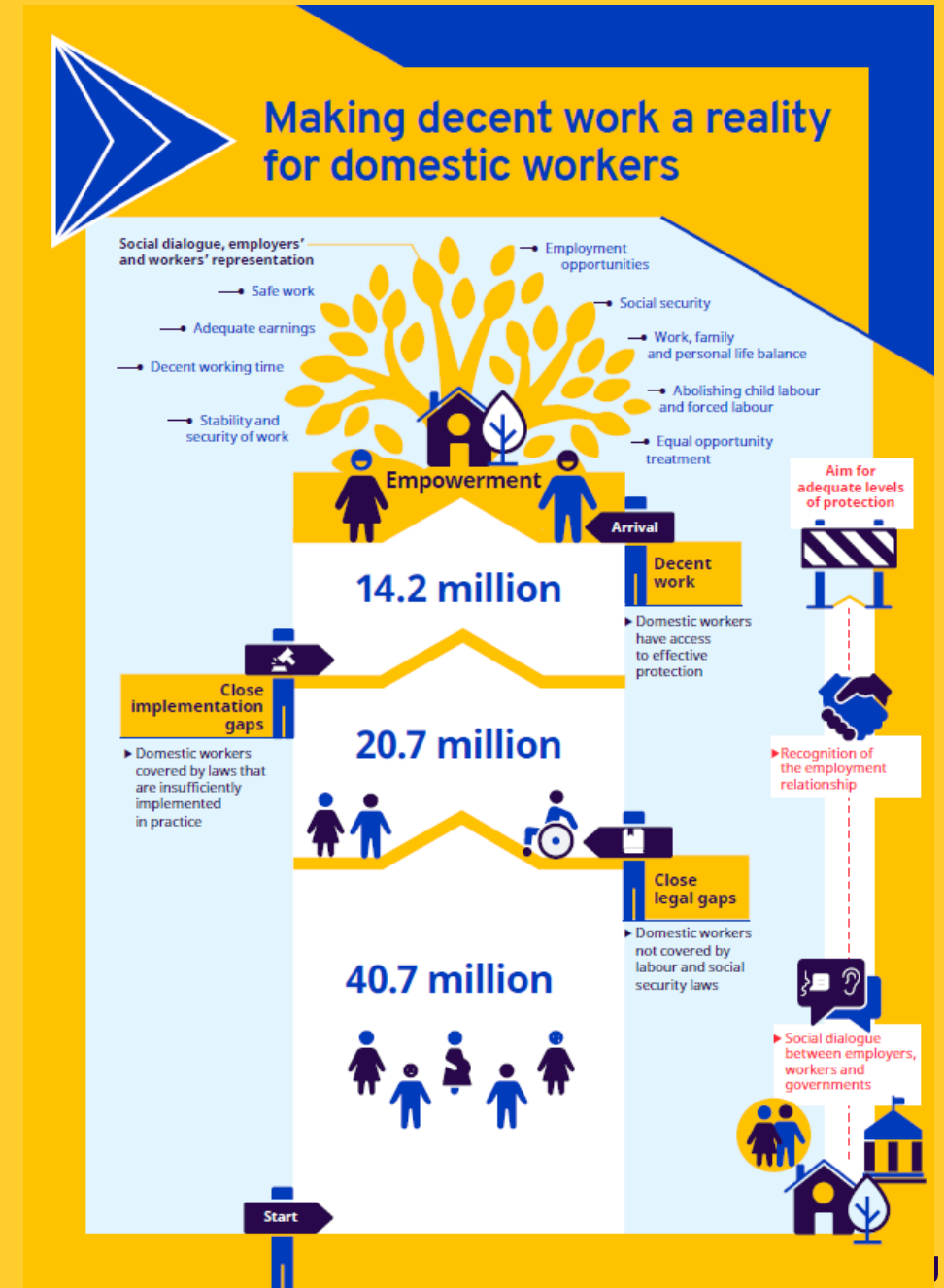
▶ Hour losses



▶ Wage losses



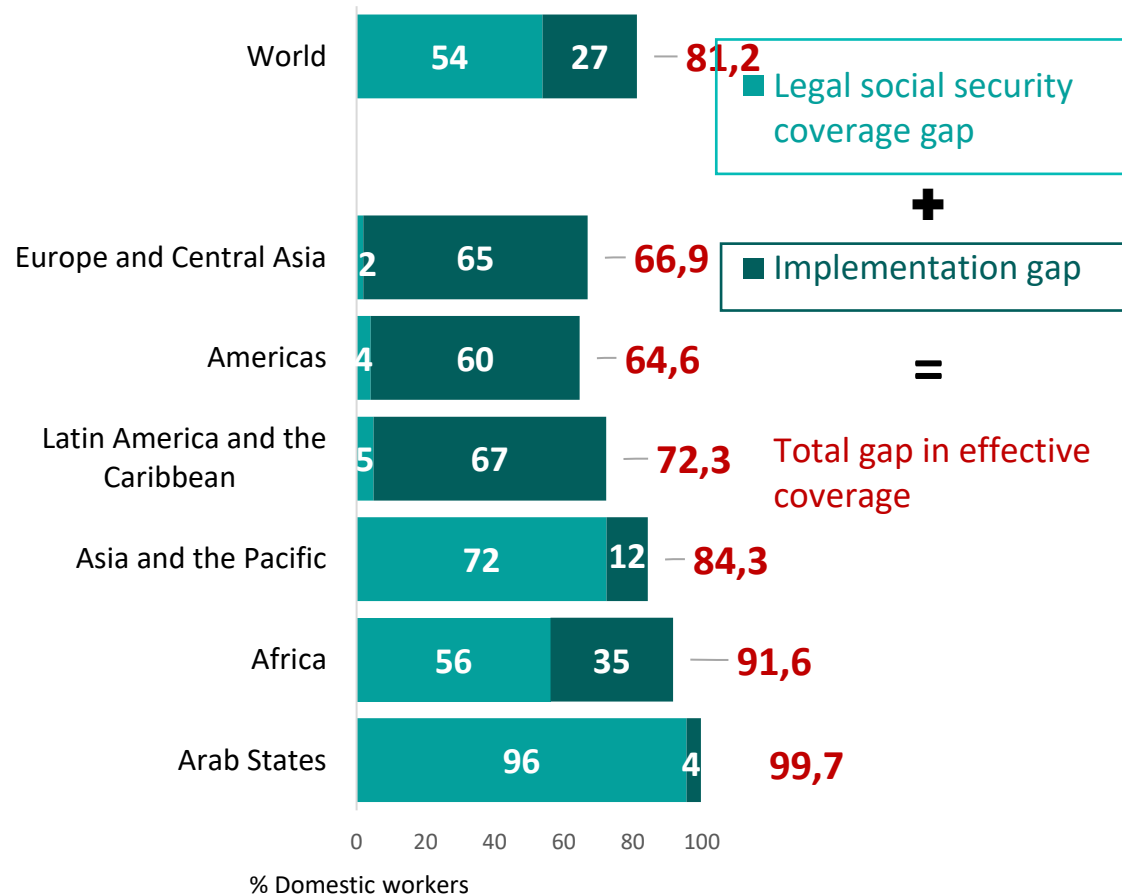
- ▶ **Making decent work a reality:**
 - ▶ Assessing the source of informality
 - ▶ Good practices



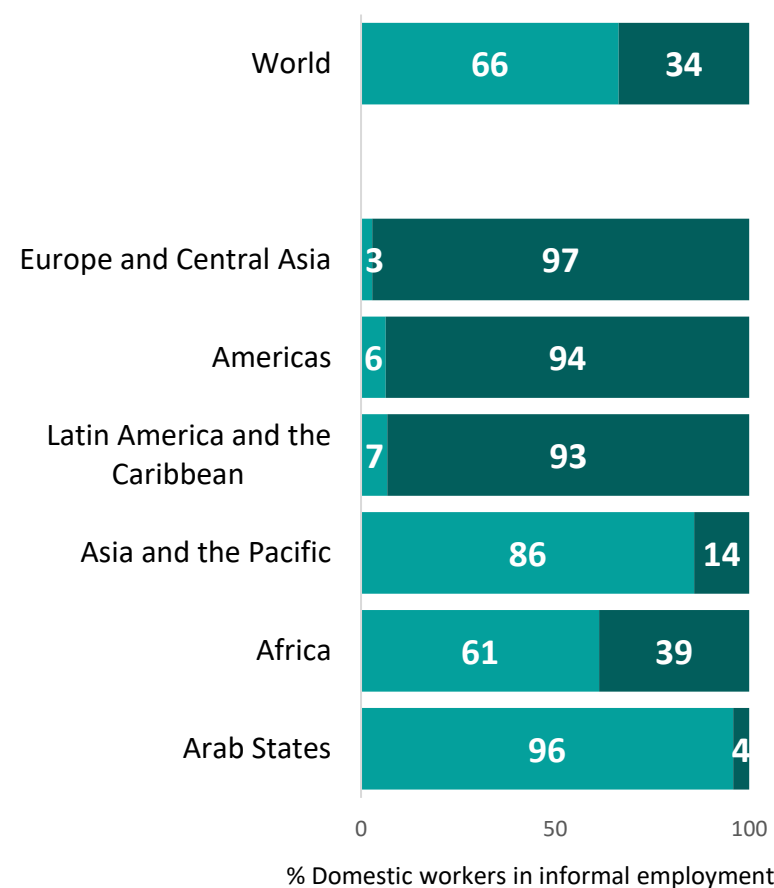
Making decent work a reality for domestic workers: Closing legal and implementation gaps



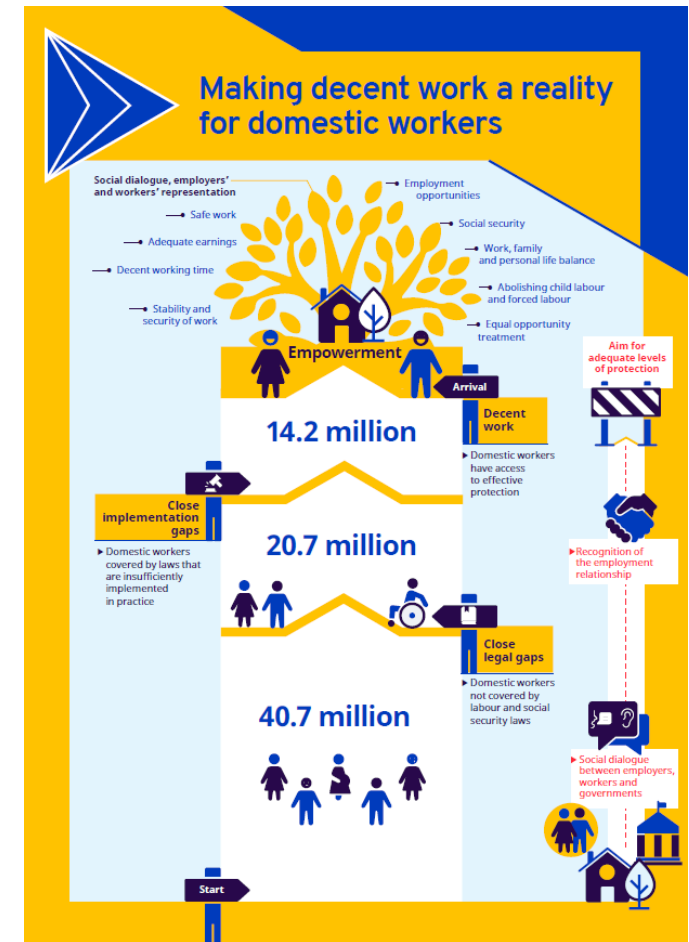
► Source of the deficit of protection among domestic workers:
as a percentage of all domestic workers, 2019



► As a percentage of domestic workers
in informal employment



- Ensure adequate levels of protection, no less than those provided to other workers, with respect to:
 - Occupational safety and health
 - Violence and harassment at work
 - Wages and working time
 - Social security (all branches)



Closing implementation gaps (I)

- **Ensure formal employment is more attractive than informal employment**
 - Analyze reasons for non-compliance, including behavioural drivers
 - Simplify registration, including using digital technology (Mexico)
 - Ensure adequate benefits
 - Reduce costs, without reducing benefits
 - Subsidize the sector when necessary (Belgium)
 - Public awareness and behaviour change campaigns (Argentina)

- **Build the capacity of authorities to monitor, promote and enforce compliance**
 - Mandate
 - Skills training
 - Diversification of services (not just inspections)
 - Establishing specific instances (e.g. tribunal in Argentina, labour inspectorate team in Uruguay)

- **Provide guidance to households and domestic workers**

- Develop OSH guides, based on OSH risk assessments and survey (Latin America, Argentina)
- Make violence and harassment more visible, and socially unacceptable
- Tools to record working time and wages (United States)

Skills training, recognition, and professionalization

- Improving the quality of services to households
- Raising the profile of domestic work (among workers, households, and the public)
- Implementing rights through written contracts at point of hire.

OSH and violence and harassment

- Develop further research on risks of OSH and violence and harassment.

► Voice and representation

- IDWF now represents over half a million domestic workers around the world in 63 countries
- Employers' organizations exist in Belgium, France, Italy, but also Argentina, Brazil (Sao Paulo), Uruguay and Zambia
- Collective bargaining agreements concluded in Belgium, France, Italy, Brazil (Sao Paulo), tripartite agreements in Argentina and Uruguay



Thank you!