



'My Fair Home' Campaign Targeting Employers of Migrant Domestic Workers

Migrant domestic workers in the Middle East

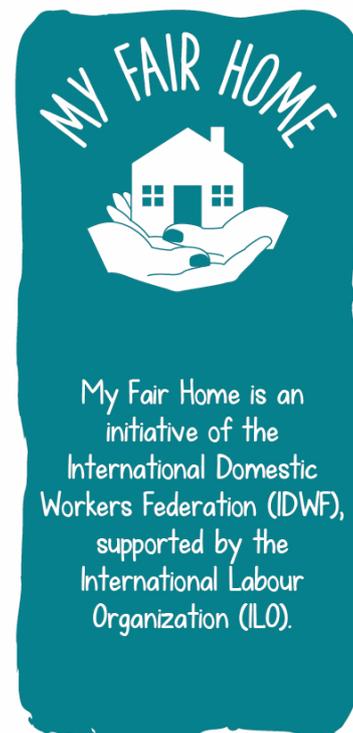
The ILO estimates that 3.1 million people are engaged in domestic work across the Middle East. Domestic workers incur large debts through the recruitment process, and are tied to employers through the restrictive *kafala* sponsorship system. Throughout the Middle East they are excluded from full protection under the labour law. The informal, unregulated and isolated nature of the work leaves them vulnerable to exploitation, abuse and forced labour. In 2011 Convention No. 189 on Decent Work for Domestic Workers (C189) was adopted. The Convention outlines international labour standards for domestic workers, including migrant domestic workers. The Convention has yet to be ratified by any country in the Middle East.

My Fair Home

My Fair Home is a global campaign of the International Domestic Workers Federation (IDWF) and the ILO. It was developed to address a gap in advocacy work on the issue of migrant domestic worker rights. While there were numerous campaigns calling for ratification of C189 as well as campaigns that educate domestic workers about their rights, what was missing was how to address the other part of the employment relationship – the employer and the household. The campaign website is idwfed.org/myfairhome. The campaign goals are to elicit attitudinal and behavioural change among employers of domestic workers to improve the working relationship and ensure decent work; and create ground-up support for improved legislation and ratification of C189.

The campaign calls on employers to 'personally ratify' the principles of C189 in their own homes, by taking the **'My Fair Home' pledge**:

-  I ensure domestic workers in my home receive fair wages, reasonable work hours and time to rest.
-  I respect the terms and conditions of employment as stipulated in the contract, signed between the domestic worker and myself.
-  I ensure that domestic workers in my home have access to decent healthcare.
-  I actively ensure a work environment that is free from abuse, harassment and violence.
-  I ensure that domestic workers in my home enjoy decent living conditions and a safe, secure and private bedroom.
-  I ensure domestic workers in my home enjoy a full day of rest, spent where and how they choose.





Employers are then encouraged to share their pledge on social media. The website also hosts a series of multi-lingual [downloadable campaign resources](#) such as banners and stickers that can be used in public advocacy activities.

Domestic workers organizations from all over the world have been using My Fair Home in their campaign and advocacy work, but the campaign has yet to be implemented in the Middle East. With the support of the [Regional Fair Migration Project in the Middle East \(FAIRWAY\)](#), activities under the campaign will take place in the region.

Activities under the campaign

A broad range of activities can take place under the principles and goals of My Fair Home:

- Social media, by sharing campaign messages and pledge on Twitter and Facebook
- Public advocacy events, such as photo exhibitions, film festivals, and cultural exchange days
- Engagement with the private sector, by encouraging companies to endorse the campaign and educate their employees about their responsibilities as employers of domestic workers.
- Establishing employers groups, who can represent a collective voice for employers' needs and concerns
- Tools and resources to support a healthy employment relationship, such as a standard contract, pay slips and timesheet, or a living wage calculator
- Implementation with school children, by promoting understanding and respect of different cultures, and teaching appreciation of domestic workers

For more information please contact:

Eliza Marks
Technical Officer, ILO FAIRWAY project
marks@ilo.org

Marie-Jose Tayah
Regional Coordinator for Middle East and North
Africa, IDWF
mtayah@idwfed.org