WHY?
WHAT?
HOW?

Standard contract for domestic work
A significant proportion of the workforce (3.6% of global wage employment)
Domestic Workers

Regional distribution

Continents as employers of domestic workers:

- Asia (41%)
- Latin America (37%)
- Africa (10%)
- Advanced countries (7%)
- Middle East (4%)
- Eastern Europe and CIS (1%)
Numbers of domestic workers: A growing sector

Graph 1: Number of domestic workers, in millions, by regions, from 1995 - 2010

Domestic Workers in Asia & the Pacific: A growing sector

- Provides valuable and often indispensable services to households
- Enables (young) women to join the labour market
- Facilitates reconciling work and families responsibilities
- Important source of employment, notably for some groups of workers: women, youth, migrants, lower skilled...
- Substantial income transfers within (urban – rural) and between countries (remittances)
Domestic Workers - *jobs*
**BUT** Domestic work is largely vulnerable work

- **Extreme violations of human rights:**
  - Verbal, physical and sexual abuse
  - Harassment
  - Violence

- **Daily violations of human rights:**
  - Long hours
  - Insufficient rest period
  - Low, delayed, and/or unpaid wages
  - Little access to social protection

- Gender pay gap
Weekly hours of work - total

- 29.7 million, 56.6%
- 20.9 million, 39.7%
- 1.9 million, 3.6%
- 0.1 million, 0.2%

- Limitation of normal weekly hours same 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
Weekly hours of work - by region
Weekly rest - total

- 25.7 million, 49.0%
- 23.6 million, 44.9%
- 2.3 million, 4.5%
- 0.9 million, 1.6%

- Entitlement to weekly rest is the same or more favourable than for other workers
- Entitlement to weekly rest of shorter duration than for other workers
- No entitlement to weekly rest for domestic workers
- Information not available / federal countries with provisions that differ between states
Weekly rest – by region
Global Minimal Standards

- Recognize the social and economic value of domestic work
- Extend decent work to domestic workers
- Prevent discrimination and other human and workers’ rights violations
- Promote equality for women and men in the world of work

C189 – Domestic Workers Convention (2011)

R201 – Domestic Workers Recommendation (2011)
What is a Standard Contract?

- Template that assists domestic workers & their employers in formalizing their employment relationship
- Sets out standards and conditions of employment
- Helps employers to comply with statutory requirements and entitlements of domestic workers they hire
- Helps workers’ to understand their rights (+ advocacy)
Why a Standard Contract?

- Provide a ‘benchmark’ on principles on decent work for domestic workers based on Internationally agreed Standards (C189 & R201)

- A Standard contract can be a concrete first step in protecting the rights of domestic workers (adopted by government in consultation with DW organisations, TUs and EOs)

- Promotes formalization of the relationship between worker and employer (written contract, pay slips, time records, etc.)
What should a Standard contract cover?

**International Labour Standards**

C189 + R201

Provide guidance

Philippines 1
Standard contract for domestic work in Thailand
PARTIES TO THE CONTRACT

The Employer: (Mr/Ms) ____________________________________________
Address


ID card/Passport No. ____________________________________________

And

The Worker: (Mr/Ms) ____________________________________________
Address


ID card/Passport No. ____________________________________________

☐ The Worker certifies that s/he is at least 15 years old on the date of entering into contract.

The minimum legal working age in Thailand is 15. If the Worker is under the age of 18 additional provisions should be applied as below.
1. START DATE

1.1 This contract is valid from ___/___/____. Both Parties have the right to terminate the contract by giving advance notice as specified in section 10.1.

2. HOUSEHOLD INFORMATION

3. JOB DESCRIPTION

4. WORKING HOURS

Even if the employment contract is terminated, all workers have the right to wages for work already completed.

Workers under the age of 18 should not be assigned tasks specified as hazardous in the law, for example, handling dangerous chemicals or excessively heavy lifting.

Parties can record details and hours of work in the Weekly Timesheet and Payslip (Annex C).

Workers under the age of 18 are prohibited from working over 48 hours per week and between the hours of 22:00 and 6:00.
This contract is made in duplicate. The Parties to the contract, having read and understood the entire substance of the contract, hereby sign their names.

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Signature of Employer

Date
Place

Signature of Worker

Date
Place
What are your thoughts...?

1. How could Standard contracts contribute to decent work for domestic workers in Indonesia?

2. What more would be needed to roll out a Standard contract in Indonesia?
Key messages

- Extending the scope of the labour code and social security is key to formalising domestic work jobs and recognising this as ‘work’

- Rolling out a Standard Contract is an opportunity to start to prepare the grounds for a domestic work sector that provides decent and productive work
Thank you / Terima kasih

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www.ilo.org/domesticwork

www.ilo.org/ged
Working time: Average weekly working hours for domestic workers: Among the longest and least predictable of any group of workers...