

IMPACT

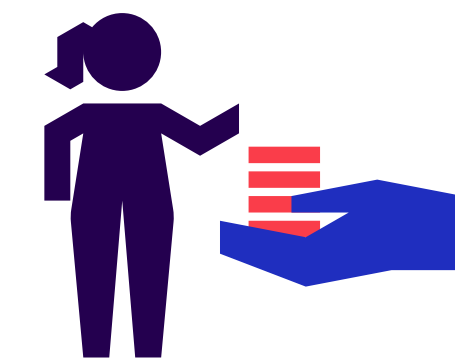
► Domestic workers enjoy decent working conditions, aligned with their rights and commensurate with their skills, and have better career prospects.



OUTCOMES



1. Skills of domestic workers are recognized through effective, inclusive, quality and affordable skills development, recognition of prior learning and certification schemes that are adapted to the domestic workers realities (affordability, schedule, location, education level, migration status, etc.).



2. Domestic work is acknowledged as productive work and is remunerated in accordance with the domestic worker's skills and experience.

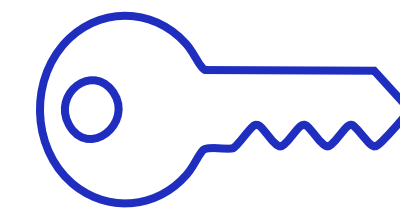


3. The rights of domestic workers are promoted and protected.

INTERMEDIATE OUTCOMES



1.1. National and regional skills development and recognition systems for domestic workers for skilling, upskilling and RPL are in place and effective.



1.2. Domestic workers have access to affordable and quality skills training and recognition services.



2.1 Employers see the value of domestic workers skills and are willing to pay a skills premium.



2.2 Salary scales of domestic workers are negotiated and fixed in accordance with skills levels and experience, whether through tripartite or bipartite social dialogue.



3.1. Domestic workers and their employers are engaged in social dialogue to improve domestic workers working conditions.



3.2. Domestic workers have increased awareness of their rights and skills, self-efficacy, self-confidence, and the capacity to defend their rights.



3.3. Domestic workers are fully covered by labour and social security laws, laws and policies on the prevention of violence and harassment, as well as the ILO Declaration on Fundamental Principles and Rights at Work in law and in practice.



3.4. Domestic workers are covered by a minimum wage, whether statutory or collectively bargained, without discrimination.

OUTPUTS

1.1.1. A domestic workers tripartite skills board is established to help regulate training and certification of domestic workers skills (e.g. the Domestic Worker Skills Council).

1.1.2. Skills needs, including technical skills and core skills, are identified.

1.1.3. A domestic worker skills standard is developed and adopted by tripartite constituents, together with skills profiles and modules (including modules on rights awareness and negotiation – see also 3.2.).

1.1.4. Recognition of prior learning (RPL) is available for domestic workers.

1.1.5. A training facility is established by or in consultation with domestic worker organisations and organisations of employers of domestic workers, or existing training facilities implement domestic work curricula.

1.1.6. Skills assessment, certification and quality assurance mechanisms are in place.

1.1.7. Tools for international recognition of skills and qualifications (including mutual recognition schemes, RCMS, BLAs/MoUs) are adopted in consultation with social partners.

1.1.8. Monitoring and evaluation mechanisms are established through social dialogue to assess the effectiveness of the skills system for domestic workers.

1.2.1. Barriers for domestic workers to access skills trainings are identified.

1.2.2. Awareness measures to inform domestic workers of available skills training and recognition programmes are designed and implemented.

1.2.3. Financial and non-financial mechanisms to overcome barriers to accessing skills development and recognition programmes (e.g. access to childcare, scheduling, educational leave) are implemented.

1.2.4. Career guidance and counselling services are available and affordable to domestic workers.

2.1.1 Public awareness campaigns for employers designed on the basis of behavioural insights are implemented.

2.1.2 National tripartite dialogues develop and adopt measures to increase employer willingness and capacity to pay.

2.1.3. Employment services and service providers are aware of their role in ensuring skills are recognized and adequately remunerated.

2.2.1. National level dialogues set salary scales for domestic workers in accordance with skills levels and experience.

3.1.1. The capacity of worker organizations (including domestic workers organizations) is strengthened.

3.1.2. The capacity of employer organizations (including organizations of employers of domestic workers) is strengthened.

3.2.1. Domestic workers are connected through peer networks, including through unions and training facilities.

3.2.2. Domestic workers receive training on their rights, on different forms of violence and harassment, negotiation skills, job search and interviewing skills.

3.3.1. Relevant legislation on the basis of International Labour Standards are developed, ratified and implemented.

3.3.2 Service providers that place or employ domestic workers are regulated.

3.3.3. Written contracts and social security registration are promoted and enforced.

3.3.4. Strong inspection systems are put in place.

3.3.5. Grievance mechanisms are put in place.

3.4.1. Minimum wage setting mechanisms include domestic workers.