PROGRAMME

# Domestic work: from rights to reality

## Towards the next 15 years of ILO Convention No. 189 and Recommendation No. 201

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| **DATES** | **3-5 November 2026** |
| **VENUE** | • On the mornings of 3 and 4 November: **Radisson Victoria Plaza Hotel**. Address: Plaza Independencia 759, Montevideo, Uruguay.<br>• On the afternoons of 3 and 4 November: **Spanish Agency for International Development Cooperation (AECID) Training Centre**. Address: 25 de Mayo 520, Montevideo, Uruguay.<br>• On 5 November: at the **Edificio Anexo de Torre Ejecutiva**. Address: Liniers 1280, on the corner of San José, Montevideo, Uruguay. |
| **ADDRESS** | 25 de Mayo 520 |
| **CITY** | Montevideo, Uruguay |

**DAY 1**
**3 November 2026**

# Taking stock, megatrends and identifying obstacles

**08:30 – 09:00**

## Registration and networking

**09:00 – 09:45**

## Opening

- Master of Ceremonies: Ministry of Foreign Affairs / Ministry of Labour

**SPEAKERS / MODERATION**

- Juan Castillo, Minister of Labour and Social Security, Uruguay
- Ana Virginia Moreira Gomes, ILO Regional Director for Latin America and the Caribbean
- Javier Salido Ortiz, Ambassador, Spain
- Recorded message from the ILO Director-General
- Recorded message from the Minister of Labour of Spain
- Workers: Marcelo Di Stefano, TUCA-ITUC
- Employers: Viveca Amorós Kohn, CONFIEP, Peru.

**09:45 – 10:45**

## Expert panel: Convention No. 189 (C189) and Recommendation No. 201 (R201) at 15: from recognition to implementation and current and emerging trends.

Convention No. 189 as the central normative framework for decent work and formalization; progress since 2011 (new estimates, extent of formalization).

Current and emerging trends affecting domestic workers' access to decent work: demographic transformation and the care crisis, technological transformation and new forms of work organization, crises and human mobility, labour migration and displacement, and climate change and a just transition.

Conference objective: 1) adapt C189 implementation, formalization and effective protection strategies to prepare the sector for the future; 2) recognize and value domestic and care work as work.

**SPEAKERS / MODERATION**

- Claire Hobden, Domestic Work Specialist, ILO
- Adriana Paz Ramírez, General Secretary, IDWF, discussant
- Questions and answers
- Moderator: Carlos Galian Barrueco, ILO

**10:45 – 11:00**

## Coffee break

**11:00 – 12:15**

## Plenary 1: Care and formalization

- Block 1: Domestic work and care work: standards, profiles, organization and inequalities
- Block 2: The Uruguayan experience: categories, care and collective bargaining
- Exchange
- Summary and next steps

**SPEAKERS / MODERATION**

- Paz Arancibia, ILO Senior Gender and Non-Discrimination Specialist for Latin America and the Caribbean
- Masra de Abreu de Andrade, General Coordinator for Intersectoral Coordination, Department of Care Economy, MDS, Brazil
- Valentina Perrotta, Deputy Director, National Care Secretariat, Uruguay
- Laura Rivero, President, SUTD – Uruguay
- Silvina Brocal, General Secretary, SUAP – Uruguay
- Cristina Novello, Spokesperson, Liga de Amas de Casa del Uruguay
- Adriana Paz Ramírez, General Secretary, IDWF

**12:15 – 12:45**

## Introduction to the groups and working methodology (AECID)

**13:00 – 14:00**

## Lunch at the AECID Training Centre

**14:00 – 15:00**

## Working groups

**THEMATIC AREAS**

**A. Social protection, labour protection and formalization**
**B. Care, demographic change, training and skills recognition**
**C. Working conditions, compliance, inspection and access to justice**
**D. Governance, social dialogue, voice and representation**
**E. Structural gender and intersectional barriers and social norms**

### Part I: Identifying obstacles and issues to be addressed in the current context.

**CROSS-CUTTING ISSUES**

- Valuing domestic work
- Structural barriers
- Digital transformation
- Climate and green transition
- Migration and displacement
- Geopolitical instability

**COPRESIDENTES**

- Grupo A: AISS, Carlos Galian y Fabián Vallejo (OIT)
- Grupo B: CEPAL, Pacto UE-ALC, OIT-CINTERFOR
- Grupo C: Larraitz Lexartza y Juan Jacobo Velasco (OIT)
- Grupo D: FITH y Victor Hugo Ricco (OIT)
- Grupo E: AECID, PNUD, ONUMUJERES, Paz Arancibia (OIT)

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| 15:00 – 15:15 | **Coffee break** |
| **15:15 - 16:15** | **Part II: World Café to build connections.**<br>Groups review the contributions of the other groups and identify relevant connections and interdependencies for moving forward. |
| **16:15 - 17:00** | **Presentation of results**<br>**SPEAKERS / MODERATION**<br>– One rapporteur from each group.<br>– Moderator: AECID |

**DAY 2**
**4 November 2026**

# Formalization strategies and practical solutions

**09:00 – 10:15**

## Plenary 2: Ensuring effective access to social protection

- Simplifying registration and contributions
- Financing and incentives
- Multiple-employer systems
- Promoting compliance.

**SPEAKERS / MODERATION**

- Laura Susana Pereira, Specialized Sector Manager, ATYR, BPS, Uruguay
- Nelson dos Santos Pedroso, General Coordinator for the Administration of Insured Persons' Information, INSS, Brazil (virtual)
- Eithel Corea Baltodano, Financial Manager CCSS, Costa Rica (to be confirmed)
- Workers: Kyan Par, NDWT, Thailand
- Employers: to be determined
- Moderator: Andrea Chirino

**10:15 – 10:30**

## Coffee break

**10:30 – 11:45**

## Plenary 3: Wages, working conditions and compliance

- Actual wages, minimum wages and living wages; wage compliance
- Actual working time, threshold provisions and the right to rest
- Tools to promote compliance (written contracts, digital applications, one-stop shops, promotional methods and inspection methods)

**SPEAKERS / MODERATION**

- Juan Jacobo Velasco, Programming Officer (Labour Information), ILO
- Carolina Gomez Garcia, Head of Team, National Anti-Fraud Office, Spain
- Graciela Patrone Mora, Coordinator for Inspection of General Working Conditions, MTSS, Uruguay
- Workers: Himaya Montenegro, UNITED-SENTRO, Philippines
- Employers: to be determined
- Moderator: Larraitz Lexartza, ILO

**11:45 – 13:00**

## Plenary 4: Skills, professionalization and pathways to formal employment

- Recognition and certification of skills and prior learning
- Professional development and valuing domestic and care work
- From skills recognition to formal employment: fair recruitment and better employment conditions and opportunities.

**SPEAKERS / MODERATION**

- Uruguay Certifica / INEFOP
- Employers: Judon Bowden, JEF, Jamaica
- Workers: Gabriela Juarez, UPACP, Argentina
- Moderator: CINTERFOR / ILO

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| **13:15 – 14:15** | **Lunch at the AECID Training Centre** |
| **14:15 – 15:15** | **Working groups**<br>**THEMATIC AREAS**<br>**A. Social protection, labour protection and formalization**<br>**B. Care, demographic change, training and skills recognition**<br>**C. Working conditions, compliance, inspection and access to justice**<br>**D. Governance, social dialogue, voice and representation**<br>**E. Structural barriers and social norms**<br>**Part I: Technical areas and practical solutions - Identifying strategies and priorities**<br>**GUIDING QUESTIONS**<br>• Valuing domestic work<br>• Structural barriers<br>• Digital transformation<br>• Climate and green transition<br>• Migration and displacement<br>• Geopolitical instability<br>**COPRESIDENTES**<br>– Grupo A: AISS, Carlos Galian y Fabián Vallejo (OIT)<br>– Grupo B: CEPAL, Pacto UE-ALC, OIT-CINTERFOR<br>– Grupo C: Larraitz Lexartza y Juan Jacobo Velasco (OIT)<br>– Grupo D: FITH y Victor Hugo Ricco (OIT)<br>– Grupo E: PNUD, ONUMUJERES, Paz Arancibia (OIT) |
| **15:15 – 15:30** | **Integrated coffee break** |
| **15:30 – 16:30** | **Part II: World Café.**<br>Compare strategies and identify interdependencies and areas requiring coordination. |
| **16:30 – 17:00** | **Presentation of the day's results**<br>**SPEAKERS / MODERATION**<br>– Rapporteurs from each group.<br>– Moderator: AECID |

**DAY 3**
**5 November 2026**

# Fundamental principles and future perspectives

**09:00 – 10:15**

## Plenary 5: Fundamental rights, violence and harassment, and occupational safety and health

- Overview of fundamental principles and rights at work for domestic workers
- Risks in the world of work
- Occupational safety and health as a new fundamental right

**SPEAKERS / MODERATION**

- Ricardo Ekhardt Haag, Head of Advisers, Undersecretariat of Labour, MTPS, Chile
- Dellenor Grant, Regional Director of Industrial Relations and Allied Services, MOLSS, Jamaica
- Employers: Jessica Gomez Lopez, UCCAEP Costa Rica
- Workers: Cleide Pinto, FENATRAD, Brazil
- Moderator: Zeina Mezher, ITC-ILO

**10:15 – 10:30**

## Coffee break

**10:30 – 11:45**

## Plenary 6: Voice, representation and collective bargaining

- Challenges related to freedom of association, voice and representation in social dialogue
- Examples of collective bargaining
- Examples of employers' organization

**SPEAKERS / MODERATION**

- Employers: Athar IQBAL, EFP, Pakistan
- Employers: Humphrey Monde, UFEZ, Zambia
- Workers: Claribed Palacios García, UTRASD, Colombia
- Maria del Carmen Cruz, ASTRADOMES, Costa Rica
- Moderator: Victor Hugo Ricco, ILO

**11:45 – 13:00**

## Plenary 7: Governance and integrated approaches

Towards whole-of-government and tripartite approaches, integrating labour policy, social protection, care policies, labour migration governance and gender equality.

**SPEAKERS / MODERATION**

- Halima Suleimani, Focal Officer of Domestic Workers Matters, Ministry of Labour, Tanzania
- Ana Lucía Blanco, International Affairs Adviser, MTSS, Costa Rica
- Employer: Jeny Catalina Sepúlveda Zea, ANDI, Colombia
- Worker: Paulina Luza Ocsa, FENTRAHOGARP, Peru
- Moderator: Paz Arancibia, ILO

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| 13:00 – 14:00 | **Lunch** |
| 14:00 – 15:00 | **Finalization of the roadmap: removing overlaps and making final adjustments.** |
| 15:00 – 16:30 | **Presentation of the preliminary roadmap and high-level closing: session and "adoption" of the conference considerations: The next 15 years – Renewing the commitment to decent work for domestic workers.**<br><br>**SPEAKERS / MODERATION**<br>– Elena Montobbio, Director, CINTERFOR<br>– Vice-President, IDWF<br>– Vice-Minister, MTSS, Uruguay (to be confirmed) |

EXPECTED OUTCOMES

# Preliminary roadmap

Including the following elements:

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| 01 | Shared global assessment of progress in the implementation of C189 |
| 02 | Strategies adapted to today's context with a forward-looking perspective |
| 03 | Technical recommendations and pathways for implementation |
| 04 | Strengthening partnerships and networks |
| 05 | **Renewed momentum for the ratification and implementation of C189.** |