



International
Labour
Organization

RIGHTS AND OBLIGATIONS OF MIGRANT DOMESTIC WORKERS





EVERY MIGRANT DOMESTIC WORKER HAS THE RIGHT:

- To be informed of terms and conditions of employment in an appropriate, verifiable and easily understandable manner and preferably, where possible, through written contracts in accordance with regulations or collective agreements, in particular every migrant has the right to be informed the:
 - Name and address of the employer and of the worker;
 - Address of the usual workplace or workplaces;
 - Starting date and where the contract is for a specified period of time and its duration;
 - Type of work to be performed;
 - Remuneration and method of calculation and periodicity of payments;
 - The normal hours of daily work;
 - Payment, annual leave, daily and weekly rest periods;
 - Provision of food and accommodation, if applicable;
 - The period of probation or trial period, if applicable;
 - Terms of repatriation, if applicable; and
 - Terms and conditions relating to the termination of employment, including any period of notice by either the domestic worker or the employer.
- To negotiate the terms of this contract to reach an agreement;
- To know the monthly salary that the employer is committed to paying regularly;
- To know the availability of health and life insurance coverage, if applicable;
- To sign a “work contract” with the employer after fully; understanding all its contents;
- To call relatives on a monthly basis (at least once) at own expense or at the employer’s expense (depending on the agreement). When necessary, the housemaid can contact embassy or employment agency (in case exposed to any moral or physical assault or sexual harassment);
- To practice one’s own religious beliefs;
- To make complaint (administrative at the General Security or judicial) if any of the contract clauses are breached, including complaints about mistreatment or harassment of any type.



EVERY MIGRANT DOMESTIC WORKER HAS THE OBLIGATIONS:



- To respect destination countries laws and regulations;
- To respect the members of the family whom one is working for;
- To be committed to the nature of work as a housemaid and protect the contents of the house one is working in and not exposes family secrets;
- To adapt to the family and its ways of living;
- To not leave employer's house without prior approval or in accordance to the "work contract";
- To signing the wage slip after collecting salary as receipt;
- To not work outside employer's house;
- To respect the culture and religion of employer etc.



EVERY MIGRANT DOMESTIC WORKERS EMPLOYER HAS THE RIGHT TO TERMINATE OR VOID THE WORK CONTRACT IF THE DOMESTIC WORKER:



- Breaches the applicable laws;
- Absconds from her workplace;
- Doesn't do what they are recruited to do.



EVERY MIGRANT DOMESTIC WORKERS EMPLOYER IS OBLIGED TO PROVIDE:



- All the travelling costs to and from destination country in any situation;
- Fees for the administration of the contract, the entrance visa, the work and residence permits;
- A suitable place to stay in, food, access to health care, and medication;
- In case of the housemaid's death, the costs of returning her body, her belongings and salaries.



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