

What works in changing behaviour of employers of domestic workers?

Regional Consultation



Date: Wednesday 21 November 2018

Location: Le Bristol Hotel, Beirut

Language: English



Why is it important to talk about behavioural change of employers of domestic workers?

There are an estimated 3.16 million migrant domestic workers employed in the Arab States region. Poor working conditions in the sector can be seen as the result of both insufficient national legal protection as well as pervasive social norms. For example, although prohibited by law, employers often continue to withhold workers' passports, prevent the worker from having a weekly rest day, or disregard maximum daily working hours.



What do we know about changing behaviours of employers?

Much research has been conducted into changing behaviours in other contexts – from tackling domestic violence to encouraging communities to recycle. Yet the practice of trying to change behaviour of domestic work employers is still emerging. A handful of organizations have started outreach to employers of domestic workers through advocacy, campaigns and information sharing initiatives.



What is the objective of this consultation?

Bringing together civil society organizations and trade unions working on this topic in the region, this consultation seeks to explore new thinking on how to shift social norms in domestic work – specifically how to change the behaviour of employers of domestic workers to increase compliance with applicable labour laws and standards.

Join us on Wednesday 21 November for this participatory and interactive consultation. Together we will:



Create a mapping of the various initiatives targeting employers of domestic workers in the region



Learn about application of behavioural insights for policy challenges (including experiments and outcomes), from Nudge Lebanon



Learn about evidence-based, participatory campaign development and impact assessment, from IOM-X



Participate in parallel workshop sessions to pilot different behaviour change messages, drawing on the ILO 'Outreach to Employers of Domestic Workers Training Toolkit'

About the speakers:



Nudge Lebanon is a non-governmental and non-profit initiative working to apply behavioural insights to the policy challenges that Lebanon faces, using rigorous experimental approaches and tools typically used in the field of behavioural economics, such as randomized controlled trials.



IOM X is the International Organization for Migration's (IOM) innovative campaign to encourage safe migration and public action to stop human trafficking and exploitation. IOM-X applies a Communications for Development (C4D) approach for the development of evidence-based campaign content and activities.

About the ILO FAIRWAY Project:



International
Labour
Organization

The **ILO Regional Fair Migration Project in the Middle East (FAIRWAY)** works to promote fair migration and the elimination of labour exploitation (including forced labour and human trafficking) in the construction and domestic work sectors in the Arab States. The project works with employers, workers' organizations, civil society, media and youth to address negative attitudes and practices towards migrant workers.

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Programme Agenda – 21 November

Time	Agenda Item
08:30-09:00	Registration
09:00-10:30	Roundtable Mapping: Update on existing employer outreach initiatives from participants, with a focus on lessons learned and key achievements <i>Facilitator: Eliza Marks, ILO</i>
10:30-10:45	Coffee Break
10:45-13:00	Behaviour and social norm transformation methodologies and strategies Behavioural insights initiatives to address policy challenges, Nudge Lebanon Application of behaviour change interventions in the domestic work sector, Paulius Yamin-Slotkus (LSE/ILO consultant) (video presentation) Effecting behaviour change through a Communication for Development (C4D) framework, IOM-X <i>Facilitator: Sophia Kagan, ILO</i>
13:00-14:00	Lunch
14:00-15:30	Parallel Sessions: piloting different behaviour change messages and outreach modules <i>Facilitators: Zeina Mezher, Eliza Marks, Sophia Kagan, ILO</i>
15:30-16:00	Conclusion and next steps