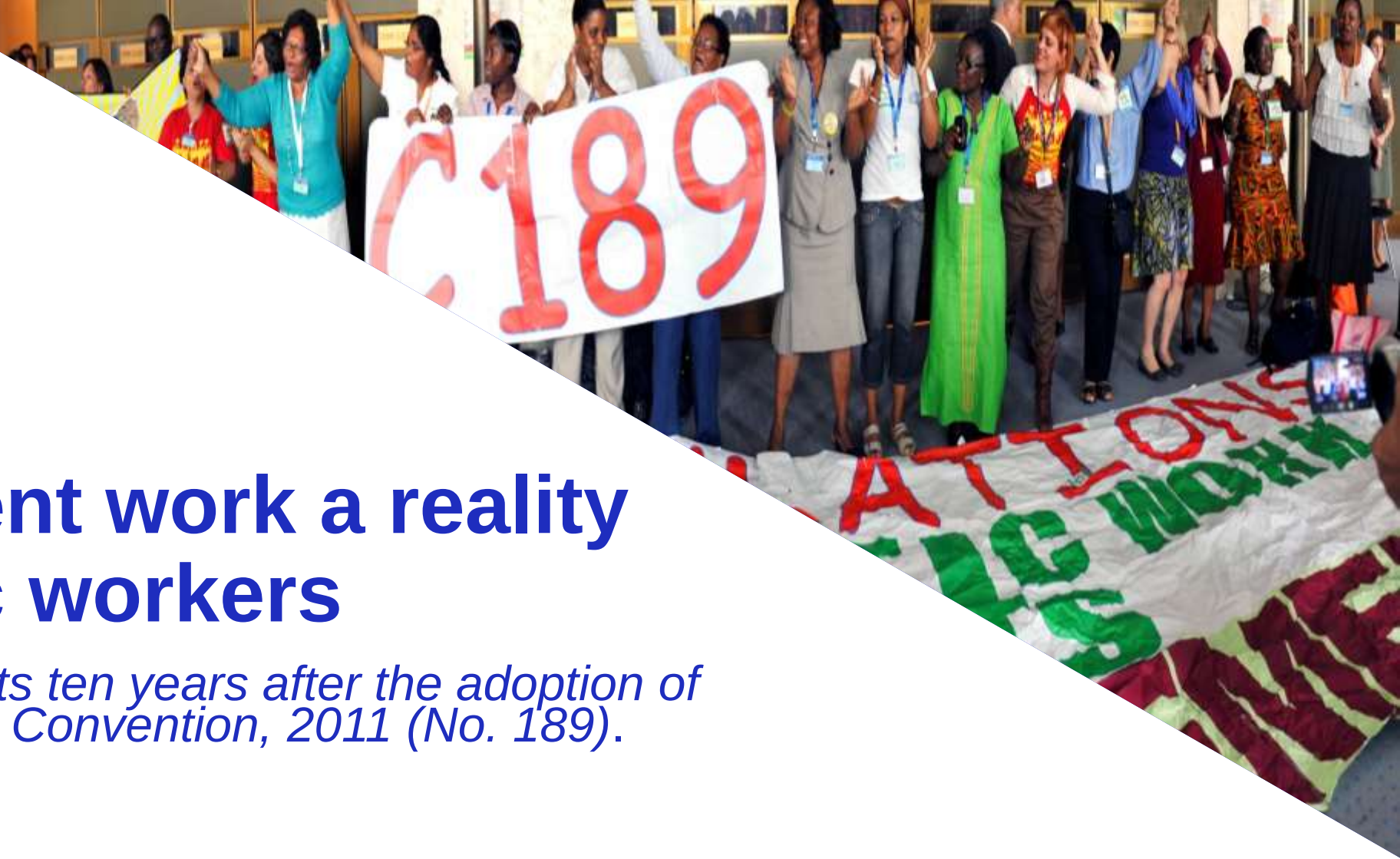




International
Labour
Organization



Making decent work a reality for domestic workers

*Progress and prospects ten years after the adoption of
the Domestic Workers Convention, 2011 (No. 189).*

Outline

- ▶ Objectives and principles of C189
- ▶ Objectives and structure of the report
- ▶ Number and characteristics of domestic workers around the world
- ▶ Extent of protection by labour and social security laws
- ▶ Extent to which domestic work has become a reality
- ▶ Closing the gaps: promising policies and practices
- ▶ Voice and representation

► Objectives and principles of C189



► In 2011, the world recognized domestic work as real work

- Adoption of ILO Convention No. 189
- Recognition of domestic work as real work
- Adopted by an overwhelming majority of the Conference
- Launch of ITUC 12 by 12 campaign
- Domestic workers and their organizations played a key role, with support from trade unions

► Objectives and structure of the report



► Making decent work a reality for domestic workers

Progress made 10 years after the
adoption of the Domestic Workers
Convention, 2011 (No. 189)

► Executive Summary

Objectives of the report

- ▶ Provide new estimates on number of domestic workers, more accurately capturing the scope and definition of C189
- ▶ Measure progress made in the last ten years
- ▶ Estimate size of the gaps in legal protection
- ▶ Estimate the percentage change in the proportion of domestic workers covered
- ▶ Estimate size of the gaps in implementation
- ▶ Identify the sources of informality
- ▶ Provide guidance and good practices to close legal and implementation gaps.

► Structure of the report

► Part I

- ✖ Global and regional estimates
- ✖ Perspectives on the future of domestic work

► Part II

- ✖ Extent of coverage by national labour laws
- ✖ Extent of coverage by laws concerning working time
- ✖ Extent of coverage by laws concerning wages
- ✖ Extent of coverage by laws concerning social security

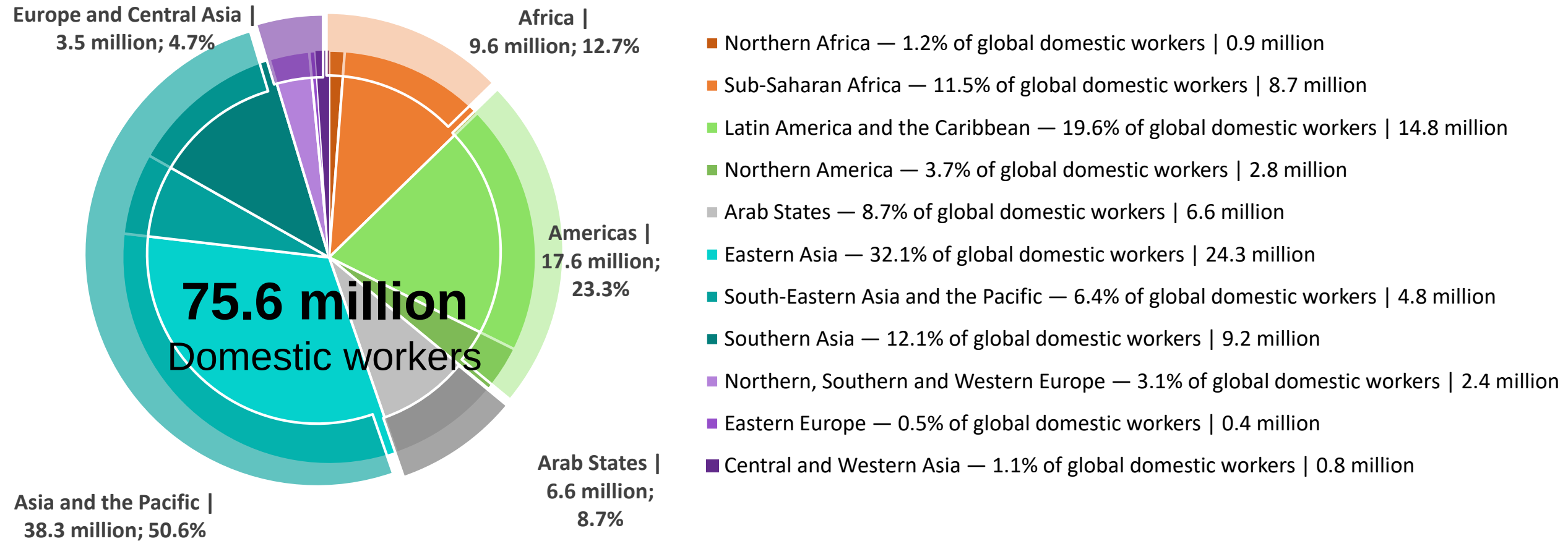
► Part III

- ✖ Working conditions of domestic workers (working time, wages, effective social security coverage)
- ✖ OSH and violence and harassment at work
- ✖ Informality and formalization
- ✖ Voice and representation
- ✖ Impact of COVID-19

► Number and characteristics of domestic workers



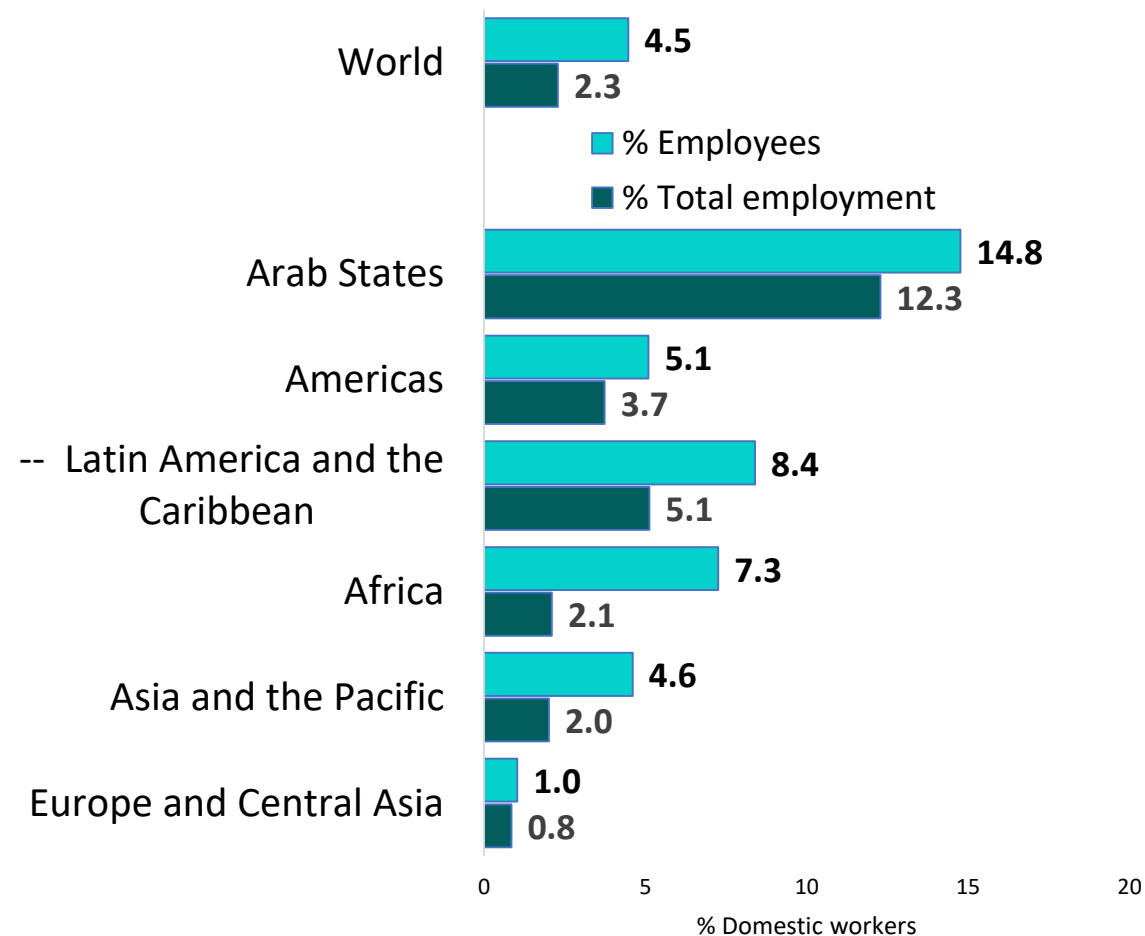
Global and regional distribution of domestic workers



Domestic work as a share of employment

- ▶ Globally, domestic work represents 2.3 per cent of employment, or 4.5 per cent of employees.
- ▶ As a sector, domestic work holds the largest weight in the Arab States, where they account for 12.3 per cent of total employment

▶ Domestic workers as a percentage of total employment and of employees, 2019



Domestic work: the gender dimension (1)

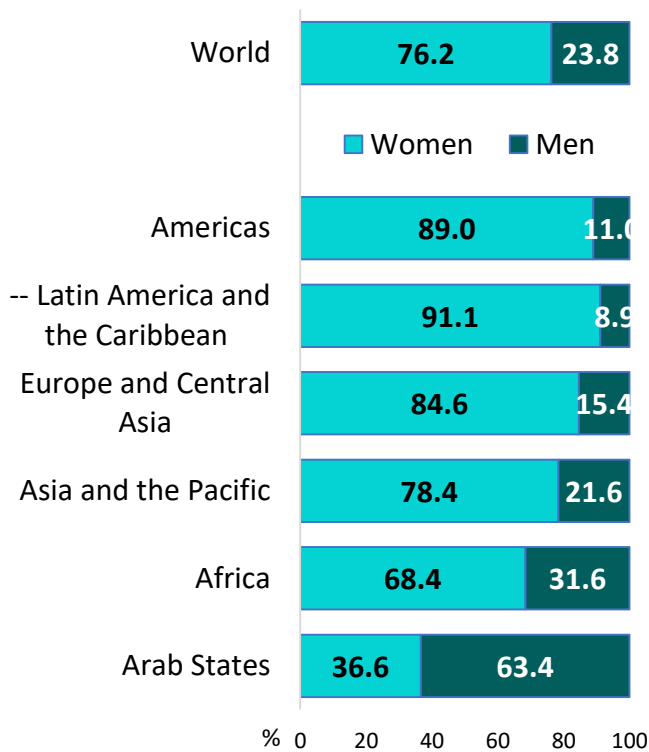
► Women make up 76.2% of domestic workers

- ✘ The share of women among domestic workers is the highest in Latin America and the Caribbean (91%) and in Northern, Southern and Western Europe (89 per cent)
- ✘ Men outnumber women in the Arab States and North Africa, where they represent 63.4 and 52.7 per cent of the sector, respectively. They also represent a substantial share in Southern Asia (42.6 per cent).

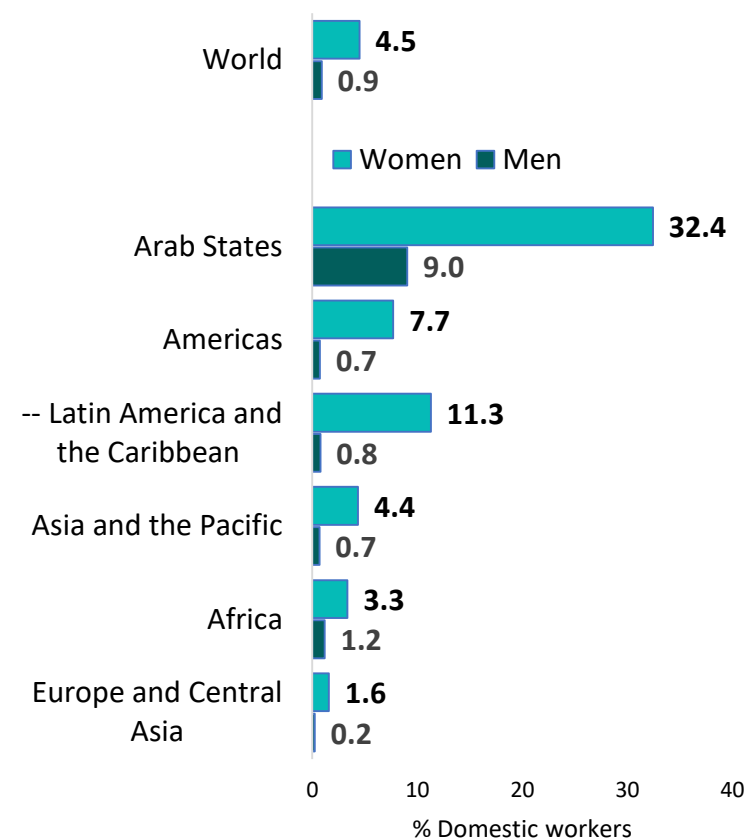
► A significant share of female employment and female employees

- ✘ Domestic workers represent 4.5% of female employment and 8.8% of employees.
- ✘ Domestic workers represent 32.4 per cent of female employment (and 34.6 percent of female employees) in the Arab States and 11.3 per cent and 17.8 per cent, respectively, in Latin America and the Caribbean

Distribution of domestic workers by sex, 2019



Percentage of domestic workers in total employment by sex, 2019



Domestic work: the gender dimension (2)

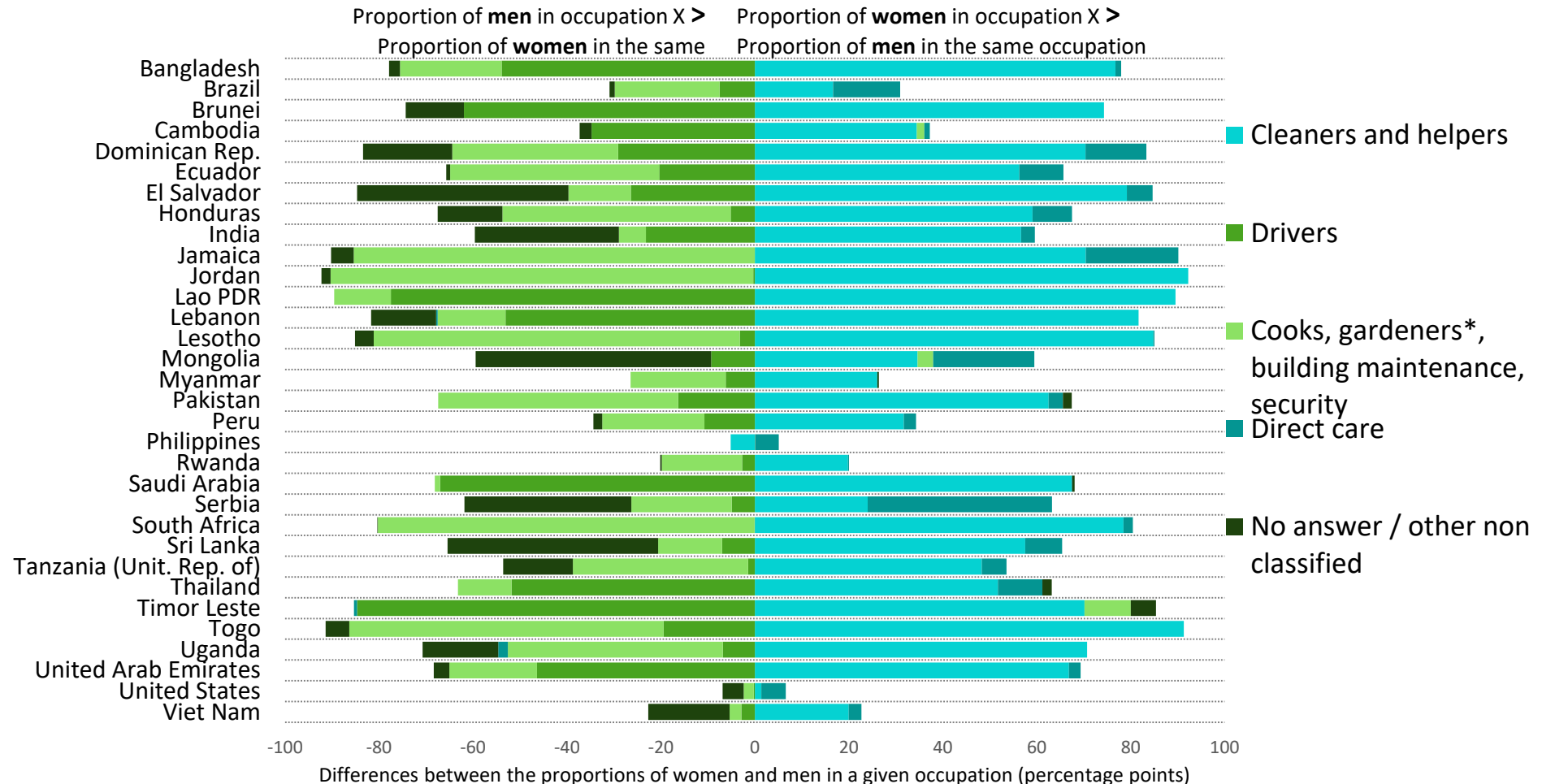
Occupational segregation (graph)

✘ Women domestic workers tend to work as cleaners and caregivers

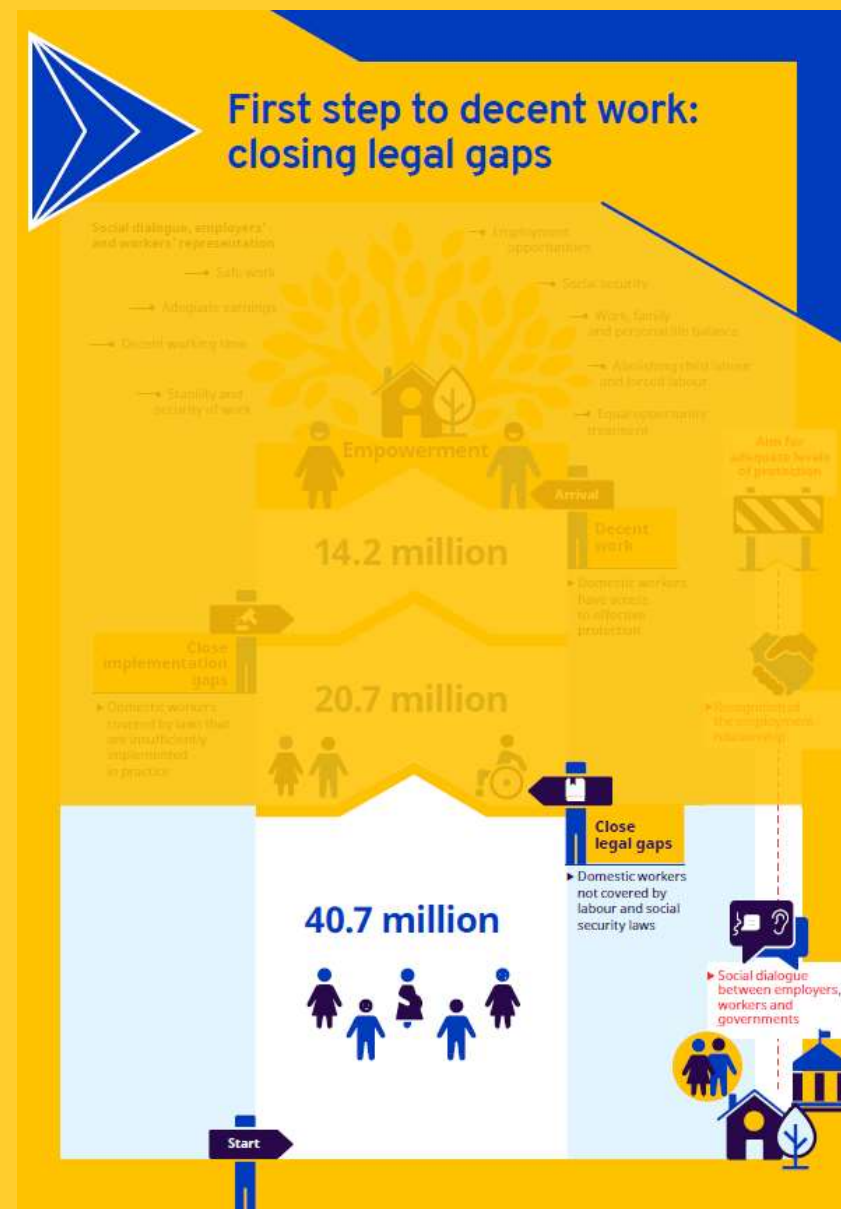
✘ Men domestic workers tend to work as drivers, gardeners

Men over-represented

Women over-represented

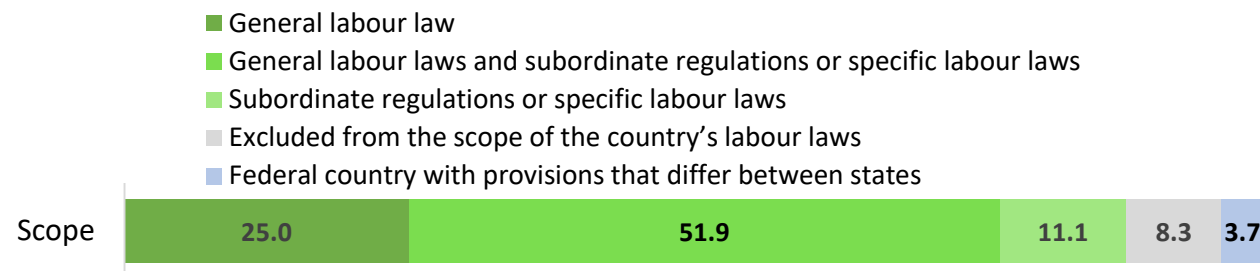


► Extent of protection by labour and social security laws

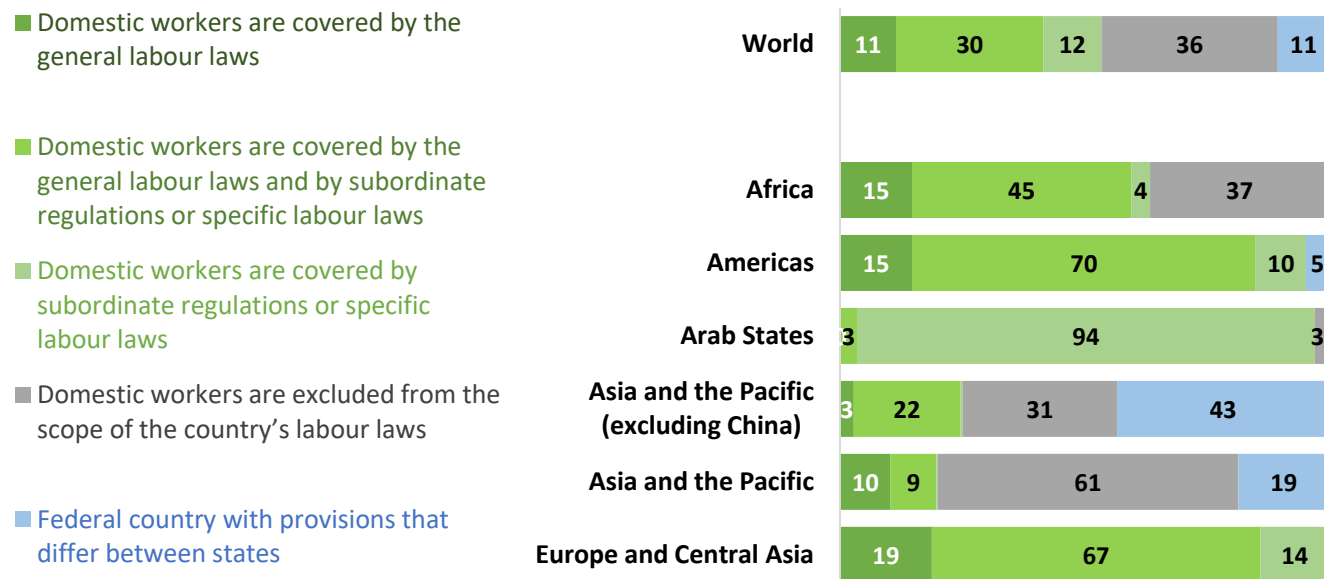


Extent of coverage by national laws

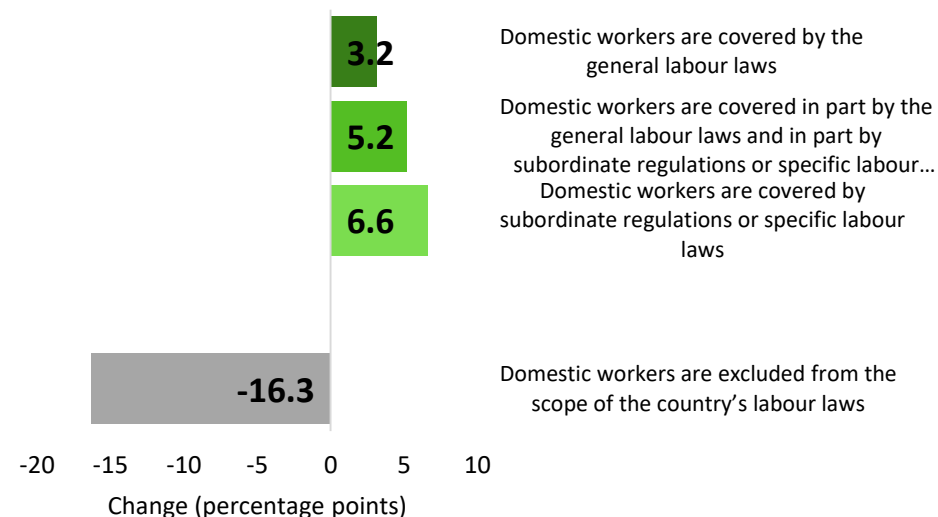
Percentage of countries, 2020



Percentage of domestic workers, 2020



Percentage change 2010-2020 (% domestic workers)

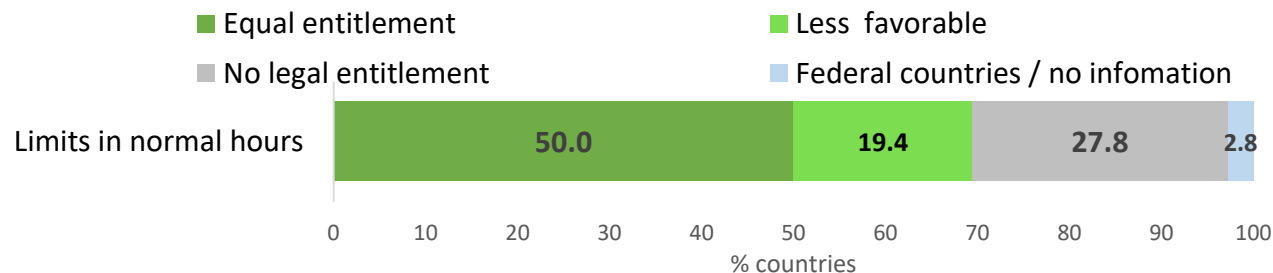


Trends:

- ✘ Covering domestic workers by both general laws and specific regulation
- ✘ When laws exist, they tend to cover domestic workers to the same extent as other workers

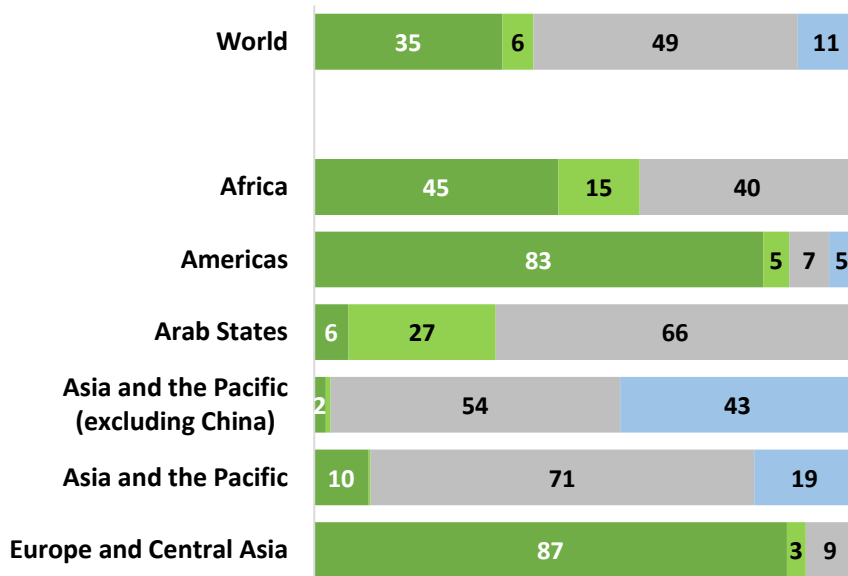
Extent of coverage by laws and regulations concerning working time | Normal hours of work

▶ Percentage of countries, 2020

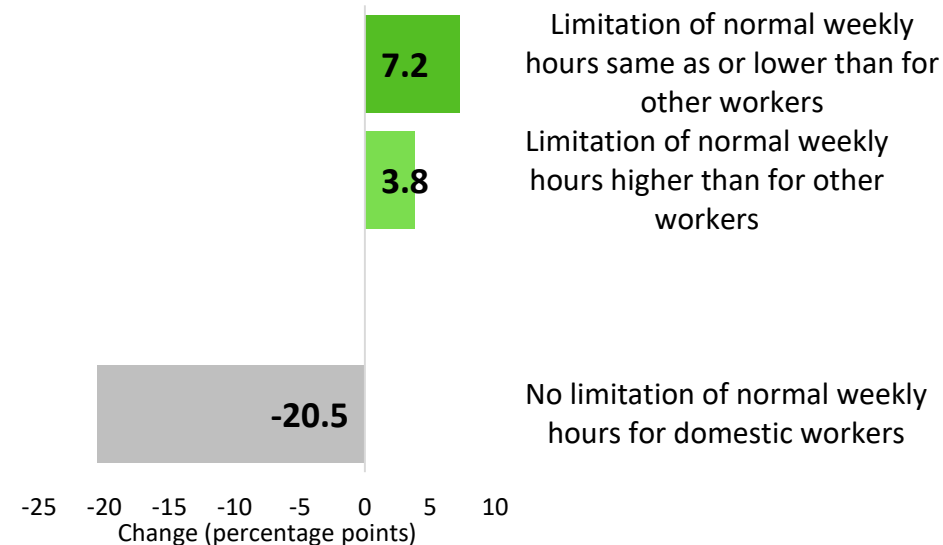


▶ Percentage of domestic workers, 2020

- Limitation of normal weekly hours same as 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



▶ Percentage change 2010-2020 (% domestic workers)

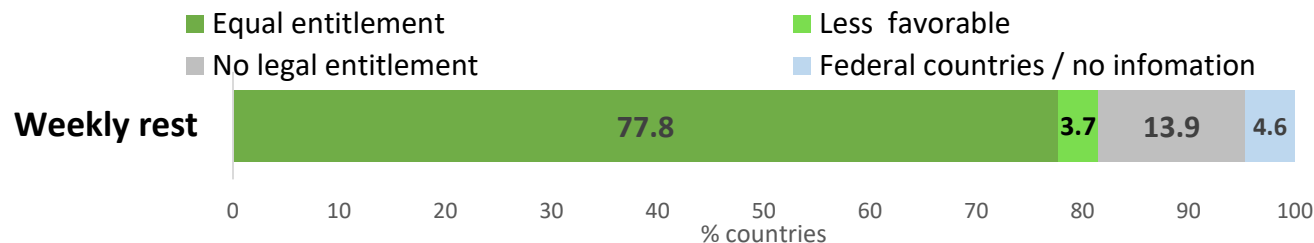


▶ Trends:

- ✖ When laws exist, they tend to cover domestic workers to the same extent as other workers
- ✖ Strong regional variations

Extent of coverage by laws and regulations concerning working time | Weekly rest

▶ Percentage of countries, 2020



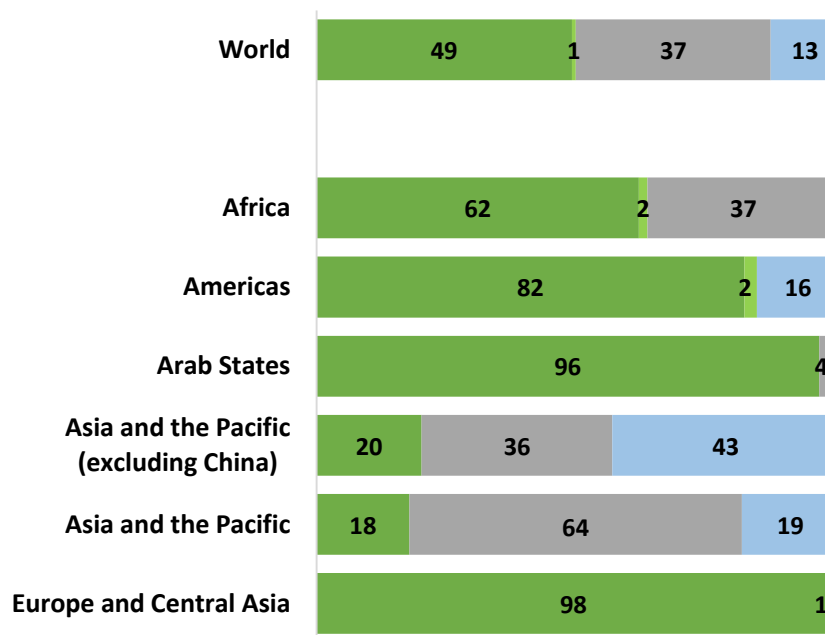
▶ Percentage of domestic workers, 2020

■ Entitlement to weekly rest is the same as or more favourable than for other workers

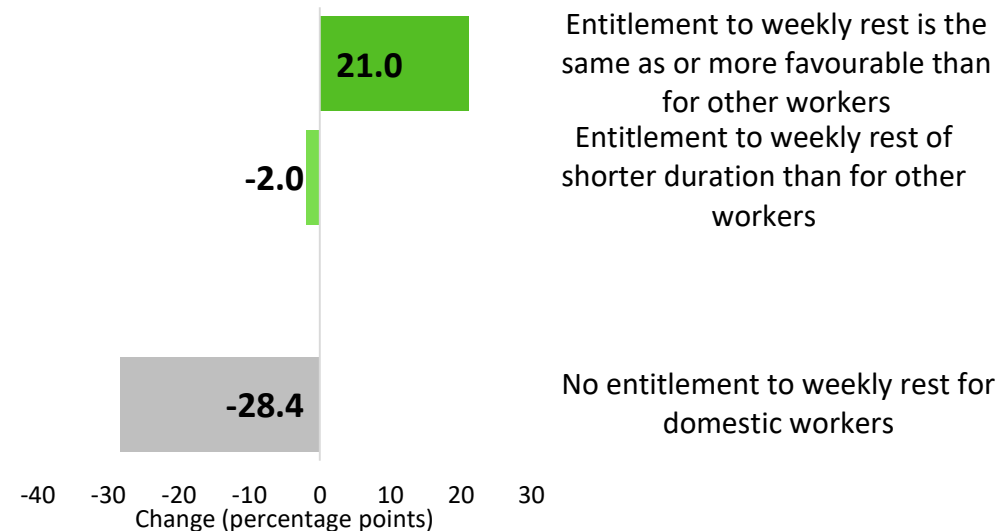
■ Entitlement to weekly rest of shorter duration than for other workers

■ No entitlement to weekly rest for domestic workers

■ Information not available/federal countries with provisions that differ between states



▶ Percentage change 2010-2020 (% domestic workers)

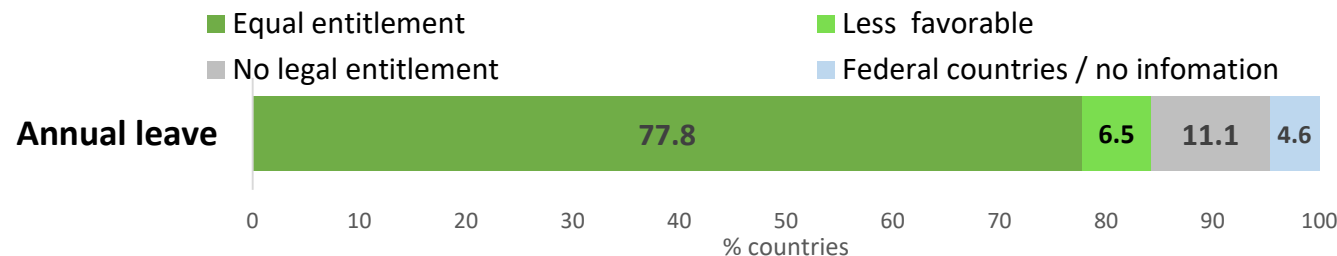


▶ Trends:

- ✖ High coverage in most regions
- ✖ When laws exist, they tend to cover domestic workers to the same extent as other workers

Extent of coverage by laws and regulations concerning working time | Paid annual leave

▶ Percentage of countries, 2020



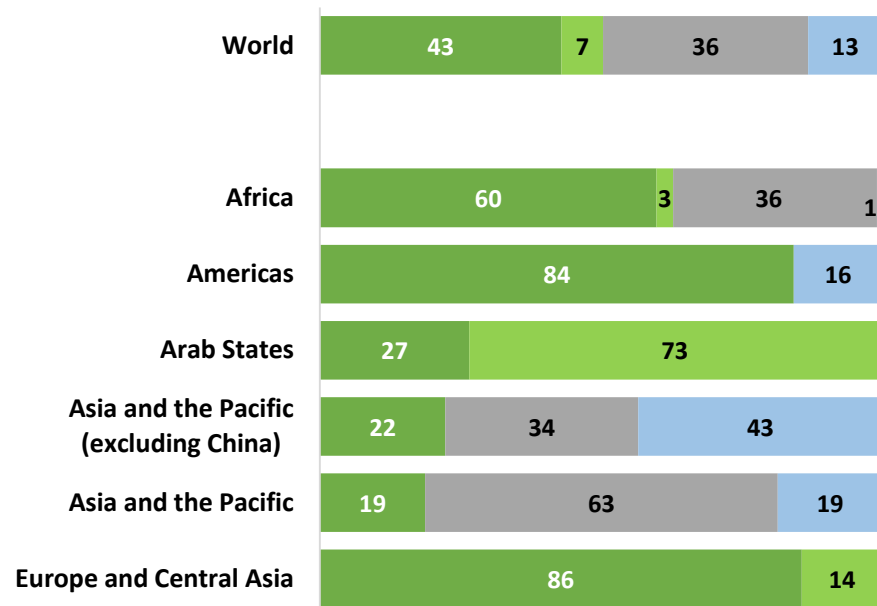
▶ Percentage of domestic workers, 2020

■ Annual leave is the same as or longer than for other workers

■ Annual leave is shorter than for other workers

■ Domestic workers are excluded from provisions

■ Information not available/federal countries with provisions that differ between states



▶ Percentage change 2010-2020 (% domestic workers)



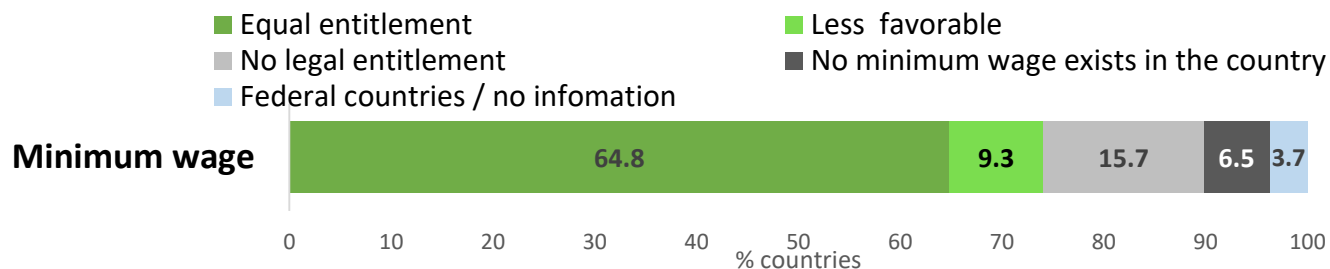
▶ Trends:

- ✖ When laws exist, they tend to cover domestic workers to the same extent as other workers
- ✖ Strong regional variations

Extent of coverage by laws and regulations concerning wages

Minimum wage

Percentage of countries, 2020



Percentage of domestic workers, 2020

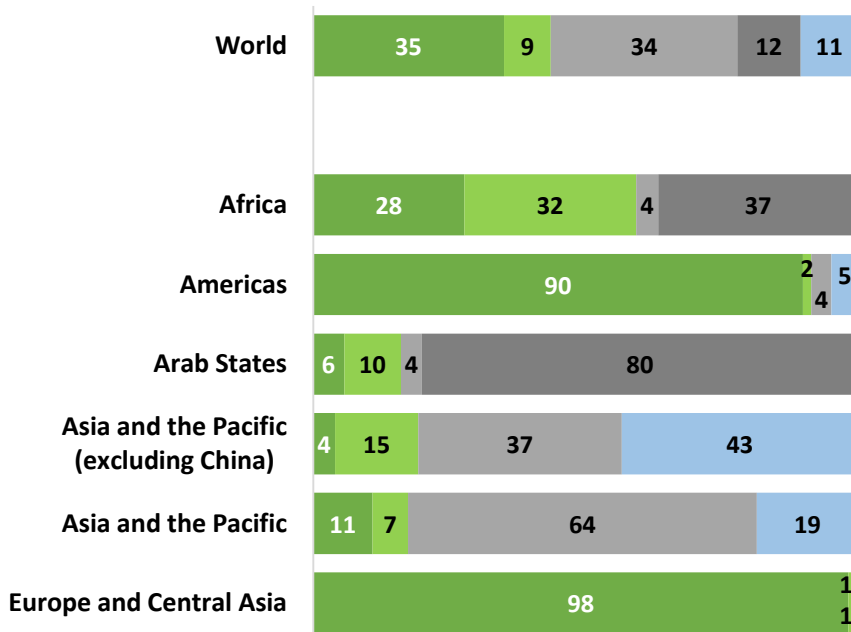
■ Statutory minimum wage for domestic workers is the same as or higher than for other workers

■ Statutory minimum wage for domestic workers is lower than for other workers

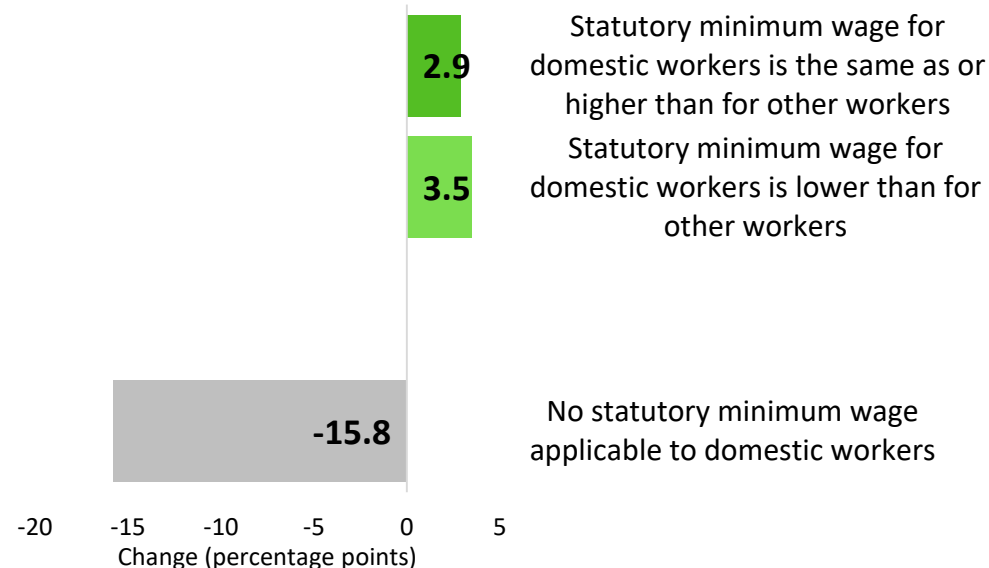
■ Domestic workers are excluded from minimum wage coverage in countries where minimum wage exists

■ No minimum wage in the country

■ Information not available/federal countries with provisions that differ between states



Percentage change 2010-2020 (% domestic workers)



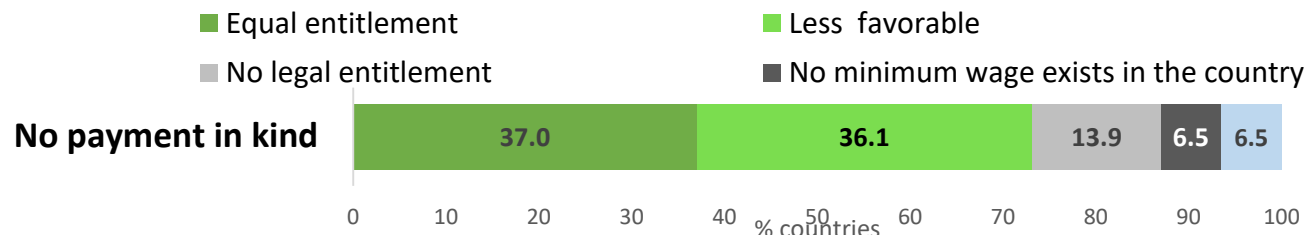
Trends:

✖ When laws exist, they tend to cover domestic workers to the same extent as other workers

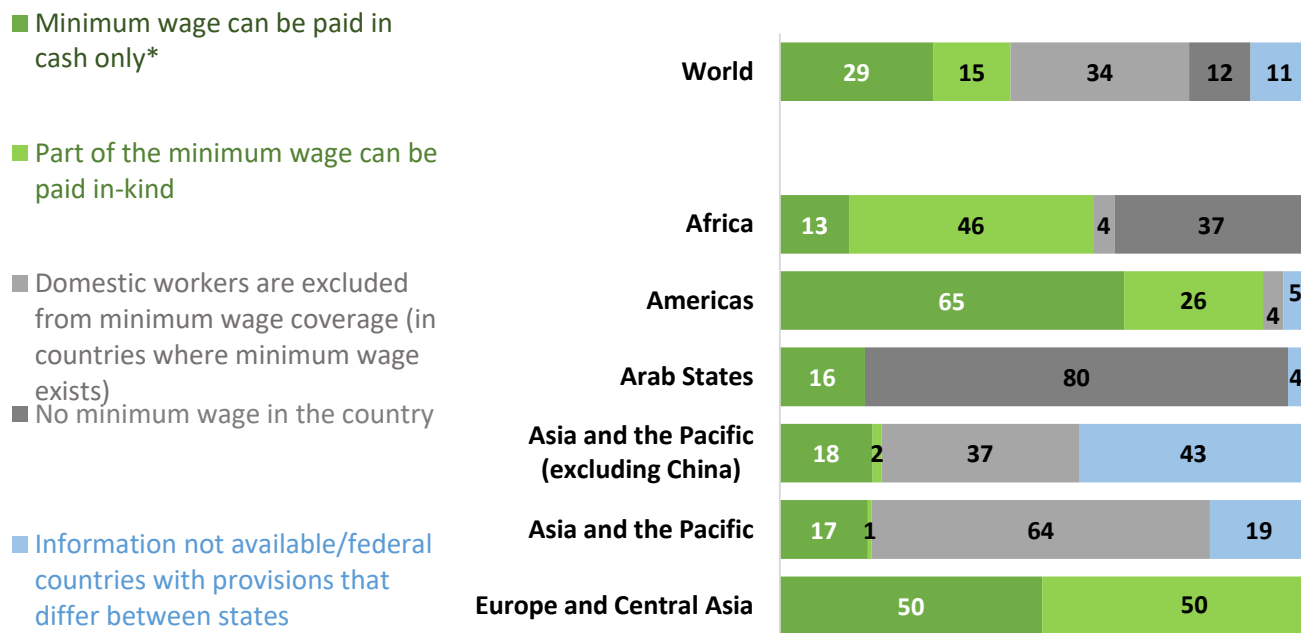
Extent of coverage by laws and regulations concerning wages

Payment in kind

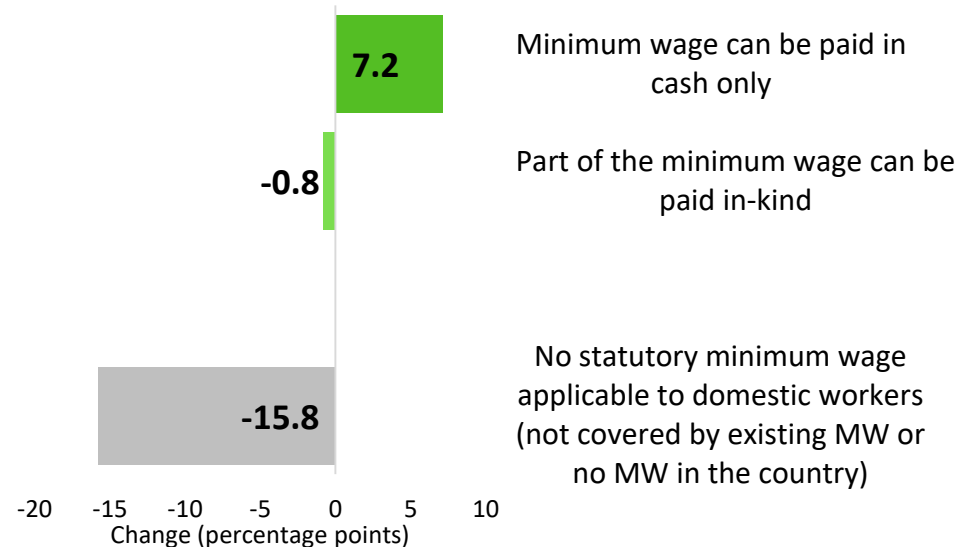
Percentage of countries, 2020



Percentage of domestic workers, 2020



Percentage change 2010-2020 (% domestic workers)

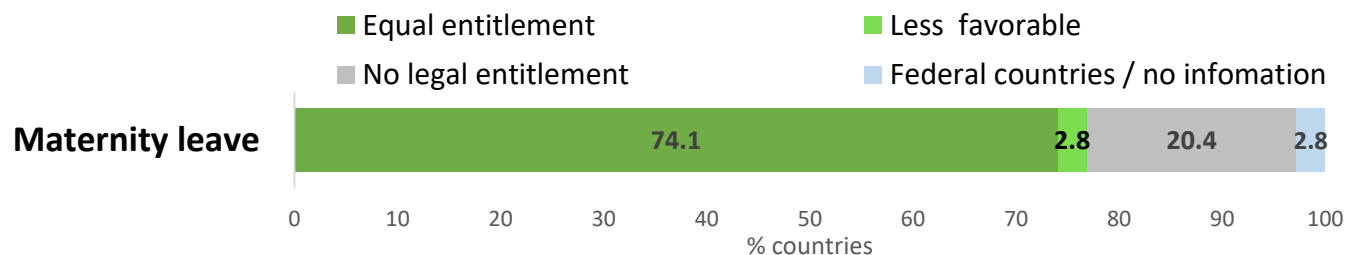


Trends:

- ✘ Of those domestic workers who have the right to a minimum wage, about half can receive that full minimum wage in cash.
- ✘ Limits on payment in kind are sometimes too high.

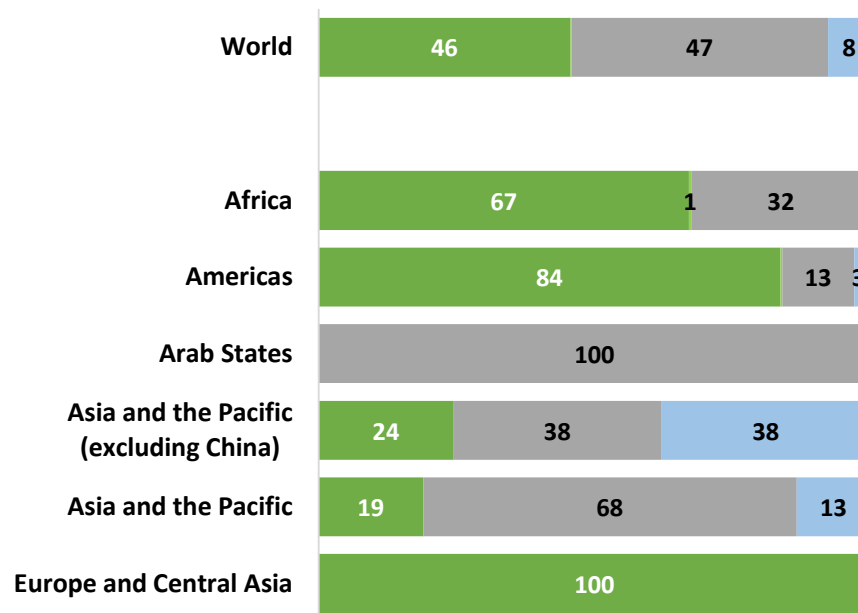
Extent of coverage by laws and regulations concerning maternity protection | Maternity leave

▶ Percentage of countries, 2020

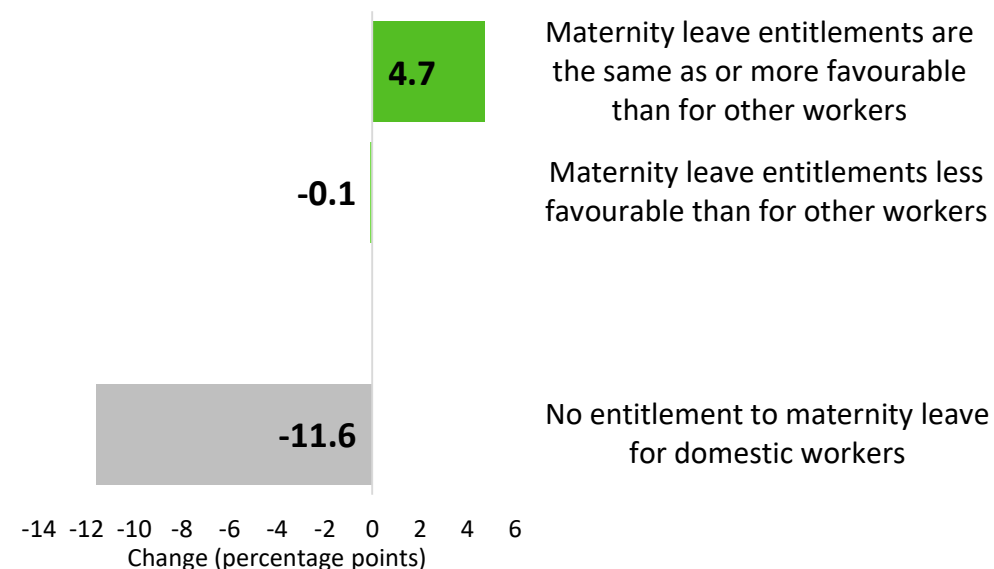


▶ Percentage of domestic workers, 2020

- Maternity leave entitlements are the same as or more favourable than for other workers
- Maternity leave entitlements less favourable than for other workers
- No entitlement to maternity leave for domestic workers
- Information not available/federal countries with provisions that differ between states



▶ Percentage change 2010-2020 (% domestic workers)

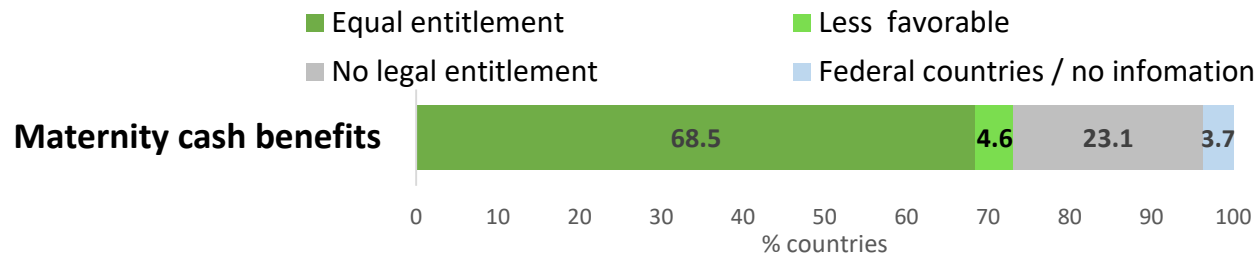


▶ Trends:

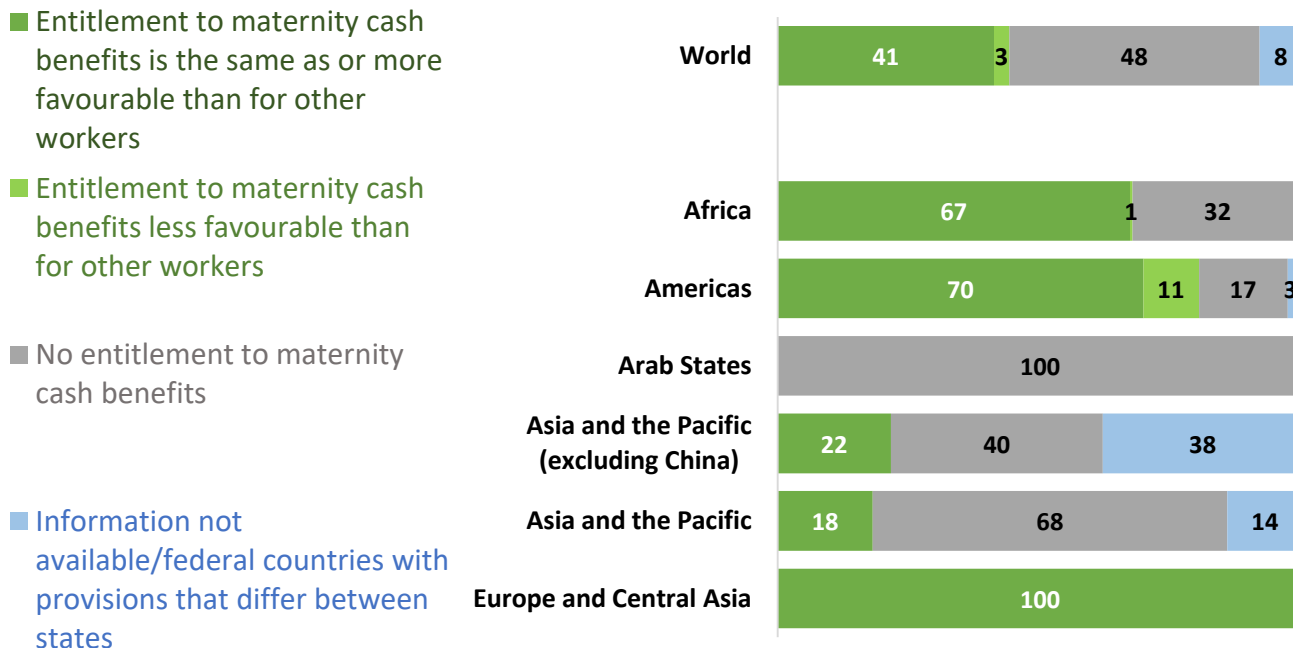
- ✗ When laws exist, they tend to cover domestic workers to the same extent as other workers

Extent of coverage by laws and regulations concerning maternity protection | Maternity cash benefits

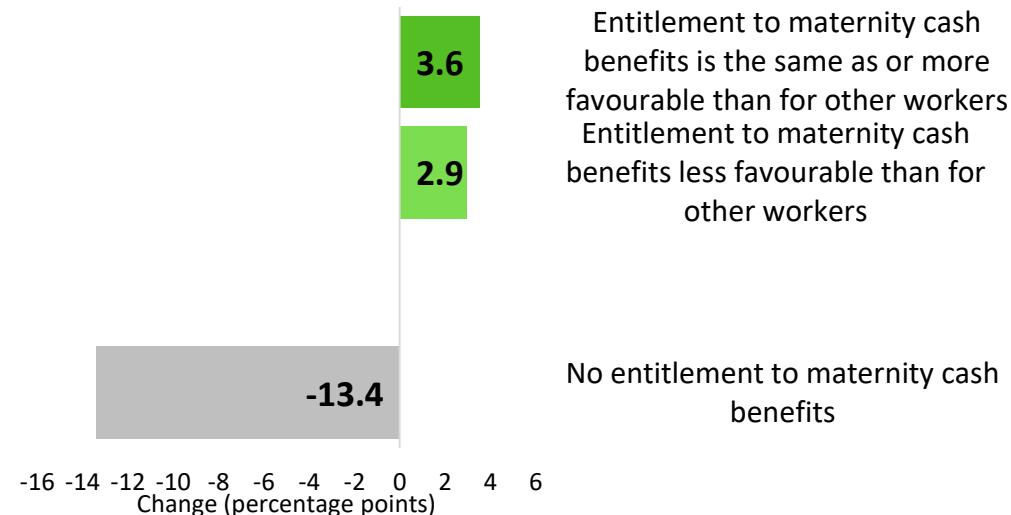
Percentage of countries, 2020



Percentage of domestic workers, 2020



Percentage change 2010-2020 (% domestic workers)

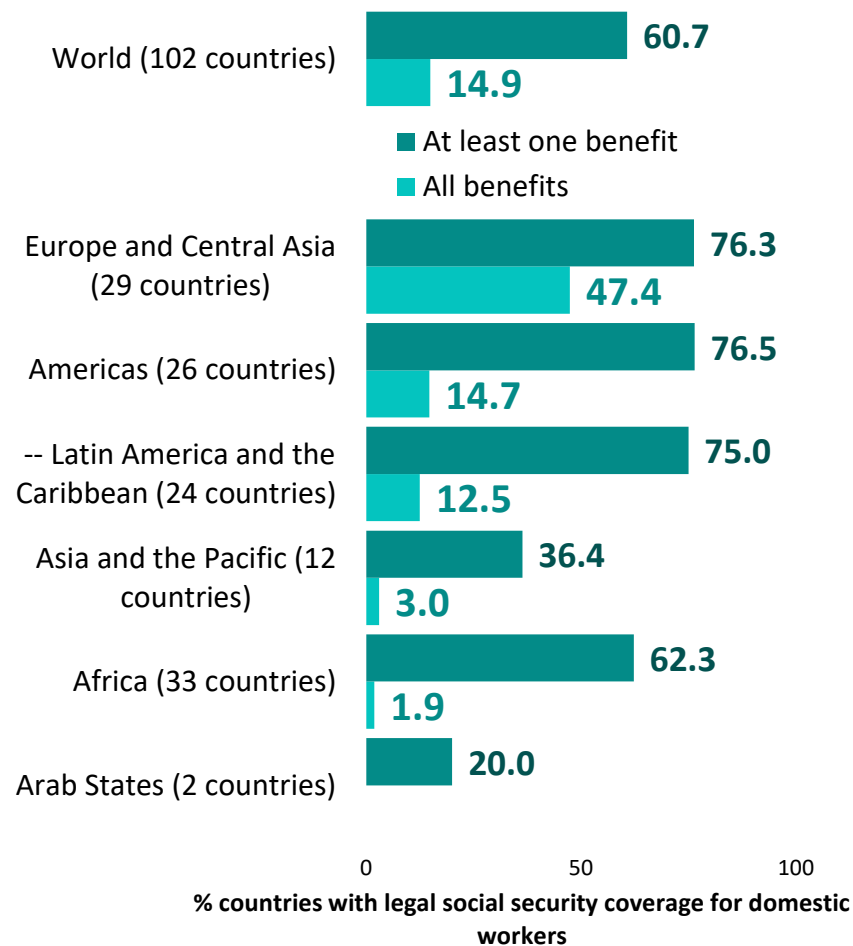


Trends:

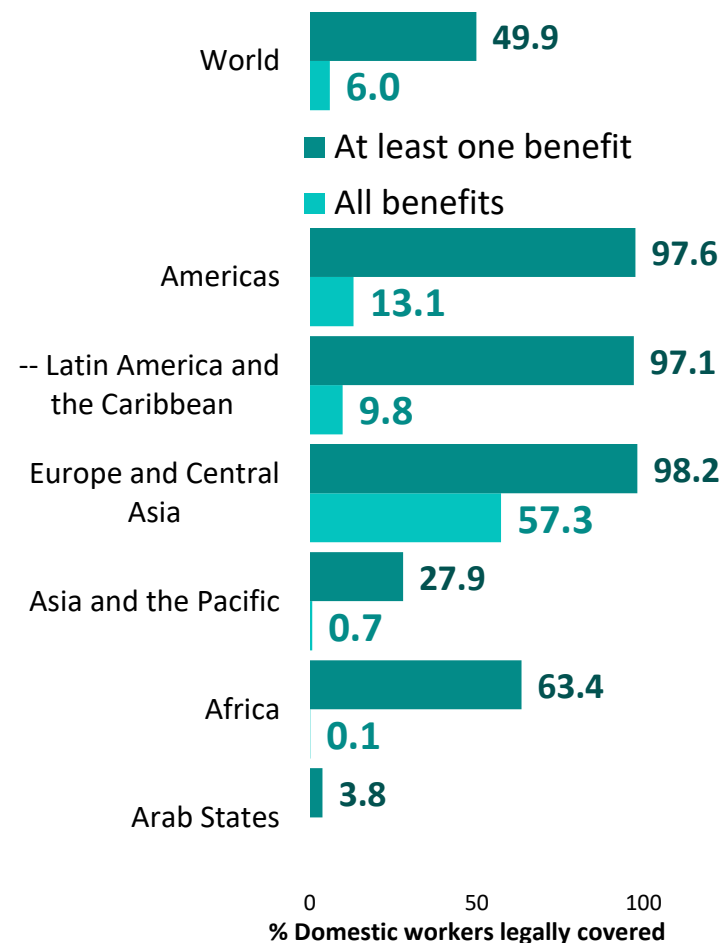
- ✖ When laws exist, they tend to cover domestic workers to the same extent as other workers
- ✖ Countries that provide maternity leave tend to provide maternity cash benefits

Extent of coverage by social security laws

▶ Percentage of **countries** (at least one benefit or all benefits), 2020



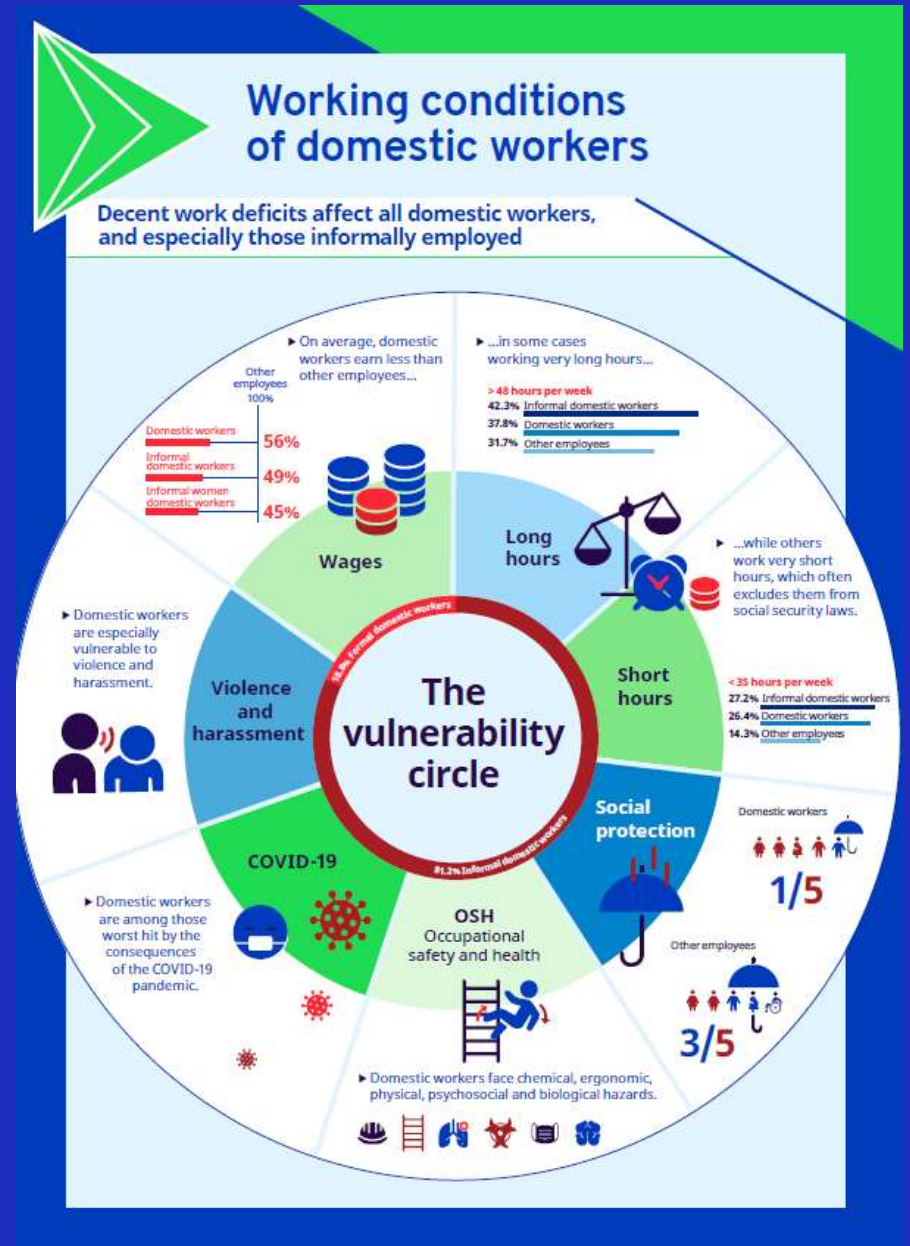
▶ Percentage of **domestic workers** (at least one benefit or all benefits), 2020



▶ Trends

✕ When laws exist, they tend to cover domestic workers to the same extent as other workers

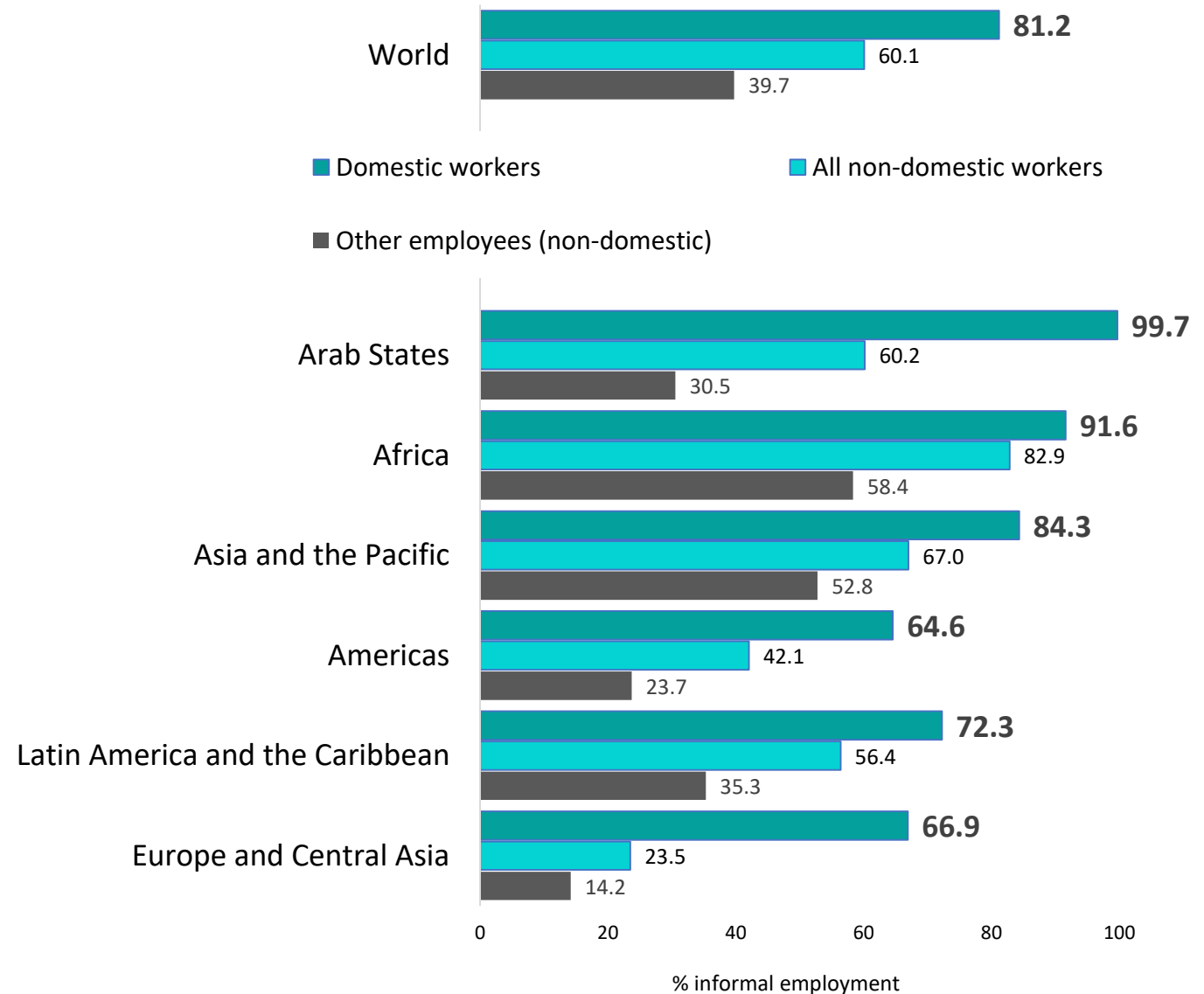
► From rights to reality?



Informality in domestic work

- ✘ Globally, 81.2 per cent of domestic workers are informal which is twice the share of informal employment among other employees (39.7 per cent).
- ✘ One in five domestic workers enjoys effective employment-related, social security coverage.
- ✘ Those vulnerabilities result in significant decent work deficits.

► Percentage of domestic workers and other workers in informal employment, 2019

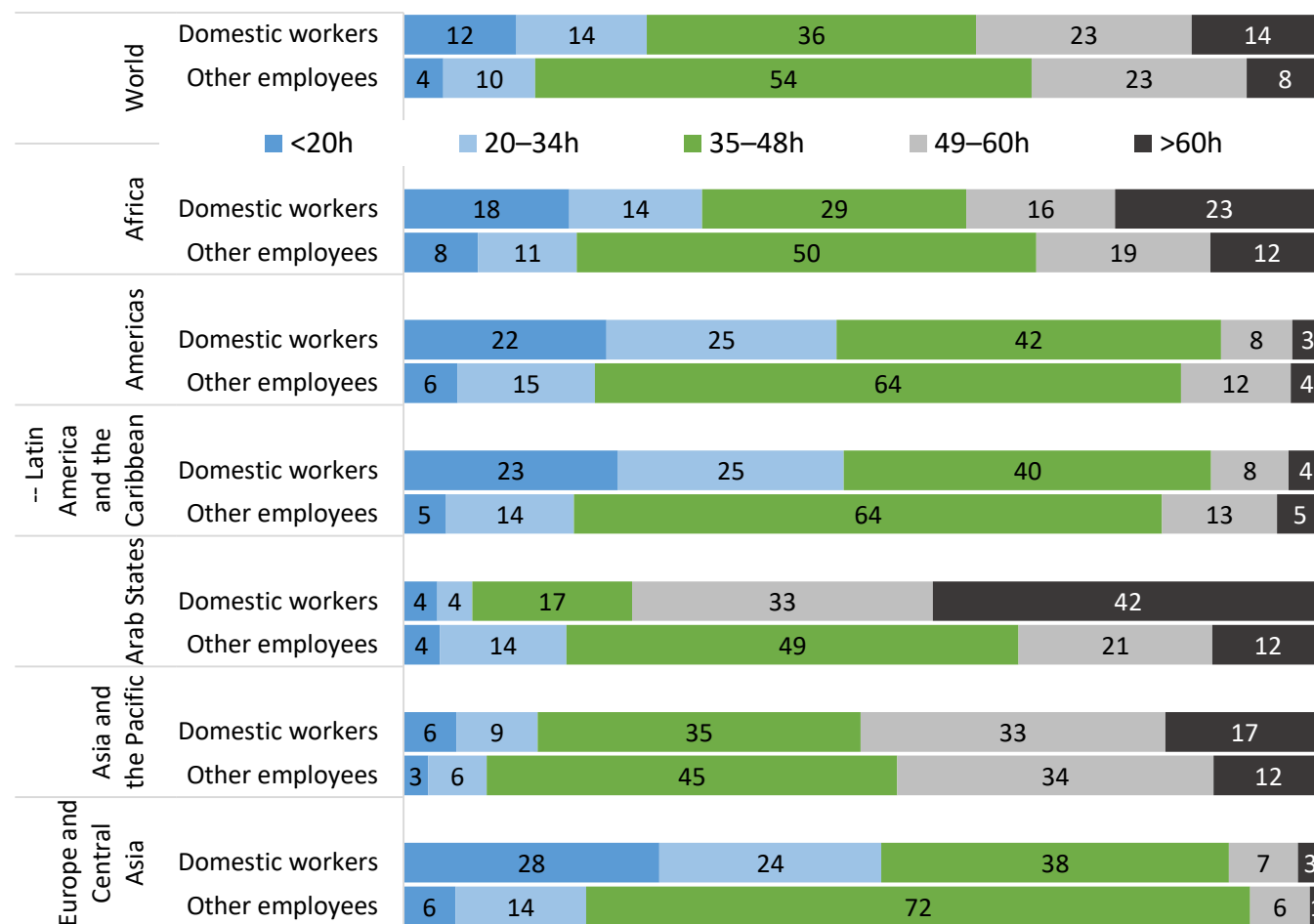


Actual working time of domestic workers



- ✘ Domestic workers are more likely to work outside what are concerned to be «normal» hours of work (35-48 hours per week)
- ✘ 64 per cent of domestic workers work outside the range of normal hours compared to 46 per cent of other employees
- ✘ More than one fourth of domestic workers less than 35 hours per week compared to 14 per cent among of employees
- ✘ 37 per cent work more than 48 hours per week compared to 31 per cent of other employees

► Distribution of domestic workers compared to other employees by range of hours of work, 2019



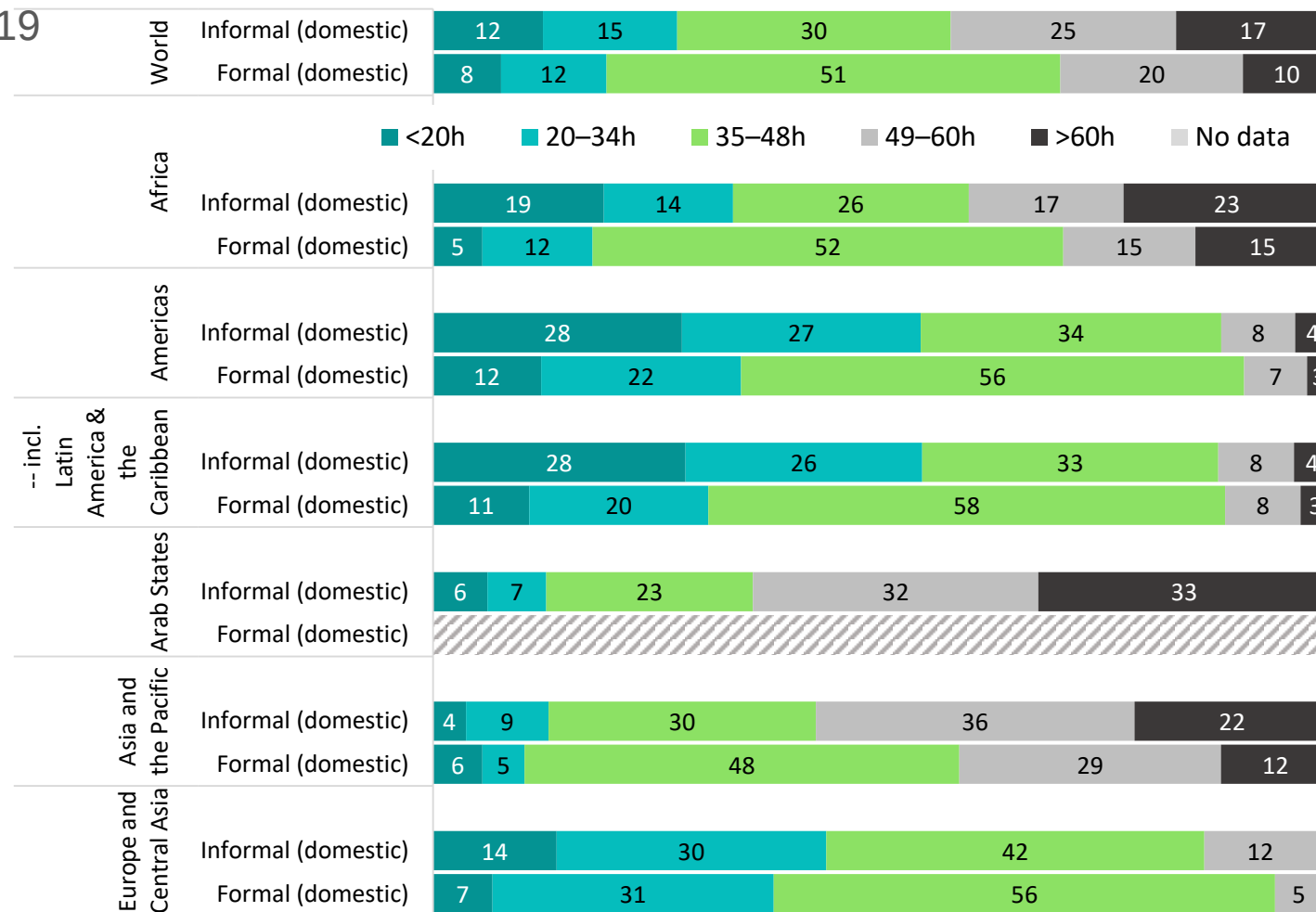
Actual working time of domestic workers



► Distribution of domestic workers in informal and in formal employment by range of hours of work, 2019

- Informal domestic workers

✖ 58 per cent of those in informal employment work either very short or very long hours compared to 44 per cent of those in formal employment



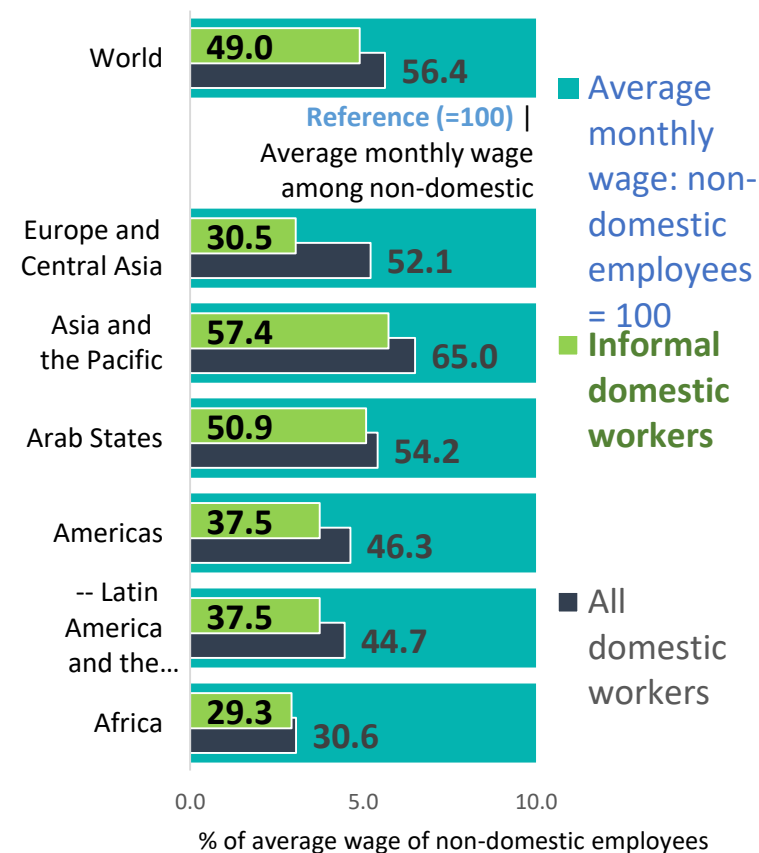
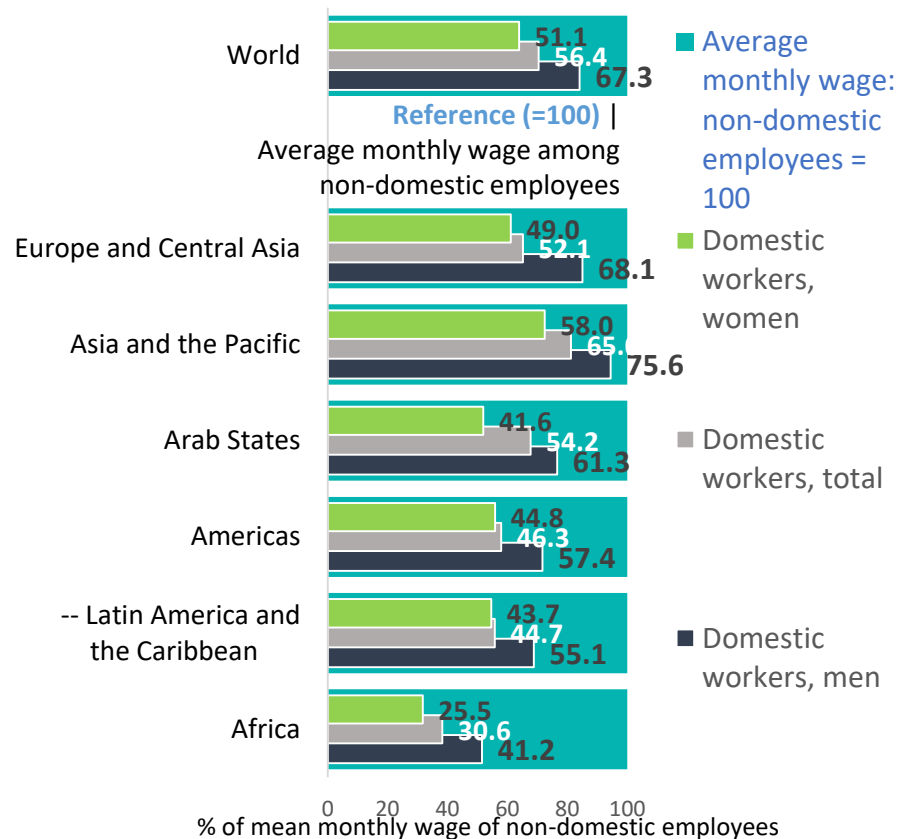
Composition (%) | TOTAL

Actual wages of domestic workers

▶ Average monthly wage of domestic workers expressed as a percentage of average monthly wage of non-domestic employees (total and formal), by sex and region, 2019 (percentages)

▶ Domestic workers compared to other employees

▶ Domestic workers informal employment compared to all DW



To what extent are wages due to gender or skills?

- ✘ The report sought to measure the extent to which gender or skills determined the pay gap
- ✘ The pay gap between domestic workers and other employees does not differ significantly from the pay gap between women domestic workers and other women employees
- ✘ The wages of domestic workers are also still lower than that of other «low-skilled» workers
- ✘ These findings suggest that there are factors other than gender and skills that also contribute to the low wages.



Low wages: the challenge of non-compliance

- ✘ Wages of domestic workers are low even where they are covered by minimum wage laws
- ✘ The proportion of domestic workers who fall below the minimum wage is triple or quadruple the rate of non-compliance of other employees.
- ✘ Full compliance would:
 - ❖ Help close the pay gap between domestic workers and other employees
 - ❖ Reduce wage inequality
 - ❖ Reduce poverty

Occupational safety and health



► Domestic workers face chemical, ergonomic, physical, psychosocial and biological hazards.

- ✘ Lack of coverage by social security laws prevents domestic workers from accessing necessary compensation in case of occupational illness, disease or injury
- ✘ Informal domestic workers particularly vulnerable
- ✘ Challenges include: the privacy of the household, the lack of recognition of the household as a place of work, and difficulties of conducting labour inspections



Violence and harassment

► Domestic workers are especially vulnerable to violence and harassment.



- ✘ Domestic workers face economic abuse, psychological abuse, physical abuse, sexual abuse, verbal abuse, bullying, coercion, violations of privacy, withholding of wages, etc.
- ✘ No comprehensive data, but surveys by IDWF and others find that all domestic workers' organizations receive complaints of violence and harassment by their members
- ✘ Perpetrators can be any member of the employing household, service providers, or members of their own families or households.
- ✘ Risk factors include isolation, negative stereotypes and discrimination, power imbalances, exclusion from labour and social security laws, as well as poor access to justice, and pervasive social norms that make unacceptable behaviours “acceptable”.

Impact of COVID-19 | Change in percentage between the 4th quarter 2019 and the 2nd quarter 2020

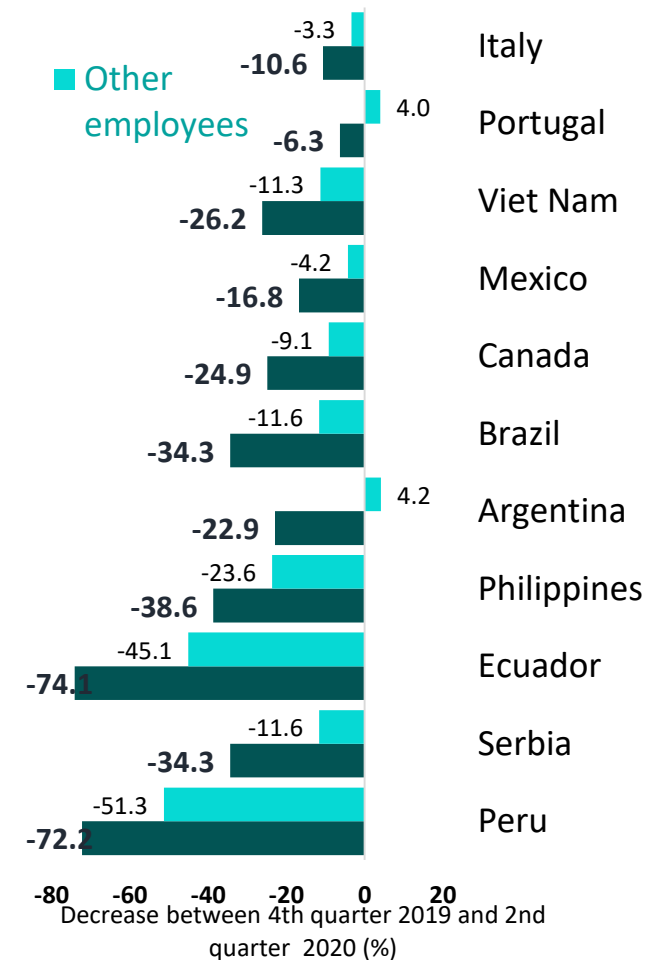
▶ Job losses



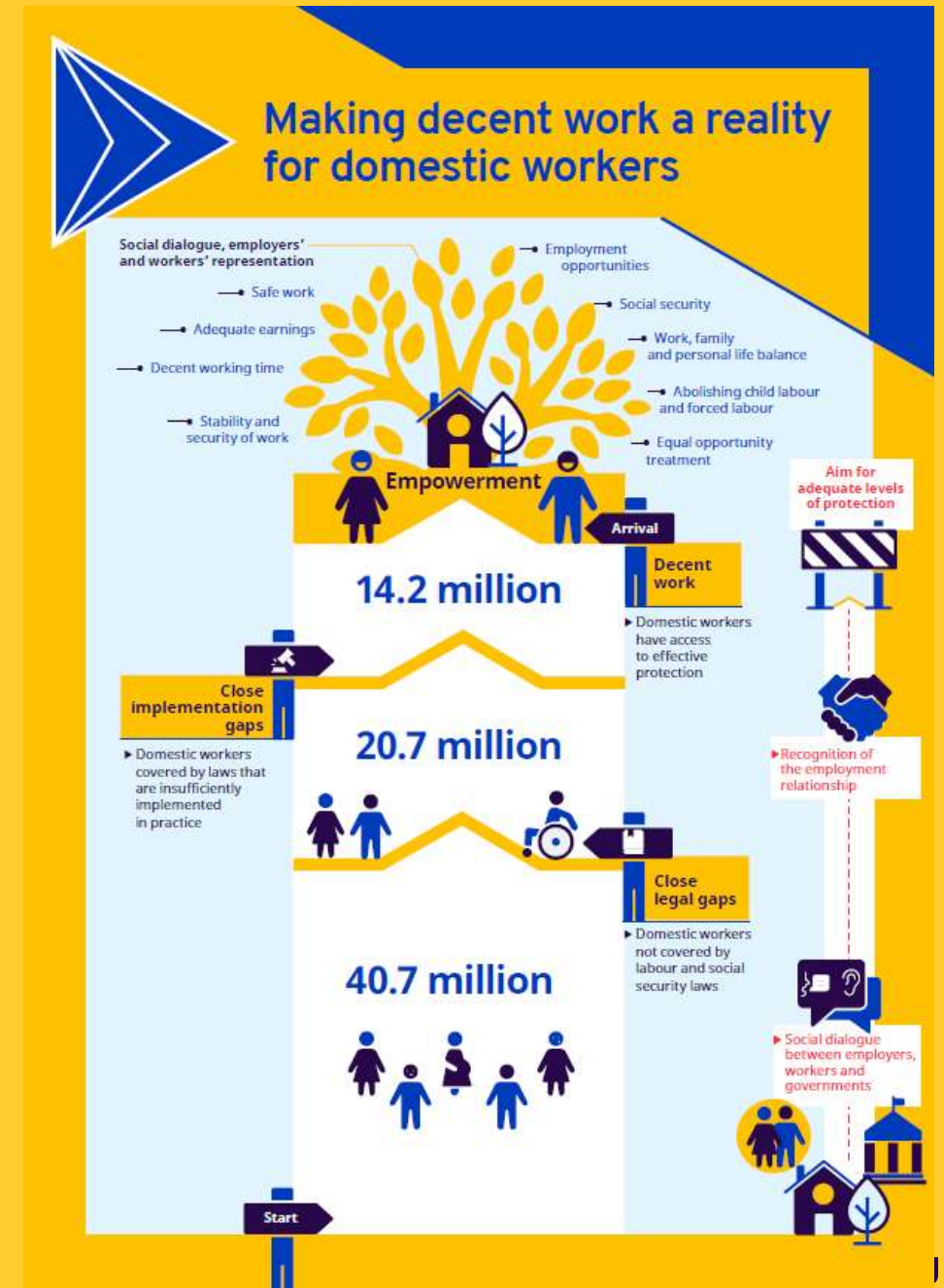
▶ Hour losses



▶ Wage losses



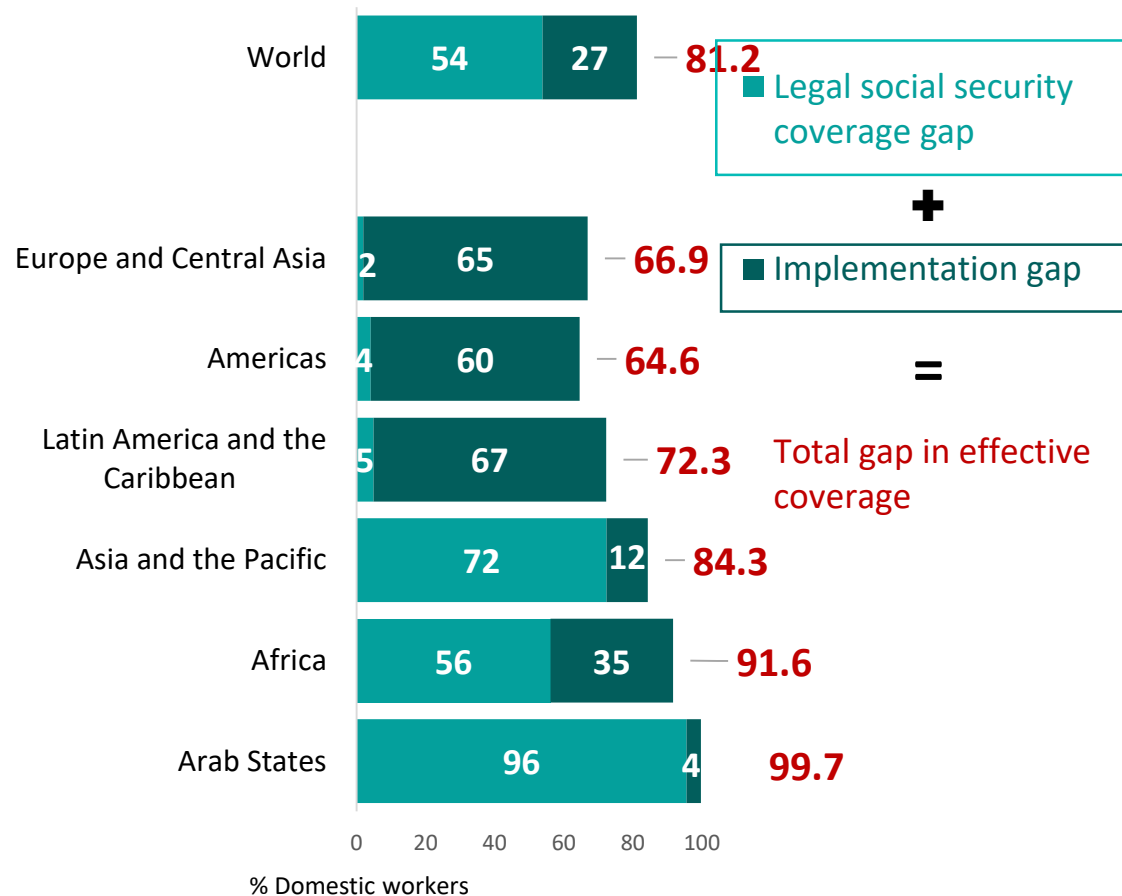
- ▶ **Making decent work a reality:**
 - ▶ Assessing the source of informality
 - ▶ Good practices



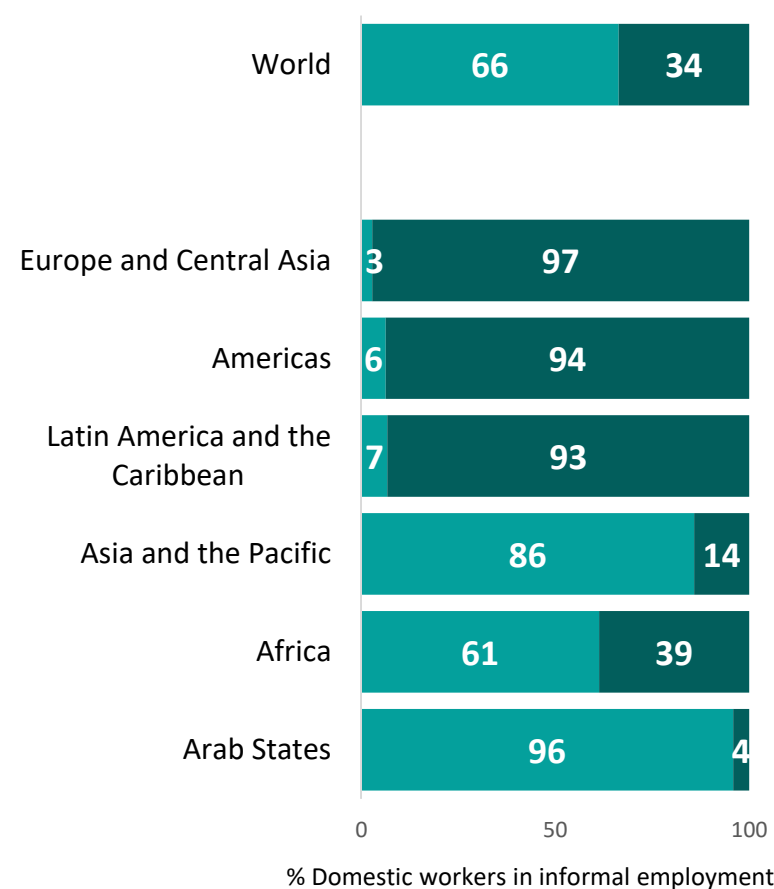
Making decent work a reality for domestic workers: *Closing legal and implementation gaps*



► Source of the deficit of protection among domestic workers:
as a percentage of all domestic workers, 2019



► As a percentage of domestic workers
in informal employment



Closing legal gaps

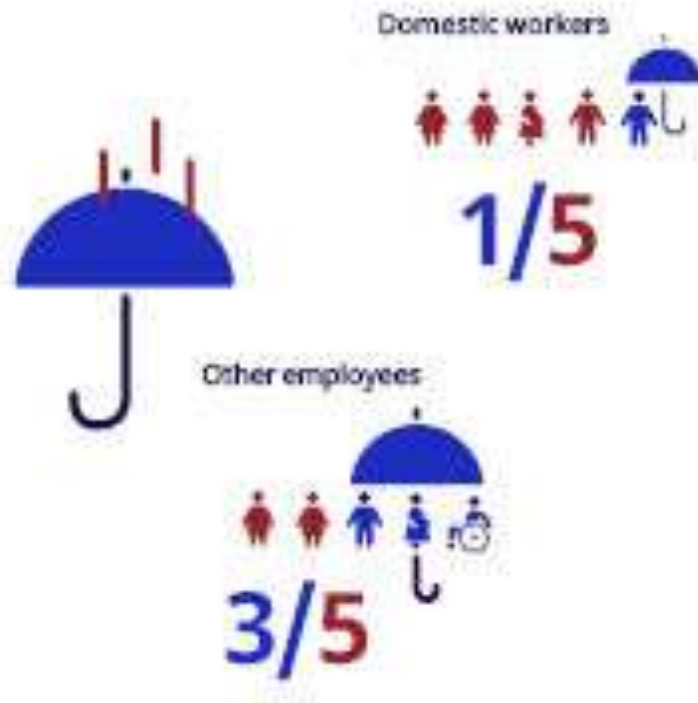
Policy area	Measures to close legal gaps
Wages and working time	- Coherent regulations on working time and wages - Prevention of excessive working hours for live-in domestic workers, through the establishment of periods of daily rest, compensation for overtime - Minimum wages fixed taking into account households' capacity to pay, the needs of workers and their families, and regional differences - Gradual approach to extending minimum wage coverage. - New experiences in collective bargaining (most recently, Sao Paulo in Brazil)
Social security	• extend the scope of social security laws, as well as maternity leave and maternity cash benefits, to include domestic workers. • Eligibility criteria must also be set so as to ensure access to benefits.
OSH	- Ensure domestic workers are covered by OSH laws - Mandate household or other employers to indicate OSH risks to domestic workers and provide PPE - Provide guides on OSH risks and prevention measures
Violence and harassment	- Ensure coverage by labour laws, social security laws, OSH laws, and equality and non-discrimination laws. - Applicable laws must cover all forms of violence and harassment

Closing implementation gaps: working time and wages



- Time sheets, work schedules, payslips help negotiate, and monitor and enforce laws
- Public awareness campaigns to promote compliance with minimum wages

Closing implementation gaps: Social security



- Remove administrative barriers
- Simplify registration and contribution procedures, including through digital technologies
- Adapt contributions to the capacity of households and domestic workers to pay
- Ensure equal and adequate levels of benefits
- Provide subsidies and fiscal incentives
- Conduct research to diagnose what behavioural barriers might influence uptake
- Raise awareness
- Conduct inspections

Closing implementation gaps: OSH



► Domestic workers face chemical, ergonomic, physical, psychosocial and biological hazards.



- Establish the conditions under which labour inspectors are allowed access to the household
- Build capacity of the labour inspectorate to carry out awareness-raising and inspections.
- Develop and carry-out OSH risk assessments to better understand the nature of the risks
- Develop guides on OSH risks and prevention measures for workers and household employers
- Raise public awareness

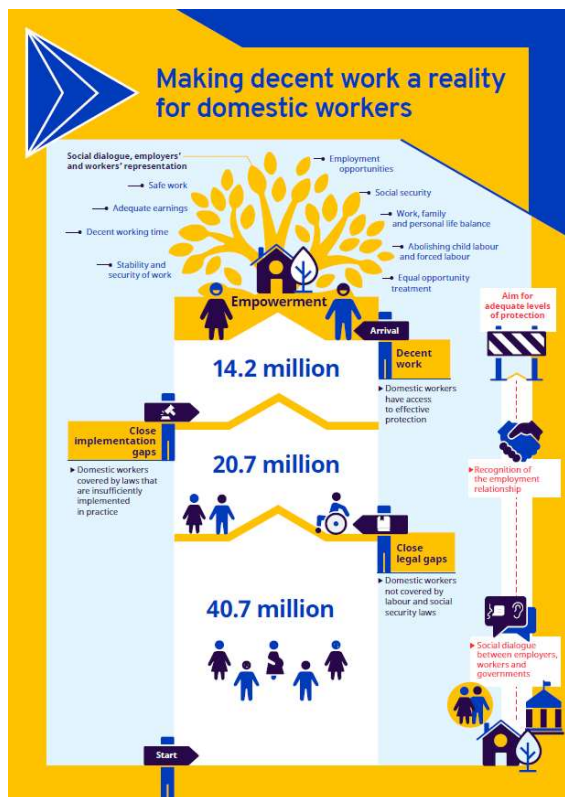
Closing implementation gaps: Violence and harassment

► Domestic workers are especially vulnerable to violence and harassment.



- Strengthening the capacity of institutions to prosecute cases;
- Provide avenues for domestic workers to bring complaints and be protected from reprisals;
- Allow organizations to denounce cases of violence and harassment, protect whistle-blowers.
- Ensure access to remedies by allowing complaints to be brought under labour, OSH, and equality and non-discrimination laws.
- Mandate labour inspectors, judges and other stakeholders to address violence and harassment, including through household inspections and stopping work
- Train relevant public authorities in identifying risks of violence and harassment.
- Publication of guides and informational materials and the dissemination of information through hotlines.
- De-normalize violence and harassment in domestic work by identifying and naming its various manifestations and raising public awareness that such behaviour is both socially and legally unacceptable.

Closing implementation gaps: Formalization



Provide adequate levels of benefits

Reduce financial and transaction costs of formal employment through fiscal incentives / subsidies

Simplify procedures for registration and contributions to social security, including through digital technologies

Increase the costs of non-compliance, including through punitive measures / enforcement

Skills training and professionalization

Information campaigns

Analyze reasons for noncompliance, including behavioural drivers

Improve the accountability, effectiveness and transparency of institutions

Voice and representation



Ensure full freedom of association, removing legal barriers to collective bargaining

Seek opportunities for organizing employers of domestic workers, including households

Invite domestic workers' organizations, and organizations of employers of domestic workers, to engage in social dialogue

Organizations can provide services to members (and others) to promote formal employment

Raise awareness

Identify victims of abuse, violence and harassment

Through collective bargaining, ensure adequate levels of protection adapted to the sector

Thank you!