



International
Labour
Organization



Sweden
Sverige

ILO CONVENTION NO. 189 CONCERNING DECENT WORK FOR DOMESTIC WORKERS



10TH ANNIVERSARY OF THE ADOPTION OF C189

- ▶ Adopted at 100th International Labour Conference in 2011.
- ▶ First international convention directly addressing domestic workers.
- ▶ Domestic Workers Recommendation, 2011 (No. 201), is a guide complementing C190
- ▶ As of April 2022, ratified by 35 countries, and in force in 31 countries*.

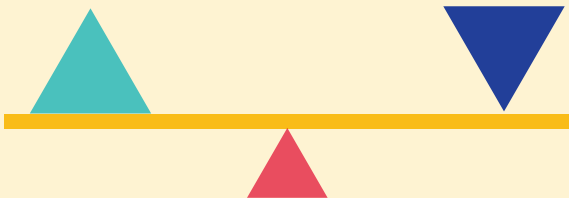
10
YEARS

* For current situation, please click here:

https://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:11300:0:NO::P11300_INSTRUMENT_ID:2551460

RIGHT TO FAIR WORK

- ▶ Effective approach to social dialogue
- ▶ Human rights-centred perspective
- ▶ Consideration of specific conditions of domestic work
- ▶ Aiming to prevent child labour, forced labour and human trafficking



COMPREHENSIVE SCOPE

- ▶ Part-time or full-time
- ▶ Live-in or daily
- ▶ Migrant or local workers
- ▶ Workers working for one or more employers



AN INCLUSIVE DEFINITION

- ▶ "Domestic work" means work performed in or for a household or households.
- ▶ "Domestic worker" means any person engaged in domestic work within an employment relationship.



EXTENSIVE FREEDOM OF ASSOCIATION

- ▶ Right of domestic workers and employers to establish and be members in organizations
- ▶ Right of associations of domestic workers and employers to safeguard their establishment and freely engage in activities
- ▶ Right to collective agreement



ZERO TOLERANCE FOR DISCRIMINATION AND VIOLENCE

- ▶ Combating all forms of discrimination against domestic workers
- ▶ Comprehensive protection against abuse, harassment and violence, grievance mechanisms, temporary accommodation and health care services



DECENT WORK AND LIVING CONDITIONS

- ▶ Same rights and working conditions as other employees:
 - ☑ Hours of work
 - ☑ Overtime pay
 - ☑ Weekly rest
 - ☑ Annual paid leave
- ▶ Fair wage standards
- ▶ Job description
- ▶ Model employment contracts that provide verifiable and intelligible information
- ▶ Decent living for live-in domestic workers



HOLISTIC APPROACH SAFEGUARDING MIGRANT DOMESTIC WORKERS

- ▶ Written contracts and job offers
- ▶ Right to repatriation
- ▶ Bilateral agreements between countries
- ▶ Right to protect passport and ID documents

SAME SOCIAL PROTECTION AS FOR OTHER EMPLOYEES

- ▶ Maternity protection
- ▶ Facilitative social security contribution systems
- ▶ Inter-country cooperation for social rights of migrant domestic workers

EFFECTIVE INSPECTION MECHANISMS ON PRIVATE EMPLOYMENT AGENCIES

- ▶ Effective protection against abusive/exploitative practices
- ▶ Inspection and deterring punitive sanctions

RIGHT TO WORK UNDER SAFE AND HEALTHY CONDITIONS

- ▶ Measures considering specific conditions of domestic workers
- ▶ Supply of necessary protective equipment
- ▶ Awareness-raising on occupational safety and health
- ▶ Inspection and punitive sanctions



EFFECTIVE GRIEVANCE AND INSPECTION MECHANISMS

- ▶ National helplines in various languages
- ▶ Accessible and secure grievance mechanisms
- ▶ Facilitative methods to take judicial proceedings
- ▶ Effective inspection systems allowing access to workplace and respecting privacy



ADDITIONAL OBLIGATIONS INTRODUCED BY R201

- ▶ Respect for privacy and confidentiality of personal data
- ▶ Easy access to information
- ▶ Raising awareness
- ▶ Practices promoting work-life balance
- ▶ Personal and vocational training opportunities
- ▶ Data collecting through suitable indicators and measurement systems

C189