



International
Labour
Organization

Dignity, Rights and Domestic Work in Arab states

Technical workshop on challenges and good practices

11-13 October, 2014 Istanbul, Turkey

Background

Recent estimates show that 53 million people are engaged in domestic work worldwide. In Asia alone, at least 21.5 million women and men are employed in private households, while 5.2 million women and 3.6 million men work in private households in the Middle East and Europe and the Commonwealth of Independent States (CIS) respectively. The vast majority of domestic workers are female (83 per cent). This is a reflection of multiple factors including the lack of institutions that cater to the young and elderly, demographic shifts, and changing income and working patterns, including increasing participation of women in the labour force.

The relatively new phenomenon of migrant domestic workers in the Middle East has only fallen under the radar of national governments in the past decade. It has been recognized that there is a need to improve national governance systems for migrant domestic workers, given the lack of a comprehensive framework based on human and workers' rights as set out in the ILO Convention on Decent Work for Domestic Workers, 2011 (No. 189) and its Recommendation No. 201.

Framed within the regional and global priorities of the ILO, the Regional Office for Arab States embarked on a variety of pioneering initiatives with the objective of improving working conditions for labour migrants, including women migrant domestic workers in the Middle East. Two projects are fully dedicated to this issue including the Action Programme for Promoting the Rights of Women Migrant Domestic Workers in Lebanon (PROWD) and The Migration and Governance Network (MAGNET). The combination of these projects feeds into ILO's overall effort to improve international labour migration standards that reflect the principles of decent work for the benefit of global workers, societies, and economies.

Rationale

In line with the ILO's Global Strategy on Decent Work for Domestic Workers, the above mentioned projects have piloted and developed a diversified range of activities and resources aimed at securing favourable working conditions for domestic workers while advocating for regulated and monitored environments that protect the rights of all labour migrants. Challenges and opportunities have come to light in the process of ILO interventions at policy, institutional and grassroots levels building towards concrete measures for change.

In the spirit of learning from regional experiences, the ILO Regional Office for the Arab States calls for a technical workshop hosted by the PROWD and MAGNET projects. The overall purpose is to benefit from the transfer of knowledge and good practices and positive trends within the region. Simultaneously, the meeting will provide a platform for sharing progressive experiences from selected countries with a view to discussing possible adaptation and replication of successful ideas. In particular, the PROWD project will showcase the challenges, opportunities and outcomes stemming from its innovative activities in the region.

Objectives

The specific objectives of this technical workshop are;

- To generate critical thinking on strategies and methodologies for possible replication to improve the rights of domestic workers in both sending and receiving countries.
- To foster dialogue on experiences, challenges and lessons learned related to migration governance systems and policy reform vis a vis domestic workers and their specific needs.
- To present innovative research, awareness raising tools and good practices that promote the dignity of domestic workers among different cultures.
- To cross-fertilize knowledge on collective organizing of domestic workers.

Participants

Participants will include expert practitioners, policy makers, researchers, representatives of workers' and employers' organizations, recruitment agencies, media and civil society well-positioned to help promote policy reform and knowledge exchange. Countries represented from the Middle East, including Bahrain, Jordan, Kuwait, Lebanon, and Oman, are currently collaborating with the ILO on domestic workers while other countries from Asia and Europe are being showcased on the basis of their good practices in dealing with labour migration. Representatives from the European Commission Delegation to Lebanon and the Swiss Development Cooperation will also be invited as donors to the hosting ILO projects.

Methodology

The meeting will propose a dynamic and participatory approach which will allow for animated dialogue and exchange. Interpretation in Arabic and English will be available. Plenary sessions will be followed by laboratories where a presenter will set the scene of the discussion and a facilitator will ensure constructive dialogue. Contents and reflections will be captured and exhibited at the final stage with the aim of pooling together some of the key conclusions.

Dignity, Rights and Domestic Work in Arab states
Technical workshop on challenges and good practices
11-13 October, 2014 Istanbul, Turkey

Programme

Day 1: Saturday 11th October, 2014			
19:00-20:30	Reception dinner		
Day 2: Sunday 12th October, 2014			
08:30-09:00	Registration		
09:00-09:45	Opening ceremony: Ms. Esen Altuğ, Ministry of Foreign Affairs, Turkey Mr. Frank Hagemann, Deputy Regional Director ILO ROAS		
	Introduction of programme and participants		
09:45-11:00 Session moderator Ms. Emanuela Pozzan, ILO	Domestic workers: the ILO global strategy Key note address – Ms. Manuela Tomei, Director of the ILO’s Conditions of Work and Employment Programme		
	- Dignity and rights of domestic workers: realities in Arab states - Responding to regional challenges in the Arab Region Ms. Zeina Mezher and Mr. Andrea Salvini – ILO		
	Discussion		
11:00-11:30	Coffee Break		
11:30-12:30 Session moderator Ms. Maria Gallotti, ILO	Plenary 1: Regulating domestic work at national level: experiences from countries Speaker 1: Work in progress: the case of Jordan , Mr. Ibrahim al-Saudi, Director of the Migration Department Ministry of Labour Speaker 2: Integrating domestic workers in the national legislation in the Philippines , Ms. Nina A. Lanto, Director Welfare and Employment Office Speaker 3: Regulating domestic work in Italy , Ms. Marilina Armellin, Counsellor of the Italian Permanent Mission to the UN Q&A		
12:30-13:30	Working groups		
	<table border="1" style="width: 100%;"> <tr> <td style="width: 50%;">Application of International Labour Standards Presenter: Mr. Torsten Schackel, ILO Facilitator: Mr. Hadi Alenezi, MANPOWER, Kuwait</td> <td style="width: 50%;">Monitoring & Regulation: The case of South Korea Presenter: Ms. Kwon Jinok, Deputy Manager Global Cooperation Team of HRD Korea Facilitator: Mr. Jemaa Ali AlbenKhalil, Workers’ representative from Bahrain</td> </tr> </table>	Application of International Labour Standards Presenter: Mr. Torsten Schackel, ILO Facilitator: Mr. Hadi Alenezi, MANPOWER, Kuwait	Monitoring & Regulation: The case of South Korea Presenter: Ms. Kwon Jinok, Deputy Manager Global Cooperation Team of HRD Korea Facilitator: Mr. Jemaa Ali AlbenKhalil, Workers’ representative from Bahrain
Application of International Labour Standards Presenter: Mr. Torsten Schackel, ILO Facilitator: Mr. Hadi Alenezi, MANPOWER, Kuwait	Monitoring & Regulation: The case of South Korea Presenter: Ms. Kwon Jinok, Deputy Manager Global Cooperation Team of HRD Korea Facilitator: Mr. Jemaa Ali AlbenKhalil, Workers’ representative from Bahrain		
13:30-15:00	Lunch		
15:00-16:30 Session moderator Mr Andrea Salvini, ILO	Plenary 2: Reforming recruitment processes Speaker 1: An experience from Lebanon’s Syndicate of the Owners of Recruitment Agencies in Lebanon , Mr. Hisham El Bourji, SORAL Speaker 2: An experience from the United Kingdom , Mr. Mark Heath, Gangmasters Licensing Authority Q&A		

18:00-20:30	Bosphorus Dinner Cruise
-------------	-------------------------

Day 3: Monday 13 th October, 2014			
09:00-10:30 Session moderator Marieke Koning, International Trade Union Confederation (ITUC)	<p>Plenary 3: Voicing domestic workers' rights – the power of organizing</p> <p>Speaker 1: The journey of organizing migrant domestic workers in Lebanon, Ms. Anna Fernando and Ms. Rose Mahi, Domestic Workers Committee in Lebanon</p> <p>Speaker 2: Organizing migrant domestic workers starts at home: practical suggestions from sending countries the example of Nepal, Ms. Binda Pandey, General Federation of Nepalese Trade Unions</p> <p>Speaker 3: A recipe to empower domestic workers, Ms. Myrtle Witbooi, International Domestic Workers Federation</p> <p>Q&A</p>		
10:30-11:30	<p style="text-align: center;">Working groups</p> <table border="1"> <tr> <td> <p>Legal aspect and feasibility of organizing</p> <p>Presentation by: Mr. Mustapha Said, ILO</p> <p>Facilitator: Mr. Jasim Hamoud Hamad Al Malki, General Federation of Oman Trade Unions, Oman</p> </td> <td> <p>Organizing before departure: the role of trade unions in receiving countries</p> <p>Presentation by: Mr. Castro Abdallah, National Federation of Employees and Workers in Lebanon</p> <p>Facilitator: Mr. Fathalla Omrani, ITUC</p> </td> </tr> </table>	<p>Legal aspect and feasibility of organizing</p> <p>Presentation by: Mr. Mustapha Said, ILO</p> <p>Facilitator: Mr. Jasim Hamoud Hamad Al Malki, General Federation of Oman Trade Unions, Oman</p>	<p>Organizing before departure: the role of trade unions in receiving countries</p> <p>Presentation by: Mr. Castro Abdallah, National Federation of Employees and Workers in Lebanon</p> <p>Facilitator: Mr. Fathalla Omrani, ITUC</p>
<p>Legal aspect and feasibility of organizing</p> <p>Presentation by: Mr. Mustapha Said, ILO</p> <p>Facilitator: Mr. Jasim Hamoud Hamad Al Malki, General Federation of Oman Trade Unions, Oman</p>	<p>Organizing before departure: the role of trade unions in receiving countries</p> <p>Presentation by: Mr. Castro Abdallah, National Federation of Employees and Workers in Lebanon</p> <p>Facilitator: Mr. Fathalla Omrani, ITUC</p>		
11:15-11:45	Coffee Break		
11:45-13:15 Session moderator, Ms. Zeina Mezher, ILO	<p>Plenary 4: Strategic Approaches and Tools towards better working conditions</p> <p>Speaker 1: Challenges and Opportunities in Lebanon MOL Lebanon, Ms. Karen Elia, Ministry of Labour</p> <p>Speaker 2: Improving working relations between domestic workers and the employers, Ms. Maria Elena Valenzuela, ILO</p> <p>Speaker 3: Alternative methods to inspection visits: the case of Ireland, Mr. Pdraig Dooley, National Employment Rights Authority</p> <p>Q&A</p>		
13:15-14:15	<p style="text-align: center;">Working groups</p> <table border="1"> <tr> <td> <p>Cases of involving the employers</p> <p>Presentation by: Ms. Lama Oueijan, ILO</p> <p>Facilitator: Ms. Mona El Boden, Association of Lebanese Industrialists, Lebanon</p> </td> <td> <p>Good practices in involving labour inspectors</p> <p>Presentation by: Mr. Hilaire Willems, Division of foreign employers and migrant workers, Belgium</p> <p>Facilitator: Ms. Tina Oulie, ILO</p> </td> </tr> </table>	<p>Cases of involving the employers</p> <p>Presentation by: Ms. Lama Oueijan, ILO</p> <p>Facilitator: Ms. Mona El Boden, Association of Lebanese Industrialists, Lebanon</p>	<p>Good practices in involving labour inspectors</p> <p>Presentation by: Mr. Hilaire Willems, Division of foreign employers and migrant workers, Belgium</p> <p>Facilitator: Ms. Tina Oulie, ILO</p>
<p>Cases of involving the employers</p> <p>Presentation by: Ms. Lama Oueijan, ILO</p> <p>Facilitator: Ms. Mona El Boden, Association of Lebanese Industrialists, Lebanon</p>	<p>Good practices in involving labour inspectors</p> <p>Presentation by: Mr. Hilaire Willems, Division of foreign employers and migrant workers, Belgium</p> <p>Facilitator: Ms. Tina Oulie, ILO</p>		
14:00-15:00	Lunch		
15:00-16:30	The way forward		
16:30-17:00	Concluding Remarks , Mr. Frank Hagemann, Deputy Regional Director ILO ROAS		