

# DOMESTIC WORKERS AT A GLANCE...

There are over

# 50 MILLION

domestic workers  
worldwide

That's equivalent to the  
entire population of



## SOUTH KOREA



# 83%

ARE WOMEN

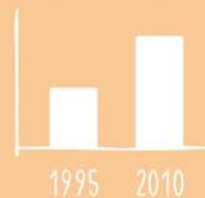
Globally, one in every 13  
female wage earners  
are employed in  
domestic work



# 41%

of domestic workers  
are in Asia and the  
Pacific

The number of  
domestic workers in the  
region nearly doubled  
between 1995 and 2010



Domestic workers are  
vulnerable to abuse and  
exploitation.  
The International  
Labour Organization  
estimates that

# OVER 8

BILLION DOLLARS

in profits are made each  
year from domestic  
workers who are

## VICTIMS OF FORCED LABOUR

BUT DID YOU  
KNOW THAT  
DOMESTIC  
WORKERS, LIKE  
OTHER WORKERS,  
ARE PROTECTED  
UNDER THE LAW?

In Thailand there are  
anywhere from

# 250,000

to

# 700,000

DOMESTIC WORKERS

Over half of them  
are migrants.

Based on ILO reports. See more at  
[www.ilo.org/domesticworkers](http://www.ilo.org/domesticworkers)

# MEET NOI, BOUPHA AND SIRIPORN

They are domestic workers. They cook, clean, care for children and pets, and keep the house in order, but their experiences are very different.



<p><b>Noi</b></p> <p>Noi is not receiving protection under the labour law.</p> <p>Noi is 14 and is not able to attend school.</p>	<p><b>Boupba</b></p> <p>Boupba receives the minimum standards under Thai law.</p> <p>Boupba is 18 and studies English on her day off.</p>	<p><b>Siriporn</b></p> <p>Siriporn receives protections in line with the ILO Domestic Workers Convention (C189).</p> <p>Siriporn is 23 and is working to support her family.</p>
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## REASONABLE WORKING HOURS

<p><b>15</b> HOURS <b>7</b> DAYS A WEEK</p> <p>Noi works at least 15 hours every day, and takes breaks if she can.</p>	<p><b>12</b> HOURS <b>6</b> DAYS A WEEK</p> <p>Boupba works up to 12 hours a day, 6 days a week.</p>	<p><b>8</b> HOURS <b>5</b> DAYS A WEEK</p> <p>Siriporn works 8 hours a day, 5 days a week. She takes rest breaks during the day.</p>
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## FAIR WAGES

<p><b>NO MINIMUM WAGE</b></p> <p>Noi earns 200THB per day – less than the minimum wage.</p>	<p><b>MINIMUM WAGE</b></p> <p>Boupba gets paid 250THB per day. She gets her wages in cash on the same day every month.</p>	<p><b>MINIMUM WAGE</b></p> <p>Siriporn gets paid the minimum wage – 300THB per day. She is able to save enough to send some money home.</p>
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## OVERTIME PAY

<p><b>NO OVERTIME PAY</b></p> <p>Noi doesn't receive extra pay, even when she works until midnight.</p>	<p><b>OVERTIME PAY</b></p> <p>Boupba gets paid twice her normal wage if she chooses to work on public holidays.</p>	<p><b>OVERTIME PAY</b></p> <p>Siriporn gets paid twice her normal wage if she chooses to work on public holidays.</p>
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## SOCIAL SECURITY AND SICK PAY

<p><b>NO SICK PAY</b></p> <p>Noi works even when she is sick. Sometimes she can't afford to see the doctor.</p>	<p><b>SICK PAY</b></p> <p>Boupba's employer pays her when she's on sick leave. She pays with her own money when she sees the doctor.</p>	<p><b>SICK PAY</b> <b>INSURANCE</b></p> <p>Siriporn gets paid even when she is sick. She was registered for the social insurance scheme by her employer. Her employer told her that if she wants to have a baby she can take some paid time off.</p>
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## DAYS OFF

<p><b>NO DAYS OFF</b></p> <p>Noi's employer says her work is easy and she doesn't need a day off.</p>	<p><b>DAYS OFF</b></p> <p>Boupba gets Sundays off, and often goes to the market.</p>	<p><b>DAYS OFF</b></p> <p>Siriporn gets Sundays off. She often spends her day off at the park with friends.</p>
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## TRADITIONAL HOLIDAYS

<p>Noi works extra hard on traditional holidays because the whole family is at home.</p>	<p>Boupba gets the day off on the 13 traditional holidays, with pay. She goes to the temple.</p>	<p>Siriporn gets all traditional holidays off. Sometimes she chooses to work for extra money.</p>
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## ANNUAL LEAVE

<p><b>NO ANNUAL LEAVE</b></p> <p>Noi never gets holidays. She'd like to visit home but is not sure she'd have a job if she came back.</p>	<p><b>NO ANNUAL LEAVE</b></p> <p>Boupba has not been with her employer for a full year yet, so she doesn't get paid annual leave.</p>	<p><b>ANNUAL LEAVE</b></p> <p>On top of public holidays, Siriporn gets paid annual leave. She spends this time at home with her family.</p>
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## LIVING CONDITIONS

<p><b>NO PRIVACY</b></p> <p>Noi sleeps in the same room as the baby.</p>	<p><b>NO PRIVACY</b></p> <p>Boupba has her own room, but it doesn't lock. Sometimes her employer wakes her up to ask her to look after the baby.</p>	<p><b>LIVES INDEPENDENTLY</b></p> <p>Siriporn chooses to live outside her employer's house.</p>
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## FREEDOM OF MOVEMENT

<p><b>NEEDS PERMISSION</b></p> <p>Noi has to ask permission to leave the house.</p>	<p><b>NEEDS TO INFORM</b></p> <p>Boupba has to tell her employer if she is leaving the house.</p>	<p><b>FREEDOM OF MOVEMENT</b></p> <p>Siriporn has fixed working hours, and when her shift is over she goes out or relaxes at home.</p>
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WHAT KIND OF EMPLOYER ARE YOU?

Domestic work – work like any other.  
Ratify C189.