



**C189 ILO**



## **The Founding Conference on the Domestic Workers' Transactions in Lebanon**

### General report proposal

Domestic work has long been regarded as an economic feasibility, as it has been treated as a natural function for women and girls to perform at home. It constitutes a tool to reproduce the social division of labor according to gender and in spite of the maps of large numbers of women in paid domestic work outside their houses. However, this fact did not really change anything where domestic work is still not visible and absent from the statistics, policies and laws governing and regulating labor relations.

Under the pretext that domestic work is carried out outside the economic facilities and inside private houses Labor laws clearly excluded domestic workers from their texts and deprived them of any legal coverage that guaranteed them the minimum conditions and conditions of work, which added more fragility to their conditions, especially given that the majority are women

Domestic workers often find themselves isolated within the employer's home due to the fact that Labor inspection laws do not include private homes. The absence of appropriate legislation opens the door to many violations ranging from detention in the home to non-payment of salaries and long working hours to physical abuse and sexual harassment and others... This reality is governed by the fact that migrant domestic workers face unequal power relations within the workplace as a result of the absence of legal protection and restrictions imposed on them by the shameful sponsorship system especially in the middle east, Worsening conditions of vulnerability and racial discrimination against women. immigrant women do not speak the language and work in an unrecognized profession, which makes them vulnerable to exploitation employers and recruitment agents alike

Domestic workers are exempted from the provisions of the Lebanese Labor Law since 1946. Which deprived these poor workers of many rights. From social security to minimum wages and other basic labor rights, chiefly the right to have a trade union.



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As a result of the aggravation of abuses and due to the inability to move forward on the issue of domestic workers, the ILO initiated a joint research between women migrant domestic workers and the non-governmental organizations in 2014... The aim is the reformation work on the issue of domestic workers in Lebanon. From here, the project aimed at developing a national action plan based on strengthening the participation of domestic workers and considering them as the main partner in defending the interests of the people through the union organization and restoring the role of the trade union movement in Addressing violations and amending the labor law and creating cooperation between civil society organizations and trade unions.

### **The establishing committee**

Two joint working sessions were held between all nationalities devoted to presenting the problems at the level of all nationalities, discussing them and solving common problems between them. The joint working sessions Addressed the disparities of wages between nationality and another as well as the disparity in working days and hours and the relationship with the system of sponsorship and All attendees agreed on:

- 1- The sponsorship system is the basis of every problem and stressed the need to repeal and enforce laws to amend legislation to equal rights and duties in particular regarding wages and human rights. (Determine the working days and hours of weekly, annual holidays, reject racism and combat violence.)
- 2- The absence of the embassies concerned to carry out their duties and take care of the interests of their citizens left the workers facing their own destiny
- 3- Learning Arabic and its foundations helps a lot to integrate into society.

### **Prospects after the founding conference.**

The founding conference of the Lebanese Trade Unions is only the first step towards building a strong trade union organization Independent and representative of domestic workers in Lebanon so in the interim foundational phase should focus on:

- 1- Focus and just issues that are a priority for domestic workers in Lebanon with the Move program.
- 2- To have a Strategy for lobbying for ratification of ILO Convention No. 189
- 3- Create a framework for dialogue and negotiation with government employers and office owners.
- 4- Adopting final internal and fundamental law.
- 5- Develop clear mechanisms to respond to the urgent and basic needs of female workers
- 6- Develop a clear vision that regulates relations with NGOs and international organizations that wish to support the struggle of domestic workers.