



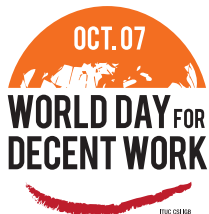
2012: Fair laws  
for domestic  
workers in 12 countries

# DOMESTIC WORKERS

Join the '12 by 12' Campaign  
for rights and protection  
for domestic workers

## 12 by 12 Goals:

- 12 ratifications of ILO Convention 189 on decent work for domestic workers
- Labour law reforms that would at least grant domestic workers the right to a minimum wage and to social protection
- Organising 12.000 + 12.000 domestic workers by the end of 2013. Since unions have a unique role in tripartite negotiations related to labour laws and conditions it is important to support domestic workers in the building of strong unions and to provide access to capacity and leadership training.



## SUPPORT DOMESTIC WORKERS ON THE WDDW ON 7 OCTOBER

Unions from across the world will be calling in unison for social justice and decent jobs for all on the World Day for Decent Work on 7 October. ITUC called upon its affiliates to take action including helping organizing domestic workers and build engagement in and action around the 12 by 12 campaign. Please share with us your actions planned for 7 October: [equality@ituc-csi.org](mailto:equality@ituc-csi.org) or post them on '12 by 12' facebook or on the WDDW website: <http://www.wddw.org>

# THE END OF MODERN DAY SLAVERY



There are over 50 million workers employed to do work in someone else's house all over world. These domestic workers clean, cook, do laundry, provide care to children and the elderly and lots more.

- Their work is undervalued, underpaid, invisible, not recognised, and not respected. The great majority of domestic workers are women (82%) – many are migrants or children.
- In many countries domestic workers are excluded from labour legislation and social protection schemes. Many are denied the right, either in law or in practice, to form or join a trade union.
- As a result, mistreatment, exploitation, violence, and physical and sexual abuse are frequent and often go unpunished.

In June 2011 the UN body that deals with labour issues, the International Labour Organisation (ILO), adopted Convention No 189 and Recommendation No 201 on Domestic Workers.

ILO Convention No 189 recognises the right of domestic workers, including:

- to collectively defend their interests through trade unions;
- it protects their right to a minimum wage in countries where it exists;
- it guarantees them a monthly payment and access to social security including in the case of maternity;
- and the Convention gives domestic workers one day off per week and regulates their working hours.
- In essence, Convention No 189 recognises domestic work as any other work and ensures that domestic workers are treated as any other worker under labour legislation.

The Convention has entered into force now that more than two countries have ratified it.

## WHAT CAN YOU DO?

- Lobby your government and plan tripartite meetings to push for the ratification of C189
- Organise public events to promote ratification of ILO Convention C189 and/ or labour law reforms e.g. marches, delivering a petition to members of parliament/ representatives of the government, actions in front of the Ministry of Labour, etc
- Spread the message through (social)media on the need to respect and protect domestic workers' rights



12 by 12 campaign: mobilising for rights and protection for domestic workers

## 12 BY 12 MILESTONES:

### Ratification of C189:

- A first milestone was reached by September 2012: ILO Convention No. 189 entered into force after its ratification by two countries: Uruguay and the Philippines.
- 8 ratifications of ILO Convention No.189: Mauritius, Italy, Bolivia, Nicaragua, Paraguay, South Africa, Uruguay and the Philippines
- Colombia, Germany and the Dominican Republic finalised their ratification process at national level but has not as yet notified the ILO.
- Several countries are already advanced in the ratification process.

*However it remains important to keep up the pressure and call for the ratification of ILO Convention No 189!*

### Labour law reforms

- Major reforms took place in the Philippines (January 2013) , Argentina (March 2013) and Brazil (April 2013), where new laws were adopted to significantly improve the rights of domestic workers.
- Labour reforms took place in a number of other countries, including in Chile where the working time of domestic workers was legally regulated; in Spain, where domestic workers were granted access to social protection; in Singapore, which granted a day off a week to domestic workers; in Vietnam, where a new Labour Code was adopted recognising domestic work for the first time; and in Malawi, where the minimum wage for domestic workers was increased.

### Organising domestic workers:

- Thousands of domestic workers joined a union and new unions were established in Paraguay, the Dominican Republic, Guatemala, Costa Rica, Columbia, Egypt, Angola, Jamaica, Brazil and Sri Lanka.

For news and updates check out the resource section on the back of this flyer e.g. links to ITUC 's 12 by 12 webpage, daily updates on '12 >12' Facebook and the IDWN Facebook page.



12 by 12 teams in more than 90 countries joined the campaign

# Resources:

## ITUC

- **For daily updates and news: Join the '12 > 12 Facebook page:**  
<http://www.facebook.com/groups/231305920281513/>
- **UN Women – ITUC publication: Domestic Workers Count Too!** A guide to convince governments to ratify C189 and adopt/ implement labour law reforms: <http://www.ituc-csi.org/briefing-kit-domestic-workers> (English only)

- **ITUC 12 by 12 webpage:**  
<http://www.ituc-csi.org/domestic-workers-12-by-12>
- **Violence against domestic workers has no borders:**  
<http://www.equaltimes.org/in-depth/violence-against-domestic-workers-has-no-borders>
- **Gulf Countries Should Revise Domestic Workers Contract** – ITUC response to a proposed standard contract for migrant domestic workers:  
<http://www.ituc-csi.org/gulf-countries-should-revise>

## Other resources

- **IDWN** (International domestic Workers Network) :  
<http://www.idwn.info/>
- **ILO:**
  - **Policy briefs on domestic work:**  
[http://www.ilo.org/travail/info/WCMS\\_155773/lang--en/index.htm](http://www.ilo.org/travail/info/WCMS_155773/lang--en/index.htm)
  - **ILO Global report 2013 on domestic workers:**  
[http://www.ilo.org/travail/Whatsnew/WCMS\\_173363/lang--en/index.htm](http://www.ilo.org/travail/Whatsnew/WCMS_173363/lang--en/index.htm)
  - **A guide to designing labour laws:**  
[http://www.ilo.org/travail/areasofwork/domestic-workers/WCMS\\_173365/lang--en/index.htm](http://www.ilo.org/travail/areasofwork/domestic-workers/WCMS_173365/lang--en/index.htm)
  - **Achieving decent work for domestic workers:**  
[http://www.ilo.org/actrav/info/fs/WCMS\\_181344/lang--en/index.htm](http://www.ilo.org/actrav/info/fs/WCMS_181344/lang--en/index.htm)

Contact the ITUC for more information:  
[equality@ituc-csi.org](mailto:equality@ituc-csi.org)



## 12 BY 12 INTERNATIONAL PARTNERS

