



ITUC CSI IGB



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.



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 last September when Convention No. 189 entered into force after its ratification by two countries: **Uruguay** and the **Philippines**. Together with **Mauritius, Italy, Bolivia, Nicaragua** and **Paraguay**, these six countries officially registered their ratification at the ILO. One other country namely **Colombia** finalised its 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!**
- **Several countries implemented 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.
- **Thousands of domestic workers joined a union and new unions were established in Paraguay, the Dominican Republic, Guatemala, Costa Rica, Columbia, Egypt, Angola, Jamaica and Sri Lanka.**
- For more news and updates check out the resource section on the back of this flyer (e.g. ITUC's 12 by 12 webpage and the daily updates on '12 > 12' Facebook)

JOIN OUR
CAMPAIGN FOR
RIGHTS &
PROTECTION FOR
DOMESTIC
WORKERS



12 BY 12 TEAMS IN MORE THAN 90 COUNTRIES JOINED THE CAMPAIGN.

The teams consist of activists from national centres, trade unions, women, migrant and/or human rights organisations. More than 30 per cent of the ITUC affiliates (125) are engaged in the campaign.

Want to join? Send an email to equality@ituc-csi.org

Mobilise for 16 June: 2nd anniversary of the adoption of ILO Convention N° 189

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Resources:

ITUC

- **For daily updates and news: Join the '12 > 12 Facebook page:**
<http://www.facebook.com/groups/231305920281513/>
- **ITUC 12 by 12 webpage:**
<http://www.ituc-csi.org/domestic-workers-12-by-12>

- **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)
- **Violence against domestic workers has no borders:** <http://www.equaltimes.org/in-depth/violence-against-domestic-workers-has-no-borders>

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
 - **ILO Global report 2013 on domestic workers:**
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
 - **Achieving decent work for domestic workers:**
http://www.ilo.org/actrav/info/fs/WCMS_181344/lang--en/index.htm



Contact the ITUC for more information:
equality@ituc-csi.org

12 BY 12 INTERNATIONAL PARTNERS

