The Domestic Workers Convention, 2011 (No. 189) and Recommendation (No. 201)

Minimum standards for achieving decent work for domestic workers
Why new International Labour Standards on Domestic Workers

• Large segment of the global workforce: 53.6 million workers worldwide in 2010 (83% women)

• Between 1995 and 2010: increase by 19 million

• 3.6% of global wage employment and 7.5% of total female wage employment

• Key for the functioning of households and labour markets

• Decent work deficits: low wages, excessively long hours, safety and health issues, risk of abuse and harassment, discrimination, in worst cases forced labour...
Definitions

• **Domestic work broadly defined as**
  “work performed in or for a household or households”

• **A domestic worker defined as**
  “any person engaged in domestic work within an employment relationship”

C.189 & R.201 include employees both of households and organizations/service providers
Key standards and approaches

• Measures for ensuring **fair terms of employment and decent working conditions** for domestic workers, on an equal footing with other workers

• Promoting **formalization** of the employment relationship (contracts, pay slips, time records, ...)

• Developing of measures for ensuring **compliance** with laws and regulations protecting domestic workers
Working conditions

Working time:

• Normal hours, weekly & daily rest, paid leave: towards equal treatment
• Minimum 24 consecutive hours of weekly rest
• Stand-by: to be defined in national law

Remuneration:

• Inclusion in minimum wage coverage
• In kind payments - only limited and under strict conditions
Working conditions

Social security, maternity protection

- Conditions not less favorable than those applicable to workers generally (progressive implementation)
- Simplified payment of social security contributions (including in case of multiple employers)

Health and safety at work

- Measures to ensure occupational safety and health (progressive implementation)
- Protection from harassment, abuse and violence
### ILO Strategy on decent work for domestic workers

- Awareness-raising on domestic workers’ issues & rights
- Strengthening of national institutions
- Assisting in preparing policy and legislative reforms and/or programmes
- Strengthening of organizations of domestic workers and their employers
- Support in respect of ratification and implementation of C189, & implementation of R201