

# BUILDING SOCIAL PROTECTION FLOORS WITH THE ILO TOGETHER, TO CHANGE MILLIONS OF LIVES OF DOMESTIC WORKERS



International  
Labour  
Organization

## A POPULATION WITH NO SOCIAL PROTECTION

The ILO estimates that there were about 52.6 million domestic workers in 2010, representing 3.6 per cent of wage employment worldwide. Domestic work is an activity predominantly performed by women, of which a significant number is migrant workers and, in some cases, children.

Domestic workers often face difficult work conditions, including long work hours, low wages, and inadequate social protection. This situation is largely a reflection of the low social and economic valuation that society has traditionally given to the activity. Also, domestic workers often face several layers of social exclusion based on gender, ethnicity, and race.

The extension of social security to domestic work is a worthy goal and a necessary component of strategies to combat poverty and social exclusion.

The ILO has a mandate to extend social security to all in need of such protection. This mandate was reaffirmed by the recent adoption of the Domestic Workers Convention, 2011 (No. 189), and the Social Protection Floors Recommendation, 2012 (No. 202). Recommendation No. 202 is a relevant international instrument in terms of defining basic principles and minimum labour standards for this activity. In particular, Recommendation No. 202 states that closing coverage gaps in social security is the highest priority for equitable growth, social cohesion, and decent work for all.

## SOCIAL SECURITY IS A HUMAN RIGHT FOR ALL

An international legal framework composed of ILO Conventions and Recommendations helps safeguard domestic workers' rights to social protection:

- ▶ Social Security (Minimum Standards) Convention, 1952 (No. 102);
- ▶ Forced Labour Convention, 1930 (No. 29);
- ▶ Migration for Employment Convention, 1949 (No. 97);
- ▶ Maintenance of Social Security Rights Convention,



- 1982 (No. 157);
- ▶ Maintenance of Social Security Rights Recommendation, 1983 (No. 167);
- ▶ Worst Forms of Child Labour Convention, 1999 (No. 182);
- ▶ Domestic Workers Convention, 2011 (No. 189);
- ▶ Domestic Workers Recommendation, 2011 (No. 201); and
- ▶ Social Protection Floors Recommendation, 2012 (No. 202).



## DOMESTIC WORKERS IN URUGUAY

Janet Mazzoleni is a domestic worker in Uruguay. She explains her experience with recent reforms in labour and social security legislation.

“ The fundamental change is personal dignity as a domestic worker. I know there is a law that protects me and that gives me rights. I feel like a real worker. ”

Uruguay promoted a collective bargaining process that achieved new rights for domestic workers. Through this process, Uruguay created a law that equates the rights of domestic workers with other wage earners, including rights to social protection. The ILO provided technical assistance in this process, which also allowed Uruguay to be the first country to ratify the Domestic Workers Convention (No. 189).

## FROM RIGHT TO REALITY WITH YOUR SUPPORT

The ILO has long-term experience in supporting countries to provide and extend social protection for domestic workers. With your support, we can help more people in more countries across the globe.

You can support us to:

- Build capacities to negotiate and implement bilateral social security agreements between sending and destination countries.

US\$ 200,000 per year

- Facilitate South-South cooperation and exchanges between countries that have faced similar challenges in extending social protection to domestic workers.

\$ 100,000 per year

- Support legal reforms to extend social protection for domestic workers and ratify ILO Conventions.

\$ 200,000 per year

- Develop a practical multilingual how-to guide in close partnership with on-going initiatives in various countries.

\$ 150,000 per year

- Support the practical application of ILO Conventions to improve pre-departure and arrival services and tools for domestic workers including information campaigns.

\$ 200,000 per year

## LISTENING TO YOUR AMBITIONS

As a donor, you receive regular reports detailing the progress made and have access to on-going project activities and performance indicators.

To further discuss your needs and the ways you can improve the lives of millions of domestic workers, you can contact:



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