

Summary of the good practices, barriers and challenges identified through the analysis of the country cases

Good practices	<p>General aspects</p> <ul style="list-style-type: none"> • Specific legislation for domestic workers. • Good institutional coordination between social security institutions and other institutions such as the labor ministry, ministry of migration, statistics institute, among others. • Articulation between social insurance institute, ministry of labour and institutions related to Gender, in order to develop specific programs for female domestic workers. • Extension of maternity insurance for female domestic workers who are receiving unemployment insurance. <p>Financing issues</p> <ul style="list-style-type: none"> • Contribution rate is lower than that applied to other salaried workers. • Rate of contribution reduced to domestic workers without affecting their benefits of the social security programmes. • Employers pay all contributions for employees who earn a salary below a defined threshold. • The contributions of domestic workers are subsidized by the state. • A contribution scheme based on reference wages (categories for payment). • The contribution rate depends on the age of the worker. The contribution rate of young workers is greater than the contribution rate of workers who are nearing retirement age. So there is incentive for registration of older workers. • Domestic workers who are retired by some scheme, the contribution rate is lower. • Contribution rate is based according to the hourly wage of the worker. • A system of multi-employer insurance. • The domestic worker pays contributions according to the wage reported, in the case of wage reported is less than the contributory minimum wage. The employer is responsible for paying the difference. • State contributions to subsidize unemployment insurance financing. • Part of the contribution rate is established depending on whether the domestic worker has a spouse and children. • Employers are solely responsible for paying the contributions, and workers can make voluntary contributions. • Fiscal incentives for employers that hire full-time domestic workers. <p>Registration practices</p> <ul style="list-style-type: none"> • Strong inspection service of social insurance in households hiring domestic workers. • The country has launched campaigns for decent work for domestic workers, together with some institutions and several civil society organizations. • The institutions have conducted several communication strategies (brochures, TV ads, website, etc.) for disseminating information on the rights and obligations of its affiliates. • When the worker provides services for less than some hours per month (60 hours, for example) for each employer, the employee can manage itself changes in the data, which have been agreed with employers. However, all applications must be signed by their employers. • Access to loans to affiliates as part of the incentives to register for social security. • Employers have access to a mobile application (by smartphone) for managing the registration of a worker, pay taxes, change wages reported, get an invoice, and update information.
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	<ul style="list-style-type: none"> • Integrated Call Centre between institutions of social security and labor ministry to evacuate queries of domestic workers and their employers. • Employers must pass a course before registering domestic workers in the ministry of labor and social security institutions. The course contains information on the rights of the employer and the worker, the definition of wages, complaints procedures, among others. • Domestic workers under 18 years of age, but older than 16 (for example), must have a signed parental permission, to work and to be registered with social security. • Training programs in different specialties developed between institutions. These programs are incentives to register for social security, because it is required to be insured. <p>Collection of contributions</p> <ul style="list-style-type: none"> • Single national and centralized system for the registration and collection of contributions. • E-services through a web platform for the registration, affiliation and payment of contributions. • Using Service Voucher. • Online Service for payment of contributions, including workers living abroad. • Sanction for the employers when they omitted information or in case of late submission of documentation. • The use of mechanisms presumption. If a person has a monthly income higher than a threshold defined, the social security institution assumes that the person is an employer of a domestic worker. In case the person is not an employer, must make a sworn statement to the institution. <p>Migrants</p> <ul style="list-style-type: none"> • National domestic workers working abroad can voluntarily register in the general scheme. • Mandatory coverage in specific programs for employees working abroad. • Social protection programs specifically designed for employees working abroad. • Access to an individual savings accounts program for employees working abroad. • The affiliation to social security is a requirement for any management in the immigration department, in the case of immigrant workers. • Domestic workers can register and pay contributions in embassies in countries of destination. • Domestic workers must pass a course before applying for the work permit. The course contains information mainly about their rights and responsibilities as a worker, including those related to social security. • The contributions of migrant domestic workers are subsidized by the state (Country of origin or of destination). • Simple procedures for registration of domestic workers whose nationality is of countries with high migratory flow.
Barriers	<ul style="list-style-type: none"> • A narrow definition of domestic work in the national legislation and social security legislation. In some cases only few occupational categories are included, mainly those related to cooking, cleaning and taking care of persons. • Coverage for domestic workers is voluntary. • Domestic work is not mentioned in the national labour legislation. • The contribution rate is equivalent to that of other occupational categories. Therefore, there is no incentive for the affiliation of domestic workers. • Complexity in applying the contribution rate. • There are not enough fiscal incentives for registration of domestic workers. • Domestic workers working on an hourly basis are not covered.

	<ul style="list-style-type: none"> • There is not a strong inspection service, or it is mainly concentrated in urban areas. • The social security institutions do not have sufficient mechanisms for collecting social contributions; at the same time, the use of technological devices is still incipient in some countries. • There is little coordination between the inspection service of the institutions of social security and the labor ministries. • There is no link between social security institutions and ministries of finance to control evasion in employers of domestic workers. • There is little statistical information on social security institutions regarding the situation of coverage of domestic workers. • There are more than one institution involved in the registration and collection of contributions, which makes it difficult for employers and ineffective. • In some cases, coverage for sickness and maternity benefits are under the responsibility of the employer. Some countries do not have coverage for these contingencies. • High rates of contributions to social sector institutions (additional taxes or social contributions), which do not provide direct benefits to domestic workers. • Migrant workers are excluded from the benefits of social security, or they only have access to some benefits. • Complexity in the procedures for registering migrant domestic workers. • No social security agreements with countries with high flow of migrant workers.
Challenges	<ul style="list-style-type: none"> • Increase the coverage rate of the social insurance scheme (still very low). • Sensitization and education of workers and their employer on the importance of having social security coverage. • Allocate resources through associations, unions and official training centres, to ensure adequate and accredited training people in the industry. • Improve coverage for both resident workers and non-resident workers. • Increase the legal minimum age for domestic work activities. • Evaluate using a differentiated contribution rate for domestic workers. • Designing an insurance system for domestic workers working for hours. • Create a system of multi-employer insurance. • Improve mechanisms of control and inspection to ensure labour regulations. • Strengthen denunciate mechanisms, such as free telephone call. • Improve the portability of benefits between social security schemes in the private sector and public sector. • Improve the quality and access of information. • Improving articulation between the inspection service of the social security inspection and the ministry of labour (or similar). • Simplify the process of affiliation and payment of contributions for domestic workers. • Improving articulation between the inspection service of the social security institutions, the ministry of labour and the department of immigration. • Increasing the social security coverage of migrant domestic workers. • Incorporate a system of portability of rights/benefits with countries with greater migration flow. • Ratify various multilateral and bilateral agreements on social security.