

BUILDING SOCIAL PROTECTION FLOORS WITH THE ILO

TOGETHER, TO CHANGE MILLIONS OF LIVES OF DOMESTIC WORKERS



International
Labour
Organization

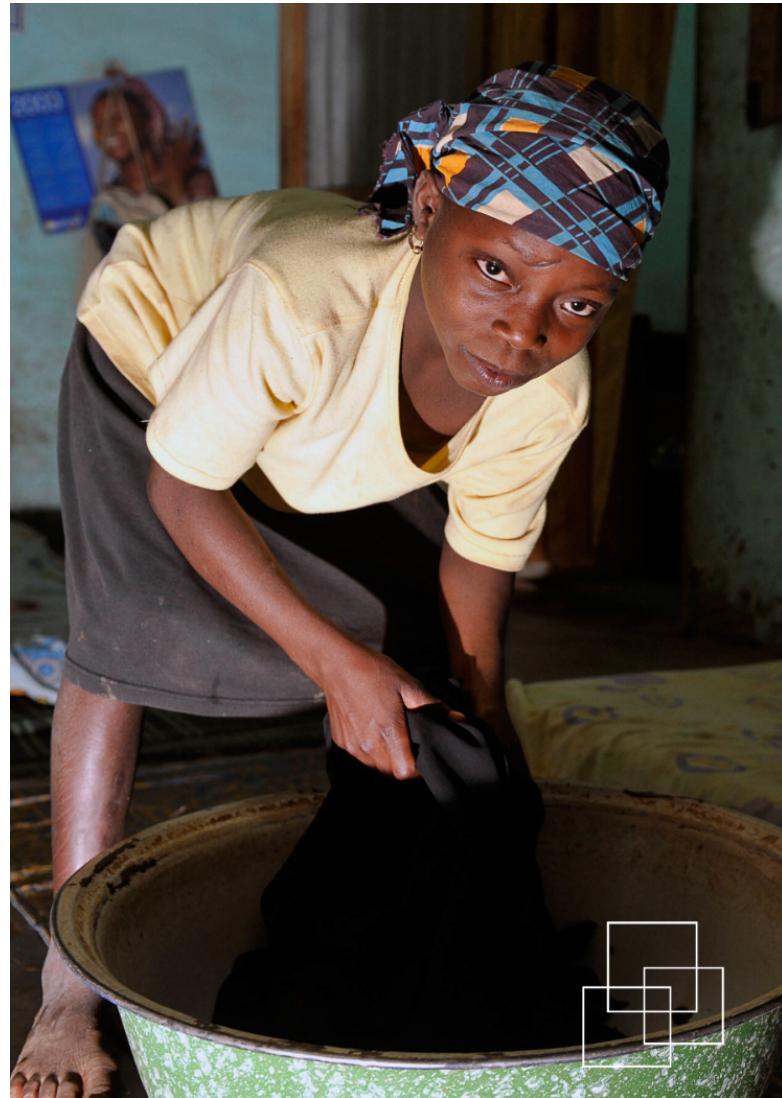
A POPULATION WITH NO SOCIAL PROTECTION

The ILO estimates that there were about 70 million domestic workers in 2016, representing 2 per cent of employment worldwide. Domestic workers comprise a significant part of the global workforce in informal employment and are among the most vulnerable groups of workers. This situation is largely a reflection of the low social and economic valuation that society has traditionally given to the activity.

The ILO is committed to make decent work a reality for domestic workers worldwide. It actively supports countries that want to take measures to improve the protection and working conditions of domestic workers including in extending their social protection.

Domestic workers mostly work in the shadows. They work for private households, often without clear terms of employment, unregistered in any book, and excluded from the scope of labour legislation. A domestic worker may work on full-time or part-time basis; may be employed by a single household or by multiple employers; may be residing in the household of the employer (live-in worker) or may be living in his or her own residence (live-out). Domestic work is an activity predominantly performed by women, of which a significant number are migrant workers and, in some cases, children. The majority face long work hours, low wages as well as several layers of social exclusion based on gender, ethnicity, and race.

Due to these particular characteristics, domestic workers often have inadequate or simply no access to social security; it is estimated that globally 90 per cent of domestic workers are excluded. The extension of social security to domestic workers is a necessary element of any strategy to combat poverty and social exclusion and secure decent work for domestic workers.



SOCIAL PROTECTION IS A HUMAN RIGHT FOR ALL

The human right to social security has been recognised by the international human rights frameworks and notably the Universal Declaration of Human Rights, 1948 and the International Covenant on Economic, Social and Cultural Rights, 1976, as well as in international labour standards adopted by the ILO.

The ILO has a mandate to extend social security to all and in particular those 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 social protection standards for this activity. In particular, the need to prioritise the closing of coverage gaps in social security as a means to achieve equitable growth, social cohesion, and decent work for all.

Together with other relevant ILO Conventions and Recommendations that address issues of forced labour and migrant workers, these instruments provide the needed guidance for closing the gaps in social protection coverage of domestic workers combined with better enforcement mechanisms for labour law issues.

INTERNATIONAL DEVELOPMENT CONTEXT

The international community recognised once more the importance of social protection, notably as a tool to attain sustainable development and reduce poverty, as highlighted in the 2030 Agenda. In particular, Sustainable Development Goal target 1.3 which calls on States to implement nationally appropriate social protection systems and measures for all, including floors, as a means to end poverty. Social protection is further reflected in other goals including, Goal No. 3 on ensuring healthy lives, Goal No. 5 on achieving gender equality, Goal No. 8 on promoting sustainable economic growth and decent work for all, and Goal No. 10 on reducing inequalities. All of these goals reflect many of the challenges and consequences faced by domestic workers.

The ILO launched a Global Flagship Programme on Building Social Protection Floors for All in 2015 specifically to help the ILO and its partners fulfil the goals set out in the 2030 Agenda for Sustainable Development and to support the implementation of the ILO's Recommendation No. 202. The extension of social protection to domestic workers is an integral part of this Global Flagship Programme and the wider international framework for development.

HOW THE ILO CAN SUPPORT THE EXTENSION OF SOCIAL PROTECTION TO DOMESTIC WORKERS

The ILO and its partners have significant experience working as One, through the ILO Officewide Strategy to ensure decent work for domestic workers, to support

countries to provide and extend social protection for domestic workers.

The Social Protection Department works closely across relevant departments within the Organization and with Country Offices to ensure the highest quality and integrated support.

All support is also provided in close collaboration with national constituents and relevant stakeholders.

Among the types of activities the ILO can support are included:

- ✓ Advising on the formulation of social protection policies and strategies aimed at extending social protection to domestic workers;
- ✓ Supporting the revision and development of national legal frameworks in order to provide domestic workers with adequate labour and social protection;
- ✓ Promoting ILO social security and domestic workers standards and their ratification among national;
- ✓ Supporting the design of mechanisms to extend social protection schemes to domestic workers, including access to contributory social security;
- ✓ Strengthen the capacities of relevant national institutions and relevant stakeholders through training and capacity building activities;
- ✓ Promoting awareness-raising of relevant national stakeholders including domestic workers and their employers;
- ✓ Advising on bilateral and multilateral social security coordination agreements for migrant domestic workers

TOOLS AND CAPACITY BUILDING MATERIALS

The ILO counts on a wide array of tools and capacity building materials to support constituents in extending social protection to vulnerable groups including domestic workers including briefs, booklets, power points presentations and resource platforms (www.ilo.org/domesticworkers). The Social Protection Department is looking to strengthen its package of tools and capacity building materials including by developing a Guide to support the extension of social protection to domestic workers based on international labour standards and best comparative practice in close partnership with on-going initiatives in various countries.

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:

- Advise on the formulation of national social protection policies and strategies

US\$ 60,000

- Support the revision and development of national legal frameworks

US\$ 100,000

- Promote ILO social security and domestic workers standards and their ratification among national stakeholders

US\$ 100,000

- Support the improvement and simplification of administrative procedures of social security system

US\$ 200,000

- Strengthen the capacities of relevant national institutions and relevant stakeholders through training and capacity building activities;

US\$ 100,000

- Promote awareness-raising of relevant national stakeholders

US\$ 70,000

- Advising on bilateral and multilateral social security coordination agreements

US\$60 000

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

US\$ 150,000

LISTENING TO YOUR AMBITIONS

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

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