

Wednesday

12

December  
2012



2012: Fair laws  
for domestic  
workers in 12 countries

# DOMESTIC WORKERS

Mobilizing for a global  
'12 by 12' Action Day  
on 12-12-12

Dec. 12 2012 is a unique date to call upon governments to ratify C189 and an excellent opportunity to:

- organise public events (marches, delivering a petition to members of parliament, forming a chain of 12 by 12 union activists and domestic workers etc.)
- spread the message through (social) media on the need to respect and protect domestic workers' rights in law and practice.

ITUC will make available campaign materials and post updates on the '12 by 12' webpage, facebook and via the '12 by 12' email list. Please report your activities to: [equality@ituc-csi.org](mailto:equality@ituc-csi.org)



# 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:

- 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.

## GOAL 1:

12 + 12 ratifications of ILO Convention 189 on decent work for domestic workers by the end of 2013 and/ or labour reforms that would at least grant domestic workers the right to a minimum wage and to social protection. With mobilisation in 84 countries, 6 ratifications of C189 (Uruguay, Philippines, Mauritius and 3 ratifications still to be registered at the ILO: Nicaragua, Bolivia and Paraguay), the adoption of new labour laws in several countries, and the prospect of a good number of ratifications by the end of 2012, the Campaign is well on track.

It has the potential to pull millions of domestic workers out of poverty, exclusion, slavery and abuse. However keeping up the pressure remains crucial, reason why the campaign continues in 2013.



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## KEEPING UP THE PRESSURE:

continue your advocacy and lobbying efforts targeting governments, members of parliaments, political parties etc to demand the ratification of C189 and more and better laws for domestic workers. AND

- Mobilize for the global '12 by 12' Action Day on 12-12-12 - Please report your activities to: [equality@ituc-csi.org](mailto:equality@ituc-csi.org)
- Mobilise for '12 by 12' events in 2013 e.g. 8 March: International Women's Day - 30 March: Domestic Workers' Day in Latin America - 16 June: Anniversary of the adoption of C189 and the IDWN's International Day for Domestic Workers - 1 May, Labour Day etc
- Getting the support of '12 by 12' champions: such as prominent domestic workers, supportive politicians, engaged musicians, etc. to promote the goals of the '12 by 12' campaign by, for example, speaking up at national events, having their photo and quotes posted on campaign websites, writing articles in support of the Campaign etc. The champions will feature on the ITUC '12 by 12' webpage. Send information about your champion to [equality@ituc-csi.org](mailto:equality@ituc-csi.org)
- Call for international support: you might want to call for international support in urging their government to ratify C189 and/or adopt labour law reforms through for example letters of solidarity, opinion pieces in Equal Times, etc – please contact [equality@ituc-csi.org](mailto:equality@ituc-csi.org) or post your call on '12 by 12' Facebook
- Setting targets on organising up to the end of 2013: National '12 by 12' teams in close cooperation with domestic workers, are invited to set a specific target by the end of 2013 on organising domestic workers.

JOIN OUR  
CAMPAIGN FOR  
RIGHTS &  
PROTECTION FOR DO-  
MESTIC  
WORKERS



## GOAL 2:

Organising a minimum of 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 them access to capacity and leadership training. The number of unions organising domestic workers is increasing: at least 45 ITUC affiliates have reported either organising directly or providing assistance for the organisation of domestic workers and unions and/or organisations of domestic workers have requested affiliation to IDWN/UIF.

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## ORGANISE AND SUPPORT DOMESTIC WORKERS WITH BUILDING STRONG UNIONS.

Go for campaign updates and resources to:

- the ITUC's '12 by 12' webpage: [www.ituc-csi.org/domestic-workers-12-by-12.html](http://www.ituc-csi.org/domestic-workers-12-by-12.html)  
(contributions for the worldmap on the '12 by 12' webpage can be send to [equality@ituc-csi.org](mailto:equality@ituc-csi.org))
- IDWN website: <http://www.idwn.info/>
- Share your updates on '12 by 12' facebook page: <http://www.facebook.com/groups/231305920281513/>
- Subscribe to the '12 by 12' email list (to subscribe, go to the '12 by 12' webpage or send an email to: [equality@ituc-csi.org](mailto:equality@ituc-csi.org))



# 84 COUNTRIES



### ASIA-PACIFIC

1. Australia
2. Bangladesh
3. Burma,
4. Cambodia,
5. Hong Kong
6. India
7. Indonesia
8. Israel
9. Malaysia
10. New Zealand
11. Nepal
12. Pakistan
13. Palestine
14. Philippines
15. Singapore
16. Sri Lanka
17. South Korea
18. Turkey

### AFRICA

19. Angola
20. Benin
21. Burundi
22. Burkina Faso
23. Ghana
24. Guinea
25. Niger
26. Kenya
27. Malawi
28. Mali
29. Mauritania
30. Mauritius
31. Mozambique
32. Namibia
33. Senegal
34. South Africa
35. Tanzania
36. Uganda
37. Zambia
38. Zimbabwe

### AMERICAS

39. Argentina
40. Brazil
41. Barbados
42. Chile
43. Colombia
44. Costa Rica
45. Dom Republic
46. Ecuador
47. El Salvador
48. Honduras
49. Jamaica
50. Mexico
51. Nicaragua,
52. Paraguay
53. Peru
54. Trinidad and Tabago
55. Uruguay
56. Venezuela
57. US
58. Panama

### EUROPE

59. Austria
60. Belgium
61. Bulgaria
62. Croatia
63. Cyprus
64. Czech Republic
65. Denmark
66. Finland
67. France
68. Germany
69. Greece
70. Hungary
71. Iceland
72. Ireland
73. Italy
74. Lithuania
75. Netherlands
76. Norway
77. Poland
78. Portugal
79. Romania
80. Slovenia
81. Spain
82. Sweden
83. Switzerland
84. UK