

PROMOTING THE INTEGRATION OF MIGRANT DOMESTIC

WORKERS

IN EUROPE



International
Labour
Office

MODULE I Overall Framework on Domestic Work



International Training Centre



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Module I – Overall Framework on Domestic Work – OBJECTIVES



To be introduced to the main issues at stake regarding domestic work and thus expand knowledge on the following aspects: the concept (what is domestic work), the specificities of the sector and its workers, and the recent international debate that has led to the adoption of ILO C189

To get acquainted with the principles which guide ILO action regarding decent work for domestic workers and are entrenched in the ILO C189 and ILO R201 such as gender equality and equality of treatment, the rights at work and the protection against violence, harassment and abuse

To be able to outline in general terms the decent work deficit that might characterise domestic work, the possible rights/protection gaps and what is the advantage for everyone (national workers, migrant workers, men and women, employers and trade unions, and civil society), in terms of employment and social justice, to have decent work conditions for domestic workers

To be able to understand and explain the push and pull factors which make domestic work a female dominated occupation and why, in Europe, domestic work tends to be done by migrant women in particular

To be introduced to the European context favouring the growth in number of domestic workers and the challenges it presents in terms of decent work



Module I – Overall Framework on Domestic Work – KEY MESSAGES



KEY MESSAGES

Domestic work is an occupation that has not been recognized as such for a long time even though domestic workers' conditions are among the poorest with long working hours, among lowest paid, with almost no access to social security and are characterized by job and income insecurity.

Domestic workers are invisible, working behind closed doors, in the intimate spheres of employers' household, but represent a significant and growing workforce. They are especially vulnerable and exposed to verbal, physical, sexual abuse and extreme forms of exploitation (slavery, slave-like conditions).

Decent Work is a concept coined by the ILO to refer to everyone's basic aspirations in their working life. Achieving decent work for domestic workers, as stated in the name of the ILO C189 and R201, means clarifying and obtaining recognition of domestic work as real work and domestic workers as workers like any others in an atypical employment relationship requiring specific attention and provisions.

Domestic work is a female dominated occupation with 83% of women domestic workers all over the world. Taking into account gender aspects of domestic work is essential when assessing the national legislative and policy measures that affect the status and the situation of domestic workers.

Globally, labour migration is characterized by a high rate of feminization and domestic work follows this trend. Migrant domestic workers are considered as a specific group deserving special attention recognized by provisions included in ILO C189.

There is growing demand for domestic work and care work in Europe that the local labour workforce cannot meet. Migrant domestic workers in Europe are in principle covered by general labour laws but in practice they face many obstacles to their basic rights being respected. Legislative and policy measures have been adopted at the European level regarding migrant workers and domestic workers but their implementation remain uneven in the different Member States of the EU.



Module I – Overall Framework on Domestic Work – OVERVIEW OF THE ISSUE



Domestic work is an occupation that has not been recognized as such for a long time. The work of caring and cleaning is rooted in a “master-servant” relationship that has left a bitter legacy composed of prejudicial biases towards domestic workers.

According to the latest estimates, there are **52.6 million domestic workers worldwide – and 2.5 million of them are living and working in the European Union.**

After a long series of debates, initiated some decades ago on the international scene, a new international labour standard to protect domestic workers was finally adopted by the ILO in 2011.

The status of domestic workers is weak not only because there was a lack of inclusive labour laws designed to tackle negative social perceptions of domestic work but also because existing laws were not able to respond to the peculiarities of domestic work and the needs of domestic workers themselves.

ILO Convention 189 entails specific provisions elaborated to apply specifically to domestic workers and **thus represents a turning point for domestic workers around the world.**

The ILO framework for action – The Decent Work Agenda

Despite its growing economic and social significance, domestic work in Europe, as well as in other parts of the world, remains one of the most precarious, low-paid, insecure and unprotected forms of employment.

It was a decisive step to adopt a new international instrument to address the wide range of gaps and concerns that characterize the situation of domestic workers: the economic gap and poverty, the discrimination and denial of basic human rights, the lack of access to social protection etc. Convention 189 and Recommendation 201 address “Decent Work for domestic workers.”

This norm reflects the ILO’s commitment as embedded in the Decent Work Agenda, to bring these workers into its “conventional” work even if domestic workers were entitled to prior ILO standards.

The International Labour Organization uses the multi-faceted concept of “Decent Work” to measure in a comprehensive manner the differences between workers’ aspirations and their current working conditions. Decent work conditions are those allowing the worker to have his/her fundamental rights at work respected, a sufficient income to cover his/her needs and those of his/her family, to work in safe conditions, and to have a social security net (social protection, maternity protection, an occupational scheme, a pension scheme, etc.).

Decent work involves opportunities for work that:				
are productive and deliver a fair income	provide security in the workplace & social protection for workers and their families	offer better prospects for personal development & encourages social integration	give people the freedom to express their concerns, to organize & to participate in decisions that affect their lives	guarantee equal opportunities & equal treatment for all

The decent work agenda is a tool, within an integrated approach, that helps the ILO to implement actions on several fronts and thus to mitigate the above-mentioned potential gaps.

In the case of domestic work, serious decent work deficits have been observed. The Decent Work Agenda helps to identify actions that are required under a wide range of aspects and that involve all relevant stakeholders:

- It is necessary to promote the adoption at a national level of general labour laws granting the same rights of other workers to domestic workers and the implementation of regulatory and enforcement mechanisms able to ensure the protection of domestic workers’ rights.
- Studies and awareness-raising events should aim at making visible domestic workers’ social & economic contribution to the society.
- Attitudinal change from civil society must be sought to improve the perception of domestic workers and the need to grant them decent working conditions.
- Organizing domestic workers is essential to allow them a major bargaining power: existing migrants’ associations and traditional trade unions may provide efficient help to domestic workers while the creation of domestic workers’ organizations must also be encouraged.
- Employers may receive education to elaborate, agree on and implement codes of conduct in line with international labour standards and decent work conditions.
- Dialogue between workers and employers must be encouraged to obtain progress in the domestic work sector, providing guarantees for both employers and workers.

Domestic Work - Concepts and Challenges

Getting to know the definitions

This specific international norm for domestic workers reaffirm the protections to which domestic workers are already entitled under previous existing ILO standards and at the same time provides for specific standards and clear definitions to make these rights a reality.

The definition of domestic work has been the object of recurring discussions during the process of negotiation of C189. It is generally accepted that it comprises a range of tasks and services connected to the daily functioning of the household and is performed in a household, this criteria being essential.

Countries have adopted different provisions that regulate domestic work, based on several different definitions, which include many household tasks and may or may not include the provision of certain services linked to a person (such as caring for children, the ill and the elderly), to pets, or any other services (such as gardeners, drivers, butlers, agricultural work, etc.).

According to Convention 189, a domestic worker is “any person engaged in domestic work within an employment relationship” in opposition to “a person who performs domestic work only occasionally or sporadically and not on an occupational basis”.

One of the obstacles to the adoption of the Convention, had been the insufficient recognition of domestic work as work both from employers and society. **Domestic work is performed in a private sphere, at the heart of intimacy and emotions. That makes the dynamic of this employment relationship like no other.**

This specificity of the employment relationship has been pointed out by the Committee of Experts on the Application of Conventions and Recommendations of the ILO - the independent supervisory mechanism in charge of monitoring the implementation of ILO instruments - that has stated that domestic work **is an “atypical” employment relationship.**

Understanding the specificity of domestic work and the perception of domestic workers

As mentioned above, domestic work involves a **degree of physical proximity as well as emotional attachment** with the employer and family of the household. This can be rewarding for both the worker and the employer but, nonetheless can create confusion with respect to the employment relationship. It may result in an arbitrary treatment by employers where no objective regulation is applied.

Domestic work is characterized by invisibility and therefore might be source of great vulnerability. This invisibility and difficulty to reach and include domestic workers in a protective framework is due to the nature and the place of the work: accomplished isolated in a private household, with a heavy dependence on the employer, often not declared and many times performed by migrants in irregular situations. The outreach of conventional mechanisms of control does not operate.

Domestic work has been traditionally undervalued, underestimated and underpaid.

The historical sense of possession and ownership characterized by the “master-servant” relationship still influences the sphere of domestic work nowadays. It is perceived as a work lacking in value, not requiring skills and performed by women for free. In these conditions, confinement and isolation are common risk for domestic workers and slavery-like conditions constitute a not so rare consequence, even in advanced countries.

Domestic work is mostly performed in the **informal sector** which increases its invisibility. A verbal agreement often replaces a written contract. The lack of formal contract negatively affects the working conditions of the domestic worker.

Moreover, domestic workers are usually **excluded from guarantees** of a minimum wage, overtime pay, rest days, annual leave, workers’ compensation, social security, and fair termination of contracts. For an overwhelming majority, they work long hours, have almost no rest, are always on call and receive very low pays.

Domestic workers often do not feel entitled to a worker’s status and fear standing up for their rights.

Being an isolated workforce, their bargaining power is very limited: it is more challenging for domestic workers to mobilize and organize for better working conditions.

In addition to the specificity of domestic work, **gender equality is a key aspect** to understanding domestic work and improving domestic workers’ lives.

The Gender and Migration aspects of domestic work

Domestic work which consists in care and household-related activities tends to be **regarded as a typically feminine occupation requiring skills for which women are supposed to have as a predisposition. The unpaid care work that has been historically performed by women of the household is outsourced.** This generates a vague job description which makes skill recognition more difficult which then lowers its economic and social value.

Hence it is not surprising to note that women represent 83% of all domestic workers and up to 90% in the European Union.

Men employed in domestic work may also suffer from poor working conditions. However they are generally found accomplishing different tasks from women: they are usually employed in private homes as gardeners, guards and chauffeurs and receive higher wages benefiting from better working conditions.

In addition to the gender aspect, migration is essential when looking at domestic work: there is a large share of **women migrants among domestic workers**. All over the world, the phenomenon of the **feminization of migration** is observed: women tend to migrate from countries with an oversupply of labour and high unemployment rate to countries in demand of domestic workers.

A myriad of reasons can compel women to go abroad to support their families but one of the main factors is discrimination against women in the domestic labour market and domestic work happens very often to be the only legal avenue for labour migration towards developed countries. It represents the epitome of outsourcing: employing women who not only come from outside of the household, but from a different country.

It is a work mainly performed by women but also managed by women. In Europe, as in other regions, women participation in the labour market has increased steadily over the last decades, yet they are still considered to be the ones responsible of domestic functions and they often continue to carry a “double burden”. Indeed, women workers have to cope with domestic chores more than men workers within a given household. It is unpaid work after the working day.

In addition, the household is theoretically the employer but in practice, the woman of the household is seen as the counterpart by the domestic worker.

For women domestic workers, domestic work represents work allowing them to enter and stay in the labour market.

Because of a dilution of the employment relationship boundary, the woman domestic worker, considered as a family member or a poor “relative” benefiting from the “generosity” of the employer, may be subjected to exploitation and psychological and physical abuses, including sexual harassment and violence. **As a general rule women are more exposed to violence and this is true at work and corresponds to a sad documented reality for women domestic workers.**

Foreign domestic workers often suffer from an exacerbated discrimination: they bear a racial, gender and a social stigma. They are more often living with the employers and as such they may find themselves trapped in a situation of forced labour (identity papers withheld and/or the freedom of movement is limited by the employer) and sometimes this situation of severe abuse has been planned from the beginning of the migration project without the woman knowing. This situation qualifies as **trafficking for labour exploitation** to which a third part contributes: for instance, placement and recruitment agencies, an important stakeholder in labour migration of domestic workers, may use methods and procedures to recruit migrant workers that are not properly controlled and that lead to slavery like conditions for the worker.

In Europe, the trend in recent years has been towards an increase in migrants among domestic workers, the overwhelming majority of whom are women. These workers are exposed to exploitation and abuse and face different obstacles to enjoy their rights. This phenomenon is observable on the global scale but present some peculiarities attached to this particular region.

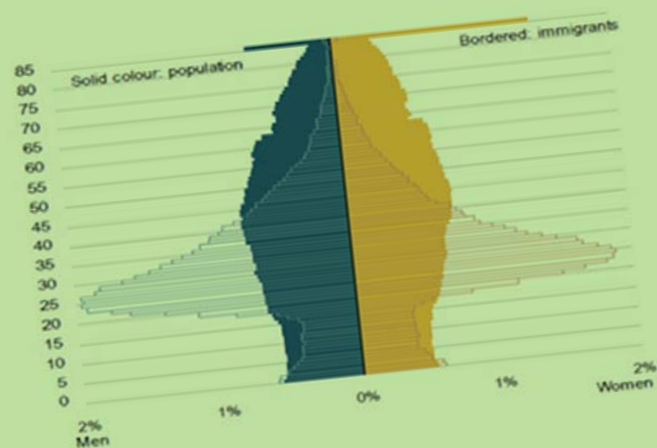
The European context: social, economic and political underpinnings

Among the factors contributing to the growing demand for domestic and care work in Europe, there are the massive incorporation of women in the labour force coupled with the ageing of societies, the intensification of work and the lack or, inadequacy of public policies to facilitate the reconciliation of family life and work.

Domestic work is still seen as woman’s task: even though the family structures are evolving, the gender roles dynamics remain unchanged. Thus appears a crisis of the traditional informal care provision. **In Europe (European Union and its 27 State members), the available country workforces cannot meet this demand alone.** The demand for and the employers of domestic workers are mainly located in France, Italy and Spain, but foreign domestic workers are a common feature of most European countries.

There is evidence that care needs are likely to increase in the future. According to a Eurostat study conducted in 2008, the proportion of the population aged 80 years or over in the EU 27 will triple from 4.66% in 2008 to 12.12% in 2060.

Figure 1: Age structure of the population on 1 January 2009 and of immigrants in 2008, EU-27



EU-27 immigration data excluding BE, EL, CY, RO and UK
Source: Eurostat (online data codes [migr pop2ctz](#), [migr imm2ctz](#))

The attractiveness of the domestic work sector to the national workforce within EU Member States is low, mainly due to its low wages and poor entitlements. Yet domestic work has become a source of income for migrant women within the EU and outside the EU. **With the economic crisis**, income inequalities between countries have increased and some European women, coming from European countries suffering the most from the negative economic trend, see migration as a better option in order to support their children and family. On the other hand the crisis seems to show some consequences on the composition of the workforce, including some tendency of nationals to return into domestic work.

Several factors are contributing to female migrants' (over)representation in domestic work: some countries of the EU zone have drawn up migration schemes to cover this structural need for domestic work and this channel is very often the only legal avenue for migrants from outside the EU. These labour migration policies entail a gendered bias by addressing low skilled workers and contributing to the de-skilling of some migrant women who have difficulties getting their diplomas, skills and qualification recognized on the European labour market. In this context, the existing regulations foresee that migrants performing domestic work must possess regular work and residence permit, but in reality migrants with an irregular status represent a significant segment of the workforce in this sector.

Some migrant domestic workers are coming from the EU 28 zone while the others are third country nationals. Their situation at destination differ to a certain extent: indeed, migrants from the EU 28 zone benefit from certain advantages as European citizens but evidence shows they share some common obstacles with the other migrant domestic workers.

These differences in the treatment generate even more difficulty to apprehend the situation of migrant domestic workers in Europe and to understand the different patterns and trends.

Women migrating for work in Europe have a different experience from men: they are mostly offered part time jobs and temporary contracts in addition to other types of discrimination.

In Europe, and in compliance with international labour standards, migrants, irrespective of their status, should benefit on the same footing as nationals from fair working conditions (including fair pay, sick leave, compensation for work accidents, rest periods and lodging for live-in workers), be protected against unjustified dismissal, enjoy freedom of association, access to redress mechanisms (including for serious crimes) and family life.

Module I – Overall Framework on Domestic Work – LEARNING BY DOING



Exercise

You are divided into groups and you shall designate a note taker and a speaker to report on your findings. Consider why it would be in a European country's interest to give proper status to migrant domestic workers.

In your note, consider (and list specifics):

- the impact on the individual domestic worker, on domestic workers in general in the host country and in the country of origin;
- the economic costs to the host country;
- the impact on social development goals and vulnerable groups (please highlight the linkages).



For this exercise, you have 30mn dedicated to the group work and 20mn to the reporting/discussion

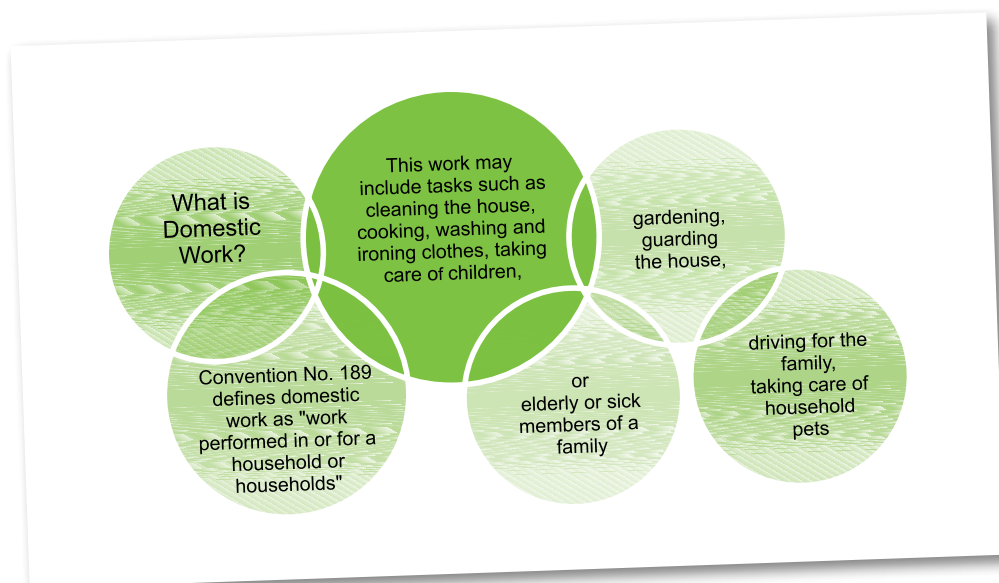


Module I – Overall Framework on Domestic Work – FACT SHEET



To better protect the labour rights of all workers, including domestic workers, the ILO has called for the development of **specific labour standards for all domestic workers**. The international standards-setting process for domestic workers has resulted in the adoption of the ILO Convention 189 and Recommendation 201.

The absence of proper regulations and a harmful outdated conception of domestic workers as “servants” have led to a persistent refusal to recognize domestic work as work. **ILO Convention 189 acknowledges that domestic work is both work like no other and work like any other** providing for the specific needs of and granting a status to the workforce.



Addressing the decent work deficit in domestic work is part of the ILO Decent Work Agenda. This objective on the Decent Work Agenda is a powerful means to achieve the **United Nations Millennium Development Goal 1** - «eradication of extreme poverty and hunger» and **Goal 3** - «promotion of gender equality and empowerment of women.»

Domestic work has its specificities

- Domestic work is invisible and domestic workers are undercounted, working often in the informal economy, and isolated as the tasks are not performed in an accessible office or a public place but in the private sphere of a household.
- Domestic workers are in an uneasy position evolving in the sphere of emotions and physical proximity with the employer.
- Domestic work is usually undervalued and underpaid as it is considered as non-productive work.
- Domestic work exists in almost all countries and is overwhelmingly a female occupation. Women represent at least 83% of all domestic workers, 90 % in Spain. It is one of the few employment opportunities left and is performed by poor women, especially in the rural areas and among the most discriminated groups.



Domestic workers

- Embodying a growing workforce, present all over the world but more represented in certain regions: 41% of all domestic workers are in Asia.
In general and in **the specific case of Europe, official data fails to capture the real extent of the domestic work** sector, which largely falls within the informal economy. For example, Germany's Statistical Office says there are around 700,000 domestic workers in the country. But local trade unions believe that over 2.4 million German households employ a domestic worker.¹
- Most national legislations exclude them from the scope of general labour laws.
- **Are largely a feminine workforce, a migrant workforce and see the over-representation of cases of forced labour and trafficking.**

1. Domestic workers in Europe falling through the loopholes, ILO newsroom, Analysis, 24 October 2012, ILO website www.ilo.org.

As a matter of fact, many domestic workers have to cope with a situation of:

- Wage exploitation. The ILO Bureau of Statistics Database has collected information on domestic workers' wages for a few countries. The data show that women employed in domestic work receive much lower wages than women working in other jobs and that the wage levels are lower for women domestic workers than for men domestic workers.
- Excessive working hours, lack or absence of rest days.
- Inappropriate and sometimes inhuman living conditions, contrary to human dignity.
- Moral and physical abuses in the worst cases.

In general, what you also need to know is that:

- **Domestic work is often dangerous.** Rates of work injuries for domestic workers are 46% higher than for other workers. One of the characteristics of domestic work, that makes hazards harder to recognise, is that it is performed in a household, widely viewed as a "safe place".
- **Domestic workers often begin working at very young ages.**
- **Domestic workers are at high risk of violence, abuse, and suicide.** As explained above, domestic workers may perform their work under inhumane conditions, violating their most basic rights. They are also at risk of human rights abuse because migrants, children and live-in workers are especially vulnerable.

In Europe, migrant domestic workers:

- Are mostly women.
- Very often leave their family behind and send remittances home.
- Are often overqualified for the work they do and are therefore facing a process of de-skilling while performing domestic work: highly skilled migrant women are on average twice as likely to be employed in low-skilled jobs as compared to EU nationals with the same level of education.
- May be undocumented or in an irregular situation as their employer(s) do not declare, or only partially declare their work, preventing workers to access a social security net.

Recommended readings

Essential readings:

- ILO Convention 189, 2011
- ILO Recommendation 201, 2011
- ILO Convention 189 & Recommendation 201, questions and answers
- ILO Convention 189 & Recommendation 201 at a glance, ILO, 2011
- Domestic workers across the world: global and regional statistics and the extent of legal protection, International Labour Office, Geneva, 2013 (summary)
- Global and regional estimates on domestic workers, Domestic work policy brief 4, Conditions of Work and Employment Programme (TRAVAIL), ILO, Geneva 2012
- Measuring the economic and social value of domestic work, Domestic work policy brief 3, Conditions of Work and Employment Programme (TRAVAIL), ILO, Geneva 2012

To get the European perspective:

- Migrants in an irregular situation employed in domestic work: Fundamental rights challenges for the European Union and its Member States, European Union Agency for Fundamental Rights, 2011
- Rights of Migrant Domestic Workers in Europe, Office of the High Commissioner for Human Rights, Europe regional Office, 2010
- Unprotected Work, Invisible Exploitation: Trafficking for the Purpose of Domestic Servitude, Report of the Tenth Alliance against Trafficking in Persons Conference, OSCE, Vienna, 17-18 June 2010

To go further:

- Ramirez-Machado, J-M.: Domestic work, conditions of work and employment: a legal perspective, Conditions of Work and Employment Series No. 7, 2003, ILO-CONDIT, Geneva
- Gender Equality and Decent Work - Good Practices at the Workplace, ILO Bureau for Gender Equality, 2004, Geneva
- Shahra Razavi, The Political and Social Economy of Care in a Development Context Conceptual Issues, Research Questions and Policy Options, Gender and Development Programme Paper Number 3, UNRISD, June 2007, Geneva
- M.E. Valenzuela & C. Mora, Domestic Work: a long road to decent work (original, and available only, in Spanish: Trabajo doméstico: un largo camino hacia el trabajo decente), ILO, 2009, Santiago
- Maria Gallotti, The Gender Dimension of Domestic Work in Western Europe, International Migration Programme, International Labour Organization, 2009, Geneva
- International Labour Organization, Decent Work for Domestic Workers, Report IV (1), International Labour Conference, 99th Session 2010 (Geneva, International Labour Office, 2009)
- Asha D'Souza, Moving towards Decent work for Domestic workers: An Overview of the ILO's work, Working Paper 2 / 2010, ILO Bureau for Gender Equality, Geneva

Module I – Overall Framework on Domestic Work – GOOD PRACTICES



Member States

France

The Labour Code defines domestic workers and clarifies the provisions applicable to them (article L7221), while comprehensive standards regarding domestic workers are contained in a collective agreement which has the force of law (the National Collective Agreement of Employees of Individual Employers of 24 November 1999).

Italy

In Italy, migrant domestic workers play an important ‘substitutive’ role for working Italian women, and serve prominently as caregivers to the elderly and to children. A large majority of them are women. Migrant domestic workers, legally present in Italy, are provided with the same protections as other workers and enjoy the same benefits – such as minimum wages, medical benefits, one day of rest in seven, paid annual leave, 13-month salaries, participation in social pension funds, and severance pay.

Trade Unions

European Trade Union Confederation (ETUC) <http://www.etuc.org> The ETUC was set up in 1973 to promote the interests of workers at the European level. The ETUC has 82 National Trade Union Confederations from 36 European countries, as well as observer organizations in other countries. In April 2005, the ETUC organized an international conference: “Out of the Shadows: organizing and protecting domestic workers in Europe: the role of trade unions”. The conference focused on the need to develop innovative ways to reach out to workers in the ‘shadow’ of the formal economy, especially those providing domestic services in private households, as well as the need to develop a protective framework, by collective bargaining and/or legislative means, for the provision of household services in general. The ETUC joined the ITUC (International Trade Union Confederation) in a campaign to stop the exploitation of domestic workers.

Irish Congress of Trade Union (ICTU) <http://www.ictu.ie> ICTU has developed a code of practice for domestic workers in Ireland adopted as a part of the social partnership “Towards 2016”. In 2007, the Code of Practice for Protecting Persons Employed in Other People’s Homes was published by the Irish Government. It lays a good foundation to guarantee domestic worker’s labour rights. Unfortunately, the code is only voluntary and not binding.

Unite <http://www.unitetheunion.org> Unite is a British trade union which started campaigning for the rights of migrant domestic workers in 1988. Together with the NGO Kalayaan, they have long campaigned to improve the status of migrant domestic workers and lobbied the Government to introduce the overseas domestic worker visa to protect this group of workers.

Civil Society

Ban-Ying - Non Governmental Organization (Germany) <http://www.ban-ying.de/>

Ban-Ying is the Thai term for “House of Women”. The association was founded in 1988 and runs two projects: a shelter for women from South-east Asia and a counselling and co-ordination centre against trafficking in persons.

It offers counselling to people who are either directly or indirectly affected by trafficking. Ban-Ying is also active in the field of research and advocacy. The NGO provides counselling for domestic workers of diplomats in Berlin. In 2010, the organization developed a creative awareness raising campaign targeting affected people and the community of origin of trafficked domestic workers. Posters in different languages were placed in areas such as playgrounds, outside shops and in other places in Berlin where they could be read by target groups but not likely by employers.

Europe wide

R.E.S.P.E.C.T R.E.S.P.E.C.T 25 is the Europe-wide campaign network for migrant domestic workers present in 11 countries; founded with the support of SOLIDAR in 1998. It has been very active when campaigning for the adoption of ILO C189. Updates on Facebook page: <https://www.facebook.com/RESPECTEurope>



Module I - Overview – TEST YOUR KNOWLEDGE



1. How many domestic workers are there in the world?
 - a. 52,6 million
 - b. Between 53 and 100 million
 - c. 20 million
 - d. We do not know
2. Among domestic workers, in percentage, how many are women in the world?
 - a. 50%
 - b. We do not know
 - c. 65%
 - d. 83%
3. The proportion of women domestic workers in Europe is:
 - a. Higher?
 - b. Lower?
4. What is the estimated number of domestic workers in Europe?
 - a. 10 million
 - b. There are no domestic workers
 - c. 25 million
 - d. 2,5 million
5. Which one of these assertions is right?
 - a. Domestic work is not real work
 - b. Domestic work is traditionally highly valued
 - c. Domestic work has been underestimated, undervalued, underpaid
 - d. Domestic work is decent work
6. One criterion is essential in the definition of Domestic Work. Spot the right one:
 - a. The task performed
 - b. The workplace
 - c. The type of contract
 - d. Working hours
7. The employer of a domestic worker may be either a household, an agency or an enterprise according to C189. Is this:
 - a. Correct?
 - b. Incorrect?
8. ILO C189 on DW has provisions on remuneration. It refers to:
 - a. The UN Convention on the protection of migrants workers
 - b. The ILO fundamental convention 100 on non-discrimination
 - c. The declaration on fundamental rights at work
 - d. None of the above
9. What does decent work mean according to the ILO?
 - a. Work that does not have a negative effect on morale
 - b. Work that corresponds to at least minimum wages
 - c. Is the sum of the worker's aspirations in his/her working life
 - d. Work that is performed respecting the dignity of the worker
10. In the EU, migration for work has gender aspects. Spot the wrong one:
 - a. Migrant women have more temporary contracts than migrant men
 - b. Migrant men are employed in a wider range of occupations
 - c. Migrant men have more part time jobs
 - d. Migrant women suffer multiple discrimination

11. Which countries are the biggest employers of DW within Europe?
 - a. Germany, Belgium, Netherlands
 - b. UK, Ireland
 - c. France, Italy, Spain
 - d. Portugal, Greece, Austria
12. Which one of the following rights does not appear in ILO C189?
 - a. Information
 - b. Protection against abuse, violence, harassment
 - c. safe/healthy working environment
 - d. Family reunification
13. Which of the following specific groups does C189 have no particular provision for?
 - a. Child domestic workers
 - b. Migrant domestic workers
 - c. Live-in domestic workers
 - d. Indigenous domestic workers
14. C189 includes specific articles on MDW. Another general section is particularly relevant for MDW. Which one?
 - a. Social security
 - b. Protection from abuses and violence
 - c. Private recruitment agencies
 - d. Remuneration
15. Julie is working for Mr and Mrs Smith as a DW. Her contract stipulates that she should clean the house and cook. In addition Mr and Mrs Smith asked Julie to help their son (Ben) who has a handicap to get prepared, to eat and to take regularly his drugs. What are your view on this...
 - a. This is part of her duties, as Ben is living in the household of Julie's employers
 - b. She should not been asked to do that, as it is not part of her contract and she may not have the required skills to take care of a disabled person
 - c. There is no clear answer as in practice, it is not obvious to clearly define her duties and caring tasks are only minor part of her work
16. Anna is 17. She goes to her aunt's place sporadically to help her to feed the baby, cook and clean. Is this domestic work?
 - a. Yes
 - b. No

Responses to the quiz

1. The correct answer is a): according to the latest survey carried out by the ILO. But this figure likely underestimates the phenomenon. Therefore, answer b) seems to be a more realistic figure and a correct answer in this case
2. The correct answer is d): 83% according ILO estimates based on data from official sources
3. The correct answer is a)
4. The correct answer is d): 2,5 million according ILO estimates based on data from official sources
5. The correct answer is d): even though it is more an objective than reality. The other assertions are negative prejudices on domestic work
6. The correct answer is b): the essential criterion, according to the official definition, is the fact that domestic work takes place within the household
7. The correct answer is a): please refer to the text of the Convention 189
8. The correct answer is b)
9. The correct answer is c)
10. The correct answer is c): migrant women have more part time jobs, not men
11. The correct answer is c)
12. The correct answer is d)
13. The correct answer is d)
14. The correct answer is c): MDW are very frequently recruited through private recruitment agencies in their countries of origin and then sent overseas
15. The correct answer is b)
16. The correct answer is b): the key element is the word "sporadically" which excludes from the definition of domestic worker according to the ILO C189's definition

Notes

[illegible]

**INTERNATIONAL MIGRATION BRANCH
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