



Applications

Participants will be provided with full board accommodation with private facilities at the ITC/ILO Campus, routine medical care and medical insurance, use of computer and internet facilities.

The price indicated **does not** include travel costs between participants' home and the course venue. The cost of passports, visas, airport taxes, internal travel in the participant's home country and unauthorized stopovers are not reimbursed.

For information regarding payment, cancellation and refunds, please consult:

<http://www.itcilo.org/en/training-offer/how-to-apply>

Applications should be supported by a curriculum vitae and nomination letter from the sponsoring institution indicating how the participant will be financed. Please note that if a Schengen visa for Italy is needed, the time required for issue is at least four weeks on average.

As an organization dedicated to fundamental human rights and social justice, the ILO is taking a leading role in international efforts to promote and realize gender equality. In line with this ILO focus, women candidates are especially welcome.

You can apply directly on-line at the following address:

<http://intranetp.itcilo.org/STF/A909090/en>

Applications to participate in the workshop should be addressed not later than **20 May 2016**.

The ILO Turin Centre's facilities

Located in an attractive park on the banks of the River Po, the Centre's campus provides a congenial environment in which to live and study.

- It contains 21 pavilions with fully equipped modern classrooms, conference halls and meeting rooms fitted out for multilingual simultaneous interpretation, and a computerized documentation centre linked to various data banks.

The campus has 287 study/bedrooms, all with private bathroom, telephone, free access to internet and cable television. It also has:

- a reception desk open 24 hours a day;

- a restaurant, a self-service canteen and a coffee lounge, all catering for international dietary needs;
- a bank;
- a travel agency;
- a laundry service;
- a post office;
- an internet point;
- a recreation room;
- facilities for outdoor and indoor sports;
- medical service.

Social events are regularly held both on and off campus, so that participants from different cultural backgrounds can make the most of a stimulating international environment.

For more information on course content please contact

Ms. Miriam Boudraa
Social Protection, Governance and Tripartism Programme
International Training Centre of the ILO
Viale Maestri del Lavoro 10 - 10127 Turin, Italy.

Phone: (39-011) 69 36 359;
E-mail: domestic@itcilo.org



Copyright © International Training Centre of the International Labour Organization, 2016. All rights reserved.
Design Luca Fiore – Printed by the International Training Centre of the ILO, Turin, Italy

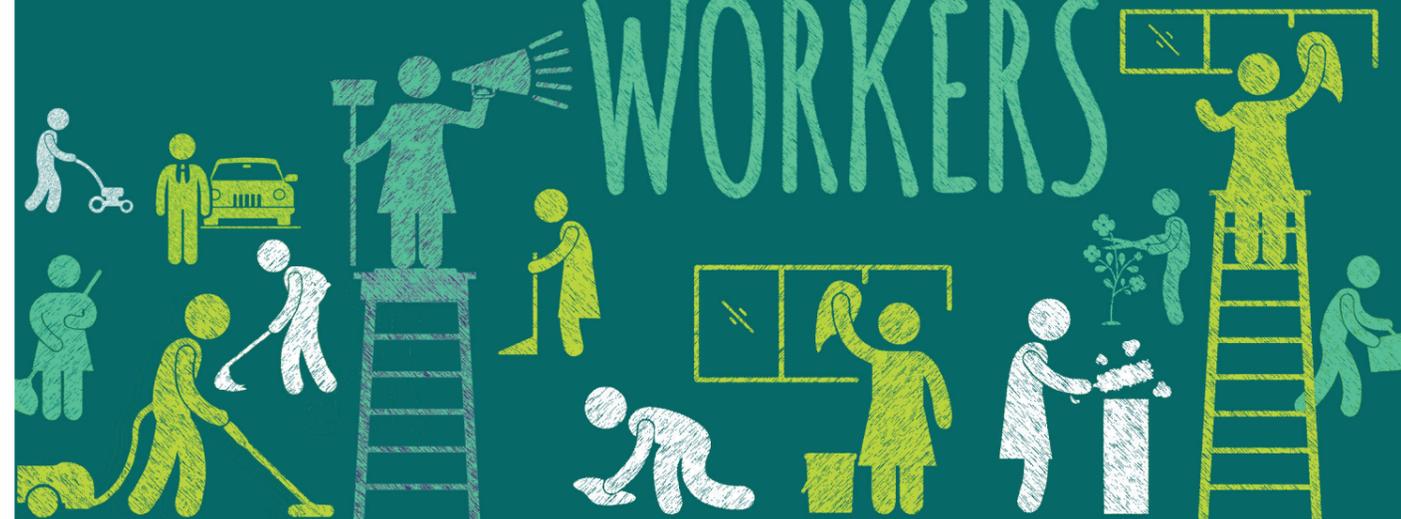
Made of paper awarded the European Union Eco-label,  reg.nr FR/011/002, supplied by International Paper.

DECENT WORK



FOR DOMESTIC

WORKERS



A909090

Decent Work for Domestic Workers

27 June – 1 July 2016

Turin, Italy



International Labour Organization



International Training Centre

www.itcilo.org

Decent Work for Domestic Workers



Background and context

Domestic work is the primary occupation for millions of workers around the world, women especially. Domestic workers perform a range of tasks for and in other people's households. They may cook, clean, wash the laundry and look after children, the elderly or persons with disability. They may work as gardeners, guardians or family chauffeurs. Despite their important role, their work often remains invisible; devoid of social and labour protection.

According to recent estimates at least 53 million women and men above the age of 15 are domestic workers. This refers to 3.6 per cent of global wage employment. The overwhelming majority is female (43.6 million, about 83 per cent).

There has been increasing recognition, nationally and internationally, of the economic and social contribution of domestic workers and of the need to improve their living and working conditions. Towards this end, a number of countries have put in place or are formulating legal and policy measures on domestic work. Yet there is a continuing need to fill gaps in relevant laws and policies to address the lack of coherence between them and to challenge the pervasive public perception of domestic workers as "unskilled, low-end and expendable," which can open the door to abuse and exploitation.

The specific characteristics of domestic work and diversity in country situations point to the importance of innovative and creative approaches to protecting domestic workers while responding to the needs of employing households.¹

Even though domestic workers make very important contributions to the functioning of households and labour markets, they are often victims of harassment, abuse and violence. They are sometimes subjected to fundamental rights violations and excluded from labour and social protection. Many domestic workers are overworked, unprotected and underpaid. They are particularly vulnerable to wage discrimination and are estimated to earn less than half of average wages. Many domestic workers work far beyond eight hours per day, especially those living on the premises of their employer as they are considered to be available at all hours of the day.

Another important factor is the isolation in which domestic work takes place; behind closed doors in private homes. This makes it almost impossible for labour inspectors to monitor the working conditions of domestic workers. In many countries, paid domestic work remains virtually invisible as a form of employment.

There are certain groups of domestic workers, such as: migrant domestic workers, children below the relevant minimum age found to be in domestic work and workers that reside in the household, all of whom are in a situation that makes them particularly vulnerable to exploitation.

At the 100th annual Conference of the International Labour Organization (ILO), government, worker and employer delegates adopted a historic set of international standards aimed at improving the working and living conditions of tens of millions of domestic workers worldwide. The new instruments are Convention No. 189 and Recommendation No. 201 concerning Decent Work for Domestic Workers. Convention No. 189 applies to all domestic workers, including migrant domestic workers. Domestic workers, like any other workers, have the right to enjoy fair terms of employment and decent working and living conditions. A range of measures in this regard are set out in the Convention.

Overall, these new international instruments represent a call for action to address the existing exclusion of domestic workers from social and labour protection and a strong recognition of the economic and social value of domestic work. They are also a positive step towards ensuring gender equality in the world of work as many domestic workers are women.

ITC-ILO's *Decent Work for Domestic Workers* training programme is a response to this global call for action and will promote an inter-regional dialogue among the different actors involved in the promotion of decent work for domestic workers and enhance their institutional capacities to ensure an adequate protection of domestic workers.



Objectives

The 5-day training course will:

- Introduce the "Decent Work" approach in the context of domestic work and raise awareness of the need to develop adequate mechanisms to actively promote it
- Explore policy and legislative issues, as well as challenges, regarding domestic work, in order to enable participants to engage in the development of strategies on decent work for domestic workers and to tackle exploitation and abuse also from a gender perspective" after abuse
- Raise awareness of the different profiles and vulnerabilities of domestic workers especially of migrants workers, live-in workers and children engaged in domestic work
- Familiarize participants with the relevant international legal instruments and mechanisms protecting domestic workers' rights, with a focus on the Domestic Workers Convention (No. 189) and Domestic Workers Recommendation (No.201)
- Offer a platform to discuss a broad range of strategies that can be useful to effectively organize domestic workers
- Map the key institutional actors and draw attention to the importance of building alliances and networking in efforts to promote decent work for domestic workers
- Promote an interregional exchange of stakeholders on domestic work and share of knowledge and experiences



Course content

- Definition, key concepts, and global and regional estimates on domestic workers
- Relevant international legal framework, including ILO Convention C189 and recommendation R201 concerning Decent Work for Domestic Workers
- Economic and social value of domestic work
- Remuneration, working and living conditions
- Role of social dialogue and social partners
- Organization and representation strategies
- Protection of vulnerable groups of domestic workers such as, children below the relevant minimum age found to be in domestic work, live-in domestic workers and migrant domestic workers
- Building partnership to better protect domestic workers
- Extension of social protection to domestic workers
- Mechanisms to ensure compliance, enforcement and inspections
- Protection from abuse harassment and violence
- National and regional experiences highlighting experiences and good practice on the protection of domestic workers around the world

During this one week course, participants will have the opportunity to take advantage of a rich and flexible learning environment involving leading international experts working on these topics. The course will allow participants to acquire an international perspective on domestic work policy issues through comparative analysis and experiences, and also provide a unique opportunity for networking among themselves and with the large pool of experts on domestic work issues.



Target Participants

This inter-regional course is addressed to:

- Officials from various ministries and public institutions – including local level officials – involved in the protection of domestic workers and/or migrant workers and those in charge of actions to eliminate child labour
- Representatives of workers' organizations
- Representatives of employers' organizations and private recruitment agencies
- Representatives of international and national NGOs, associations and other non-public organizations dealing with the protection of domestic workers, migrant workers and children and women's rights
- Representatives of specialized research institutes
- Media representatives

The course is interregional insofar as it offers the unique opportunity to domestic work stakeholders from any region of the world to share their own experiences, knowledge and good practices.



Methodology

The ITC promotes a three-phased approach in its learning activities:

Phase I: Pre-course information on the Internet-based learning platform

- Two weeks before the course

Phase II: Face-to-face workshops

- One week course in Turin

Phase III: Follow-up on the Internet-based learning platform

- Following the face-to-face course

During the course:

- An action-oriented, highly participative approach will be used, with particular attention to sharing international experiences with a view to their adaptation and practical application
- Training methods will combine lectures and discussions, case studies, open space debate, role play exercises and group work
- Participants will be requested to bring to the meeting information on the most recent trends and statistics, and copies of important legislation and policy documents relating to domestic work in their countries
- Particular attention will be paid to the presentation of "best practices" through case studies reflecting experiences already gained locally and internationally

The gender dimension will be a cross-cutting theme throughout the training programme.



Language

The course will be offered in English and Spanish.



Venue and date

Turin (Italy), 27 June – 1 July 2016



Costs of Participation

The total cost of participation in the course, is **EUR 2,150** and should be paid in advance by the participant or his/her sponsoring institution by bank transfer to:

Account no. 560002
Bank: Intesa San Paolo Ag. 523
IBAN: IT96 G 03069 09214 100000560002
BIC: BCITITMM
Address: Viale Maestri del Lavoro 10, 10127 Turin, Italy

Note: On the bank form, kindly state your name (Decent Work for Domestic Workers) and the course code (A909090)

1. www.ilo.org/domesticworkers