2012 International NGO Consultation

In conjunction with
101th Session of International Labour Conference

Building a Future with Decent Work: Youth Employment and Domestic Workers





Convened by Catholic-Inspired NGOs and Co-Organized By:

Bureau International Catholique de l'Enfance (BICE); Caritas Internationalis; Franciscans International; International Catholic Center of Geneva (CCIG); International Coordination of Young Christian Workers (CIJOC); International Volunteerism Organisation for Women, Development and Education (VIDES); Istituto Internazionale Maria Ausiliatrice (IIMA); Kolping International / German Commission for Justice and Peace; Mouvement International d'Apostolat des Milieux Sociaux Independents (MIAMSI)

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2012 International NGO Consultation

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Youth Employment Session

1. Background

The Consultation was co-organized by the International Catholic Center of Geneva (CCIG), International Coordination of Young Christians Workers (ICYCW) and German Commission for Justice and Peace/Kolping International as a follow-up to the previous Consultations on Domestic Workers in 2010[1] and 2011[2]. In addition to having a session on Domestic Workers that focused on efforts to promote the Ratification of the ILO Convention on Decent Work of Domestic Workers, the co-organizers proposed an initial NGO consultation on youth employment in light of the General Discussion on Youth Employment at the 101st Session of the International Labour Conference that had just begun.

Given the past interest and commitments of Catholic and other Faith-Based NGOs to domestic workers, we detected an opportunity and a need within the NGO community to facilitate a consultation on Building a Future with Decent Work to further promote awareness and provide enhanced links with the work of the International Labour Organization.

This brief report of the proceedings of the Consultation held on 31 May and 1 June, 2012 at "La Pastorale" is meant to enable Catholic and other Faith-Based NGOs, who were not able to attend the consultation, to be informed of our activities and initiatives. Our goal is to keep this process open and shared with as many groups and organizations as possible. We would welcome your comments and encourage you and your NGO's participation in any future activities we may undertake related to Decent Work.

[1] See Report: "The Right of Domestic Workers: Chances and Challenges for International and National Advocacy Work and Networking", June 7, 2010, Geneva – Switzerland, available at the International Catholic Center of Geneva. For further information, please contact: <ccig@bluewin.ch>.

[2] See Report: "Strengthening the Capacity of and Social Protection for Domestic Workers", June3-4, 2011, Geneva–Switzerland, available at the International Catholic Center of Geneva. For further information, please contact: <ccig@bluewin.ch>.

2. Opening Remarks

The Consultation was opened by H.E. Mgr. Silvano Tomasi, Nuncio Apostolic of the Holy See to the United Nations in Geneva, who welcomed the special focus on Building a Future with Decent Work, especially in light of the past three years of financial and economic crisis. He expressed the importance of the Social Doctrine of the Church and Catholic tradition based on a global vision of man and society, including labor. Despite the significant economic progress made in the past decades, too many people have been left behind which resulted in a deeply troubling increase in inequality. This calls for a re-thinking of old approaches to economic growth, particularly by ensuring that more attention and priority is given in the future to the recognition of the vital importance of dignity of all people. The present dilemma of "jobless growth" warrants a shift in priority to labor over capital. "Work is not just a job: it has broader social, ethical and human consequences for our society". Work is also not only a factor of production. More attention should be given to "what a person is, before what a person does", as only then is work seen in the right perspective.



To achieve this, we need to significantly change the way we educate that person, and how we work to ensure their "inclusion" rather than exclusion from the labor market and from society as a whole. This is a particular challenge for young people and other vulnerable groups. Currently, there is a mismatch between the preparation of people for jobs and the skills needed for the jobs that are actually available. The result is frustration for those who are looking for jobs, while many jobs go unfilled, or end up attracting migrant labor. Therefore, Mgr. Tomasi called for a new look at the process of education of young people in both developed and developing countries. He highlighted the limited perspective of economic recovery for young people in developed countries (i.e. delayed beyond 2016), and questioned what we should do until then to help ensure the inclusion of the many young people affected within our society. We need to avoid the "loss" of a generation of young people which will have major social and economic consequences in the future. He welcomed this Consultation as a step towards identifying future solutions to these challenges, and urged NGOs to contribute to support new interpretations of "work" that goes beyond the economic perspective to also include the investment in the individual person and their inclusion within society.

> **"Work is not just a job: it has broader social, ethical and human consequences for our society."**

3. Panel Discussion

3.1. "Youth Employment Issues and the Youth Employment Forum and General Discussion at the 101st Session of the International Labour Conference" - Ms Maria Prieto (ILO Youth Employment Program)

Experts of the Presentation[3]:

•Highlighted the importance of the ILC Resolution on Youth Employment from 2005 and progress made since then;

• Financial Crisis of 2008 continues to generate further stress on youth employment with 12.7% of global youth presently unemployed (75 million); with a further 228 million young people living under $2/day; furthermore there are many young people not included in those statistics who are Neither in Education. Employment or Training (NEET) and are excluded from the economy and society;

• Key issues, data and information:

i. Unprecedented proportion of young people is affected.
ii. Low quality jobs (not decent work).
iii. Discouragement is mounting.
iv. 4 out of 10 unemployed youth are women.
v. In low income countries, problem is not lack of work, but lack of adequate income, quality and security of work with a dominance of the informal sector.
vi. In developed countries, lack of entry level jobs, many temporary jobs, unpaid internships, etc. have led to gaps in continuity and careers.
vii. This has created a "scarred generation", which will affect their future when job growth and economic recovery finally arrive, there will be a role for NGOs to help re-integrate young people within the world of work.

• Mismatch between Education and Labor:

i. Market needs to address social protection and rights at work.
ii. Need for public investment and active labor market policies and employment programs.
iii. Need to promote youth entrepreneurship and self-employment.
iv. Opportunities to facilitate the transition between school and work.

[3] A copy of Ms. Prieto's Power Point presentation is available at the International Catholic Center of Geneva. For further information, please contact <ccig@bluewin.ch>.

•The ILO Strategy:

i. Integration of Youth Employment within National development frameworks and employment policies.
ii. Establishment of national programs for decent work for youth.
iii. Policy Research publications (70).
iv. Partnerships (e.g. Youth Employment Network).
v. Special campaigns to increase awareness and outreach (Advocacy).

• ILO Youth Employment Forum (Geneva, 23-25 May 2012):

ILO facilitated the convening of 42 National and 4 Regional meetings of youth, which mobilized over 5000 young people across the globe.

The Forum in Geneva provided an innovative opportunity for youth representatives from all those meetings to come and share their experiences and to identify new paths for the future

Issues and themes:

i. 500 million new jobs are needed to fill the gaps in youth employment.
ii. There is a need to respond to the present mismatch between education and training and the demand and supply of labor.
iii. There is a need to facilitate Decent Work and to promote the awareness of labor rights for young people.
iv. Importance of youth having a voice and participation in social dialog related to the world of work.

• General Discussion at the 101st Session of the ILC:

i. The Report V: The Youth Employment Crisis: Time for Action presented by the Director-General provides a detailed overview and assessment of the employment issues confronting youth today.[4]
ii. The report draws attention to 6 Questions that are expected to focus the discussion within the ILC.
iii. It was too early to tell what the ILC will conclude, but given the very high profile youth employment issues are receiving in many global, regional and national for a, it is expected to be a very rich discussion and should identify new ways forward for the ILO and its tripartite constituents.

[4] Report V:The Youth Employment Crisis: Time for Action is available at <http://www.ilo.org/public/libdoc/ilo/2012/112B09_39_engl.pdf> (July, 24 2012).

Questions and Discussion:

Following a reflection on the challenges confronted by some employers in identifying appropriate candidates for available jobs with the necessary skills and qualifications as well as realistic salary and work expectations, the question was raised about the employability of youth in today's labor market. Ms. Prieto acknowledged that there was indeed a "generation" gap of sorts and that both young women and men have developed different expectations and preferences that may not match the existing labor market requirements and limitations. She also referred to the shift that also
occurred regarding the concepts of "solidarity" and decent work. The ILO has developed very clear definitions of decent work, including the Fundamental Principles of Rights at Work. She noted that in many parts of the world, young people's expectations unfortunately still remain below those of their basic rights at work.

A further question was raised regarding the age definition of youth employment. While the age limit used by the ILO's Report is 15-24 years old, the ILO is indeed also very concerned by the special problems being encountered by highly educated young people receiving degrees between the ages of 24 and 28, who on completion of their studies are unable to find suitable employment. That led to a brief exchange of views on the present and growing phenomenon of unpaid internships and the absence of traditional "entry level" positions in many enterprises that creates further stresses on the school to work transition process.

3.2. "Priority Actions of the International Coordination Meeting of Youth Organizations (ICMYO)" - Mr. Samuel Diaz Fernandes Littauer (World Students Christian Federation)

Excerpts of the Presentation:



Mr. Samuel Diaz Fernandes Littauer shared experiences of his participation at the recent ILO Youth Employment Forum and the importance of participation in a dialogue of youth from many different countries—with each confronting many different and common challenges.
"Work is not just a job; it is about building one's personal identity and place in society".
The ILO can do much but it is a bureaucracy and focuses on policies. It risks to lose focus on youth or have an abstract notion of youth that misses the concept of youth as an individual person and their personal role within society.

What do we mean by education and training? It is not simply skills and knowledge, it is also a spiritual matter.

The Youth Employment Forum provided an original space for youth to exchange views, experiences, frustrations and dreams. However, the goal was not just to talk, but to identify where and how to go forward towards action. The Forum demonstrated the need for an equal voice and representation within the ILO to advocate for youth employment action. As Romala Dantas has stated: The ILC process should not be FOR us, it has to be WITH us!".

He provided information on the activities and initiatives of the ICMYO that is reaching out to more than 150 million young people worldwide. They are promoting the following key advocacy points within the ILO and other international youth employment processes:

1. The establishment of a Network of Organizations (ILO, Employers, Workers, Youth NGOs, etc.) on the topic of decent jobs for young people;
2. To motivate partnerships between ILO and its tripartite constituents with Youth Organizations for projects in the area of youth employment;
3. In order to better address the issues of youth employment, the ILO should have young people as main partners since they are stakeholders in the process. They call for the ILO to create the position of Youth Advisor in order to respond more effectively to the challenges in this area. This reflects the action taken by the Secretary-General of the United Nations when he announced the priorities of his next term.

Faith-Based organizations and youth NGOs can make a major contribution at the local, national and regional levels by providing a face and voice for young people and to help individuals directly. Faith-Based Organizations and Youth NGOs also need to collaborate with employers and workers organizations at all levels to respond to the youth employment crisis.

He stressed the importance of having young people at the table, to share their experiences and ideas and to take responsibility as equal partners in finding and implementing solutions. Those solutions are indeed urgently needed, but we should not rush into mediocre solutions; but work to find solutions that respect each individual's role, not as a "product", but as a productive human being.

Questions and Answers:
Maria D'Onofrio, (CCIG) shared her experience as a young person working in Geneva and her experience related to Italy where many young people no longer trust that the local community or national government is able to help them confront the challenges of youth unemployment. She recognized her privileged situation in Geneva, but questioned how to help youth mobilize to ensure action is taken as soon as possible. Samuel replied that he too recognized their privileged status in Geneva, but felt that our NGOs could cut through existing bureaucracies and work to put a human face –and individuals face—on these issues. We need to mobilize resources and share our views with others around the world. He noted that many young people are so frustrated that they are looking to leave their own country; but we need to help enable them to find opportunities and Decent work at HOME, in their own country. To do that they need to have a voice and an impact within their own country, and today that voice is muted and lost within the broader political, economic and financial crises.

Following a detailed comment on migration issues and the role of networking, a participant stressed that the real challenge was that the world needed to give priority to the "old" concept of "full and productive employment" and Decent Work that sets its goal to ensure that everyone has a decent job. Samuel commented that youth were indeed interested in those broader concepts of full employment and decent work, but governments did not seem to truly recognize such a goal. Therefore, youth needed to use many varied approaches to make connections to these issues. A key component of this is to re-configure our approach to education and training, to see and create and alternative approach to our way of "being". He gave the example of the role of Arts and philosophy as it breaks through patterns to engage people differently. We need to challenge our life styles for the future to enable all to achieve dignity and decent work.

Hildegard Hagemann (German Commission for Justice and Peace/Kolping International) raised the point that all our NGOs needed to reach out to young people within our organizations and to provide them with a voice. She noted many parallels with the past activities on domestic workers. Young people need to become more active in our organizations and we need to strengthen our youth activities at local level. Samuel noted that Faith-based NGOs have to be aware that they have just as much potential as the ILO tripartite partners do—in organizing at the local level. But, any NGOs also carry their own baggage, with some bad things having been done in the name of NGOs and religion in the past. Therefore, faith-based NGOs have to earn the trust of others. He described one issue of particular relevance today, which is the continued inappropriate treatment of internships within many NGOs.

Another question was raised as to what is the role of "faith" in the development of responses to the youth employment crisis. Samuel stated that to understand any community, one must understand their spiritual philosophy. Aristotle said that being part of society, every creature had a weight and influence on the future of that society. Young people need to play an active role in politics by becoming philosophically engaged and to take spiritually-based decisions to work for the good of society.

4. Working Groups

The participants were invited to split into two working groups, one working in English and the other in French. A set of questions were provided to help facilitate the discussions[5].

Young people need to become more active in our organizations and we need to strengthen our youth activities at local level.

Summary of the English-Speaking Working Group:

The following issues were raised:
There is a huge and growing disjuncture between the old generation and the new generation:
(a) Access to media and information;
(b) Populations changing and growing;
(c) The impact of Globalization.
Quality of work is changing with technologies and types of work;
Role of migration and immigration in taking up jobs that are less attractive in local workers;
Youth employment issues are having a significant impact on families, creating tensions and insecurity within local communities.

[5] See Annex I of this report: "Questions to guide the Working Groups" (English and French).

SUGGESTIONS Proposed by participants:

- NGOs should lobby large international, regional and national organizations to take action on youth employment;
- Faith-Based NGOs in particular should lobby faith-based institutions e.g. Vatican, on the importance of youth employment issues.
- Given the complexity of economic and social issues, a lot more work needs to be done to analyze and respond to the challenges of youth employment: "we are only at the tip of the iceberg in our work."
- There is a need for a coherent approach that goes beyond the traditional Sectorial approaches. We need to deal not only with the youth employment crisis, but also take into account other crisis related to food, health, poverty, environment, sustainable development—so as to have a more integrated and sustainable approach to our future.
- There was also a common concern that we cannot continue along the same path of consumption patterns and with unregulated financial markets. We need a long-term vision of a broader and more sustainable pattern of production and consumption within our societies that may also generate decent work for all. We need to not only focus on the financial deficits in our countries, bus as well the growing social deficit we are currently generating that will especially affect the next generation.

Summary of the French-Speaking Working Group:

1. The crisis of youth employment is a cross-cutting issue which interconnects with several existing vulnerabilities related to migration, poverty, and gender based issues. Also, the patterns of youth employment crisis might substantially change depending on the geographical context: in Western and European countries, the problem of so-called "super qualification" assumes a major role, while in other regions of the world lack of quality education may be the main concern instead.

2. Role of Education systems and obstacles to Youth Employment

A. Economic Growth is not generating jobs and "jobless growth" is leading to excessively high levels of youth unemployment and frustration;

B. Problem of definition: the labor market is not working for the new generation as the education system is not providing the skills required or desired by employers; there is a clear need to redefine the links between education and labor market in order to provide a more labor market-oriented education;

C. Training, both short and long term training, including apprenticeship programs are needed to help bridge the skills gap;



D. Need to examine the use of new technologies and research to develop practical solutions to meet youth employment goals;

E. Need to improve the efficiency of labor markets in matching education, skills, and training with available jobs;

F. Work versus vocation: need to examine how to combine development of skills needed for jobs while still developing personal creativity, spiritual awareness and individual identity. Work is not only a job, but a vehicle for human development.

3. Important issues for NGOs:

A. We need to use our networks where we are already working;

B. Recruitment: we need to not only value diplomas and certificates but personality, spiritual values and personal experience and situations;

C. Ways to promote youth employment:

I. Training after education on employability skills

II. Access to better information for young people to help them select and pursue careers;

III. Promote life-long learning paths;

IV. Create incentives for enterprises to hire young people.

D. NGOs should mobilize and listen to their young members to ensure that their organizations better understand their needs and help facilitate their integration into the labor market, be it in local project areas around the world or in Geneva;

E. NGOs need to promote more young members within their organizations;

F. NGOs need to be guided by the thoughts of H.E Tomasi when he stressed that "Work is not just a job: it plays a critical role in the development of our personal esteem and dignity, our spiritual foundation and is a vital link to our inclusion within society".

G. Young people need to take responsibility for themselves and not only wait for others to act;

H. We need to listen to young people and ensure our work reflects and reports their priorities. Therefore, they need to participate in the work of our NGOs and within any possible follow-activities of this consultation.

I. As NGOs committed for the full implementation of human rights we should prioritize concrete actions to promote youth employment at national and international level.

J. Youth employment should be adequately addressed in the international agenda, not only at ILO but also in other UN agencies and mechanisms for the protection of

human rights. NGOs that are represented in international *fora* and institutions should raise awareness and advocate having youth employment to be adequately addressed by UN mechanisms devoted to monitor the full implementation of human rights.

5. Summary and Conclusions

Plenary Discussion and Concluding Remarks:

Following the reports of the two working groups, the Moderator, Larry Kohler (CCIG and retired ILO official) encouraged the participants to share their comments and proposals. There was not sufficient time for the Consultation to discuss in detail these proposals and so there was no opportunity to test whether there was a consensus on any of these points or proposals. Nevertheless, there was indeed a strong awareness that Youth Employment issues would warrant our continuing attention in future. What action, if any might be, would be significantly influenced by the final outcome of the on-going General Discussion at the ILC on Youth Employment.



He expressed his appreciation to all the speakers and participants in the Consultation, and especially Ms. Ursala Barter-Hemmerich (CCIG member) who did such an excellent job of interpreting the entire meeting in French and English. He also expressed a special vote of thanks to Maria D'Onofrio, the Secretary General of the CCIG for her extensive and enthusiastic commitment to the successful organizing of the Consultation.

Domestic Workers Session

1. Background

The Consultation was co-organized by the International Catholic Center of Geneva (CCIG), German Commission for Justice and Peace/Kolping International and the International Coordination of Young Christians Workers (ICYCW) together with Caritas Internationalis as a follow-up to the previous Consultations on Domestic Workers in 2010[6] and 2011[7].
In fact, the strong commitment of Catholic Inspired-NGOs for Decent work has been demonstrated in the last years through a continued activity of consultations and advocacy in connection with the agenda of the International Labor Conference (ILC) of the International Labor Organization (ILO). As a result of our initiatives among others, the 100th Session of ILC adopted the Convention C189 followed by the Recommendation on Decent Work for Domestic Workers, which surely represents a major achievement in this regard. This successful and extremely enriching experience encouraged Catholic Inspired NGOs to continue their work together to envisage common shared strategies in order to ensure the ratification and full implementation of the ILO Convention C189 at the domestic level.

While a legal framework has been established by the adoption of the ILO Convention C189, major challenges still persist with regard to the ratification process of the convention, which will make it legally binding for State Parties. This is indeed a core issue considering that a legal obligation upon States to transpose the content of the treaty into the national legislation stems from the ratification process. Moreover, even after the convention is ratified, many difficulties will still persist at the national and local level in order to make it truly effective through the adoption of relevant national laws and programs of action. As result, civil society should play a key role in lobbying to have respective States not only ratifying the convention but also truly engaging themselves to translate decent work for domestic workers into reality.

Taking into account these challenges, the 2012 NGO Consultation aimed at offering an occasion for NGOs working for/with Domestic Workers to gather and share main concerns and difficulties encountered in their actions for the ratification of ILO Convention C189 and the effective recognition of Domestic Workers' rights. To this end, a session devoted to Domestic workers was organized on June 1, from 9 to 13 a.m. at the Center "La Pastorale", in Geneva, Switzerland.

[6] See Report: "The Right of Domestic Workers: Chances and Challenges for International and National Advocacy Work and Networking", June 7, 2010, Geneva – Switzerland, available at the International Catholic Center of Geneva. For further information, please contact: <ccig@bluewin.ch>.

[7] See Report: "Strengthening the Capacity of and Social Protection for Domestic Workers", June3-4, 2011, Geneva–Switzerland, available at the International Catholic Center of Geneva. For further information, please contact: <ccig@bluewin.ch>.

2. Panel Discussion

In order to favor the assessment of international and local actions for domestic workers, the panel discussion gathered important speakers from different actors involved in domestic workers' protection.

Ms. Gloria Moreno Fontes (International Migration Programme – ILO) was the first speaker to take the floor. While providing an overview of the Ratification Process of ILO Convention on Decent Work for Domestic Workers, she recalled that two ratifications are required before Convention No. 189 comes into force: at present, only Uruguay has ratified the convention (30 April, 2012). She also highlighted that ILO Convention 189 and Recommendation 201 cover all domestic workers, including migrant workers.



After ratification, the Convention may be implemented by extending or adapting existing laws and regulations or, by developing new and specific measures to making decent work a reality for domestic workers. Some of the measures required under the Convention may be taken progressively. The ratification also implies upon State Parties an obligation of reporting to the ILO. Moreover, Ms. Moreno Fontes provided a list of countries apparently keen on ratification (i.e. Africa: Ghana, Kenya, Tanzania, Zambia and Namibia, South Africa; Asia: the Philippines; Latin America: Argentina, Bolivia, Brazil, Colombia, Costa Rica, Chile, Dominican Republic, Nicaragua, Paraguay, and Peru; Europe: Belgium, France, Italy, Norway and Spain). She also highlighted that Recommendation No. 201, also adopted by the International Labour Conference of 2011, supplements Convention No. 189. Though is not open for ratification, this recommendation provides practical guidance concerning possible legal and other measures to implement the rights and principles stated in the Convention. Finally, Ms. Moreno Fontes underlined that, in order to enjoy the protections offered by Convention No. 189, Domestic workers can: (i) organize and mobilize support for the ratification and implementation of the Convention by their Governments; (ii) use the provisions of the Convention and the Recommendation to influence changes in laws and improve the working and living conditions of domestic workers, regardless of whether or not the country in which they work has ratified Convention No. 189.

Next to speak was **Ms. Elisabeth Tang (International Coordinator of the International Domestic Workers Network)**. She shared with the participants her life-long experience in working with and for Domestic Workers. The ratification is now the next step to strengthen the rights of domestic workers. The best momentum is now, shortly after the adoption of

the convention. Public awareness is there and in the recent months there were several activities and gathering to promote the ratification processes in various countries. For example a regional strategy conference as joint action of IDWN, ITUC and the Migrant Forum in Asia (MFA) was followed by a conference including the religious leaders and church organizations in the Asian region. The IDWN itself had gatherings in India, Indonesia, Peru and Kenya to strategies for ratification in these countries. Many branches of IDWN and Domestic workers organizations are supported by and linked to church organizations. Ms. Tang also pointed out the importance of organizing of domestic workers. This is still the biggest challenge to become strong enough to formulate own positions and to push for the ratification. Cooperation with unions is very important. However, the domestic workers need to formulate their own positions. In Hong Kong the domestic workers managed to get on the board of the trade union federation. This is an achievement and was possible because of the longstanding cooperation with trade unions and their openness towards domestic workers. Cooperation is also needed with other civil society groups. Especially church organizations and parishes are important because they can provide platforms for domestic workers to meet. However, it is not the charity aspect which is asked for. The guiding principle for support is domestic workers to become self-reliant. Additionally it is opportune to raise the awareness that parishioners can be also employers of domestic workers as much as they are trade unionists. This touches the understanding of rights and values of domestic workers and their work. Another challenge is the fact that in some regions there are too many domestic workers organizations which do not know of each other. Here the parishes can play a positive role in bringing them together.



The last speaker, **Ms. Maria Suelzu (Caritas Internationalis)** shared the experience of some national Caritas that run local programs for migrants, including migrant domestic workers. By way of illustration, she mentioned, among others, the case of Caritas India, which is member of a national network that promotes the rights of domestic workers through national advocacy campaigns; and Caritas Lebanon Migrants Center which provides assistance to asylum-seekers, refugees and migrant workers through a broad range of services, such as: social and legal counseling and follow-up, medical aid and insurance coverage.



Ms. Suelzu explained how Caritas Internationalis' commitment for domestic workers was urged by national members: in 2009 some of them highlighted the need to launch an

advocacy campaign for the rights of migrant domestic workers, whose work was often not even recognized as work. Based on the witnesses received from some national Caritas, and particularly from Caritas Lebanon Migrants Center, Caritas SRI Lanka, Caritas India, Caritas Ecuador, and Caritas Spain, Caritas Internationalis prepared a compilation of experiences called: "*Needed and Exploited, the Invisible Suffering of Migrant Domestic Workers*"(2009)[8]. Accordingly, Caritas joined the advocacy work of many organizations and networks worldwide which lead to the adoption of ILO Convention 189 at ILC on 16 June 2011. At present, the challenge is to have as many countries as possible ratify it in the near future. For this purpose, Caritas Internationalis has prepared an "*Advocacy Guide for Ratification*"[9]for its national members, so that they can put pressure on their national governments and institutions. In this guide, the ILO convention and the recommendation are analyzed from the perspective of domestic workers who are migrants and/or minors, since they are the most fragile categories. Caritas mandate includes advocacy work to protect their rights.

Besides explaining the content and possible use of the Convention, the Caritas Advocacy Guide analyzes the limits of Convention 189 from the point of view of international migrants, who are not thoroughly protected in some cases, especially with regard to:

- Language of job offer
- Real access to redress mechanisms
- The possibility to be hired directly by an employer
- Family life

Finally, Ms. Suelzu emphasized how, through the Advocacy Guide, Caritas members are advised to take all opportunities to lobby their governments to add such provisions to their new laws and regulations for migrant domestic workers, so that they can fully enjoy their rights of access to justice and to family life.

3. Working Groups

The participants were invited to split into two working groups, one working in English and the other in French. A brief summary was provided to help facilitate the discussions.[10]

The following is a summary of main points and issues raised:

- The participants highlighted how difficulties in the protection of Domestic Workers' rights may subsist at different levels depending on the country

[8] The report is available at: <http://www.caritas.org/activities/women_migration/needed_and_exploited__the_invisible_suffering_of_migrant_domestic_workers.html > (July 31, 2012)

[9] This document may be available upon request. Please contact : <suelzu@caritas.va>.

[10] See Annex II of this report: "Questions to guide the Working Groups" (English and French).

concerned. In some cases, in fact, there is a *vacuum* in the national legal framework, while in other cases there is a problem in terms of effectiveness and full implementation of existing legislation. Often the ratification of C189 is only part of the work that needs to be done in order to guarantee effective protection for domestic workers.

- Special attention should be paid to particularly vulnerable categories within domestic workers, e.g. women.
- In some cases, domestic workers are still considered as passive actors subjected to protection. In order to truly ensure their integration into society, they should be actively involved in all actions aimed at guaranteeing their well-being.
- Need to include the broad *spectrum* of groups: difficulties in developing, conveying and leading a Global Campaign which will truly effect the process of ratification. In this process, there is still lack of involvement from some sections of civil society, especially in some regions of the world.
- Broader alliances of national campaigns are needed in order to pressure the parliamentarians and other bodies concerned.
- Need to put pressure on the constituencies to lobby the State.
- Together with interventions at the local level, some actions need to be undertaken at the international level as well, e.g. through the organization of side events during the Human Rights Council, the International Labor Conference, etc.

SUGGESTIONS Proposed by participants:

- An underlying idea consists in working to ensure that domestic workers are adequately involved in all actions concerning the recognition and full implementation of their own rights.
- Information: while recognizing the availability of information, there is still lack of effective sharing among NGOs. Moreover, the abundance of information may represent a challenge in terms of effectiveness and employability of such information. There is a need for clean and specific information. A compilation of precise information can be used to lobby the parliamentarians: it should be given to them as point of reference for their discussions concerning domestic workers' legal framework.
- Call for a Global Campaign: coordination and joint advocacy should be improved in order to undertake a global campaign including all actors concerned.

4. Summary and Conclusions

Following the reports of the two working groups, the Moderator, Hildegard Hagemann (German Commission for Justice and Peace/Kolping International) encouraged the participants to share their comments and proposals. There was indeed a strong awareness that the ratification process of ILO Convention 189 and, in general, the protection of Domestic Workers' rights would warrant our continuing attention in future. The 2012 consultation demonstrated that there is interest and true motivation from NGOs in working and advocating together for the full recognition and effective implementation of Domestic Workers' rights. It was pointed out that the International domestic workers day, the anniversary date of the adoption, the 16th of June is used by many organizations to release press communications and do rallies etc. to ask for ratification. Hence Hildegard Hagemann encouraged all to join in activities and expressed hope that this workshop provided interesting information as well as inspiration for the own works and motivation to carry on.



The session was ended by the moderator with words of appreciation and thanks to the speakers for their informative and dedicated inputs, to the participants for their interest and stamina. Ms. Hagemann gave special thanks to the interpreter for her precious and professional service.

Annex

I. List of Participants: Youth Employment Session

May 31, 2012 (14:00-18:00)

Name	Organization/Country	E-mail
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II. List of Participants: Domestic Workers Session

June 1, 2012 (9:00-13:00)

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1. Hildegard Hagemann	Kolping International/German Commission for Justice and Peace	H.Hagemann@dbk.de
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18. Maria Gallotti	ILO - Migrant	gallotti@ilo.org







III. Programme

May 31, 2012

Moderator and Facilitator: Larry Kohler

14:00-14:15 Opening- Building a future with decent work
H.E Mgr. Silvano Tomasi
Nuncio Apostolic of the Holy See to the United Nations in Geneva

Panel Discussion

14:15-14:35 Youth employment issues and the Youth Forum and General Discussion at the ILC
Ms.Maria Prieto
ILO Youth Employment Program

14:35-14:55 Questions and Discussion

14:55-15:15 Priority actions of the International Coordination meeting of youth organizations (ICMYO)
Mr. Samuel Diaz Fernandes Littauer (WSCF)

15:15-15:45 Questions and Discussion

15:45-16:15 Break

Workshops

16:15-17:15 Workshop 1 (English)
Workshop 2 (French)
The role of Civil Society in the support of youth employment: way forward after the consultation

17:15-17:30 Break

17:30-18:00 Plenary Discussion on WGs and Concluding rema

June 1, 2012

Moderator: Hildegard Hagemann

09:00-09:15 Opening- link with the previous consultation

Panel Discussion

09:15-09:35 Overview of the ratification process of ILO Convention on Decent Work of Domestic Workers
Ms. Gloria Moreno Fontes
(International Migration Programme-ILO)

09:35-09:55 Upcoming challenges for the involvement of Domestic Workers
Ms. Elizabeth Tang
(International Coordinator of IDWN)

09:55-10:15 Campaign and Guidelines of Cartias Internationalis
Ms. Maria Suelzu
(Cartias Internationalis)

10:15-10:30 Questions and Discussion

10:30-11:00 Break

Workshops

11:00-12:00 Workshop 1 (English)
Workshop 2 (French)
Campaign for the ratification of the Convention

12:00-12:15 Break

12:15-13:00 Plenary Discussion on WGs reports and Concluding remarks.

IV. Contact for this publication

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