



USAID
FROM THE AMERICAN PEOPLE

USAID WEE COP January 2023 LEARNING EVENT

RAISING THE ECONOMIC POWER OF
DOMESTIC WORKERS

AGENDA

Welcome and Overview

- **Morgan Mickle**, Senior Program Officer, USAID WEE CoP, Banyan Global

Remarks and Presentation

- **Kelly M. Fay Rodríguez**, Special Representative for International Labor Affairs, U.S. Department of State
- **Claire Hobden**, Specialist on Domestic and other Vulnerable Work, International Labour Organization

Moderated Panel Discussion

- **Anjali Fleury**, Gender Equity and Equality Action Fund Team Lead and Senior Gender Advisor, Gender Equality and Women's Empowerment Hub, USAID Bureau for Development, Democracy, and Innovation
- **Claire Hobden**, Specialist on Domestic and other Vulnerable Work, International Labour Organization
- **Elizabeth Tang**, General Secretary, International Domestic Workers Federation
- **Elizabeth Callender**, Vulnerable Populations Team Lead, General Development Office, USAID/Regional Development Mission for Asia

Questions from the Audience

- **Malini Patel**, Senior Associate, USAID WEE CoP, Banyan Global

Wrap-Up and Announcements

USAID WOMEN'S ECONOMIC EMPOWERMENT COMMUNITY OF PRACTICE

Currently 1,200+ members



Gather and share evidence



Facilitate learning among
members



Foster engagement
opportunities

LEARNING OBJECTIVES

1. Build awareness of the opportunities and barriers to the economic power of domestic workers
2. Share existing evidence and data gaps, and explore the economic value of the domestic work industry
3. Provide promising approaches on: social norms and behavioral change, labor and social protections, a safe work environment, and fair wages



— U.S. DEPARTMENT OF STATE REMARKS



PRESENTER



Kelly M. Fay Rodríguez

Special Representative for International Labor Affairs

U.S. Department of State

— MAKING DECENT WORK A REALITY FOR DOMESTIC WORKERS



PRESENTER



Claire Hobden

Specialist on Domestic and other Vulnerable Work

International Labour Organization

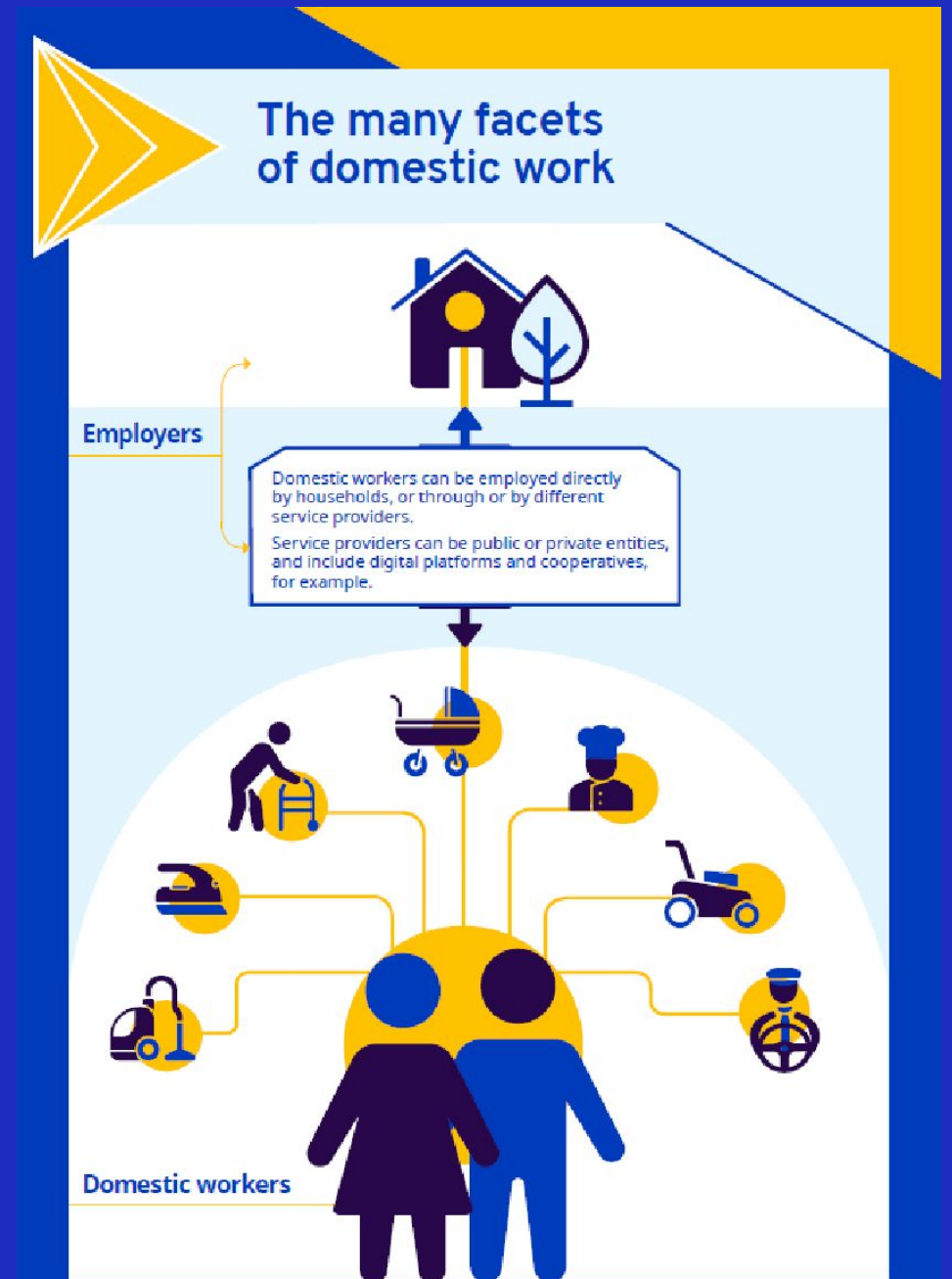
Making Decent Work a Reality for Domestic Workers



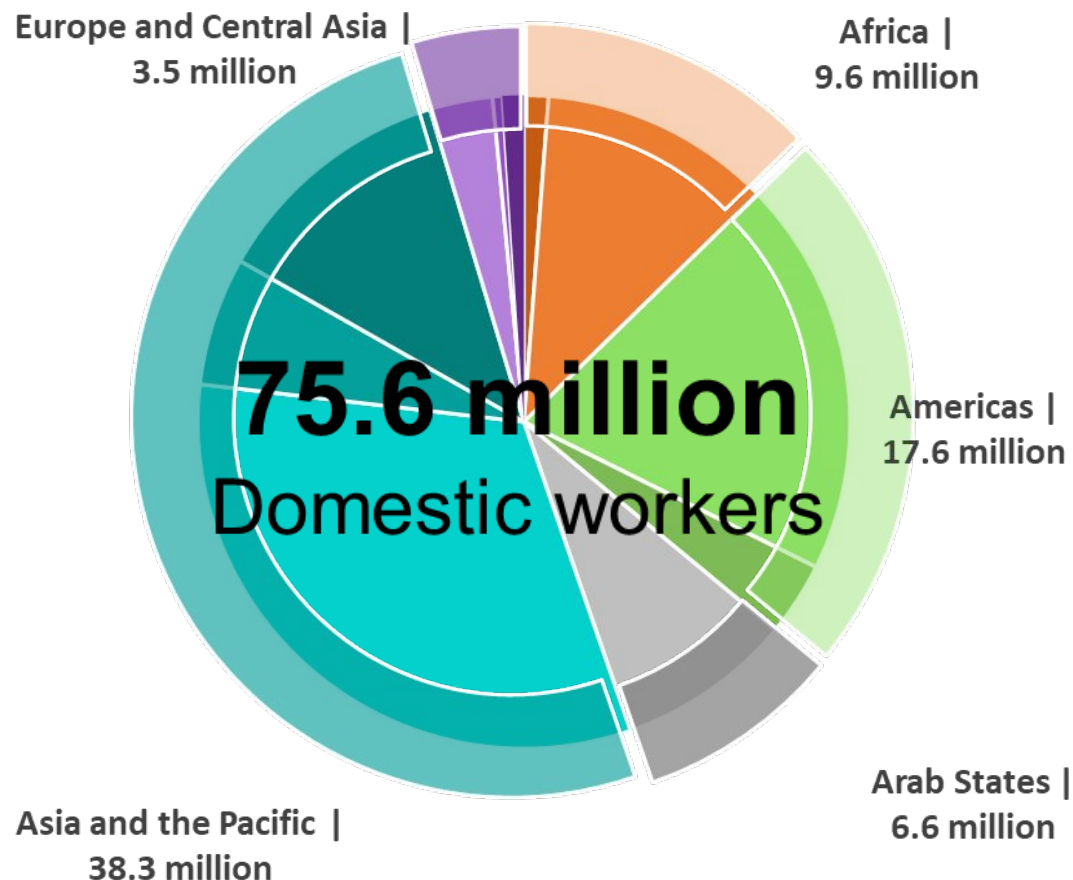
▶ Making decent work a reality for domestic workers

Progress and prospects ten years
after the adoption of the Domestic
Workers Convention, 2011 (No. 189)

► Number and characteristics of domestic workers



Global and regional distribution of domestic workers

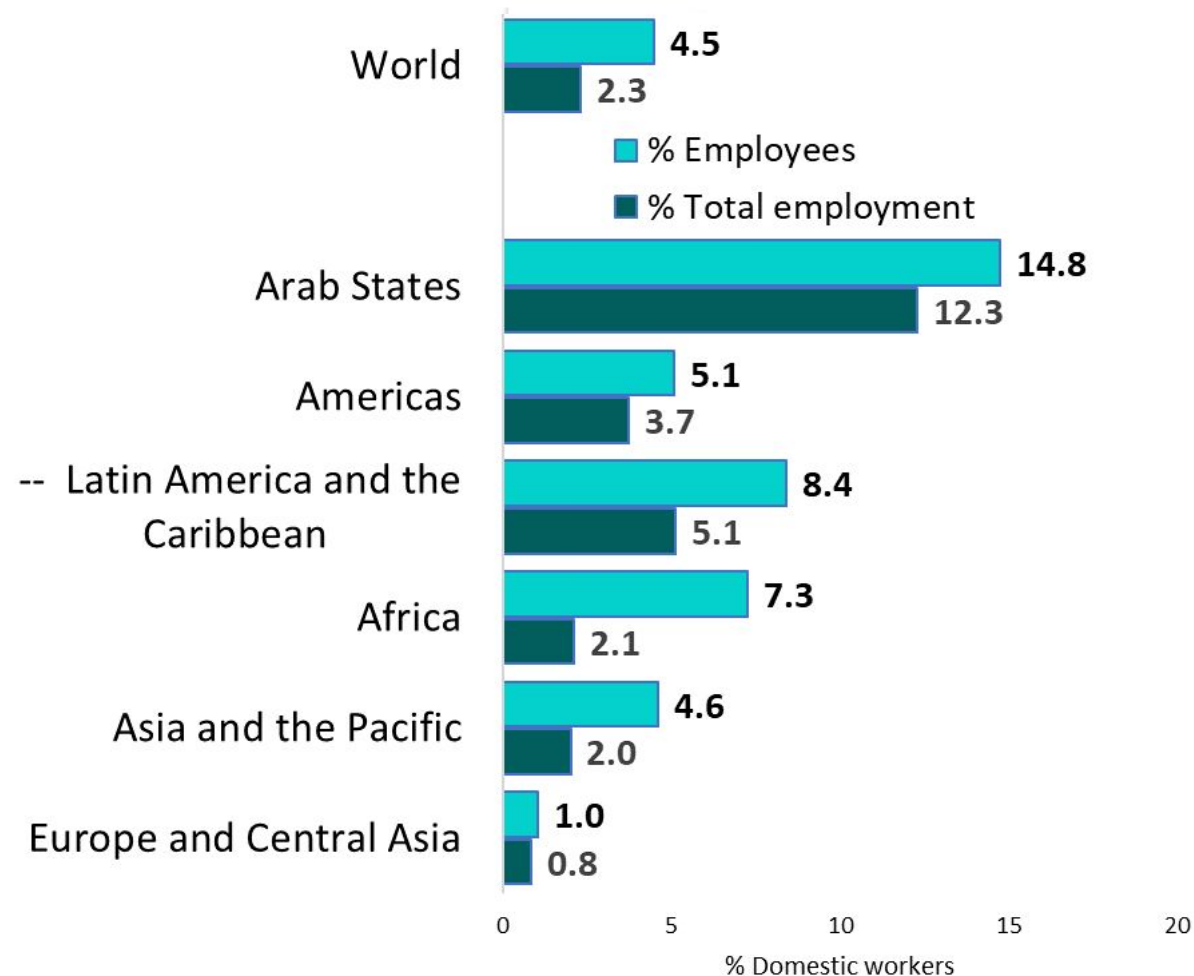


- Northern Africa — 0.9 million
- Sub-Saharan Africa — 8.7 million
- Latin America and the Caribbean — 14.8 million
- Northern America — 2.8 million
- Arab States — 6.6 million
- Eastern Asia — 24.3 million
- South-Eastern Asia and the Pacific — 4.8 million
- Southern Asia — 9.2 million
- Northern, Southern and Western Europe — 2.4 million
- Eastern Europe — 0.4 million
- Central and Western Asia — 0.8 million

Domestic work as a share of employment

- Globally, domestic work represents 2.3% of employment, or 4.5% of employees
- As a sector, domestic work holds the largest weight in the Arab States, where they account for 12.3% of total employment

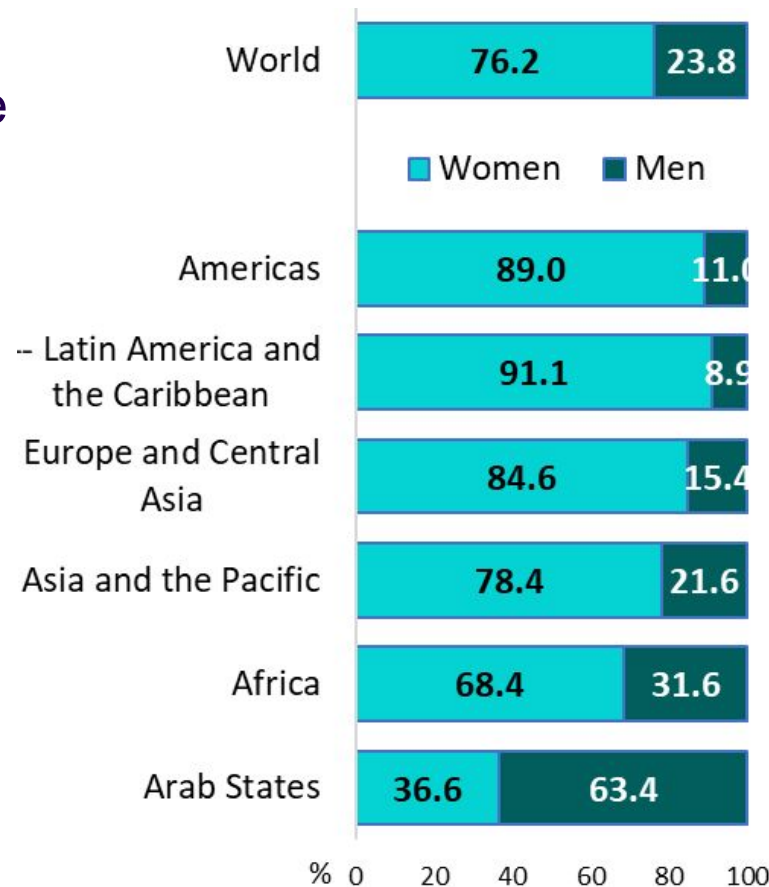
Domestic workers as a percentage of total employment and of employees, 2019



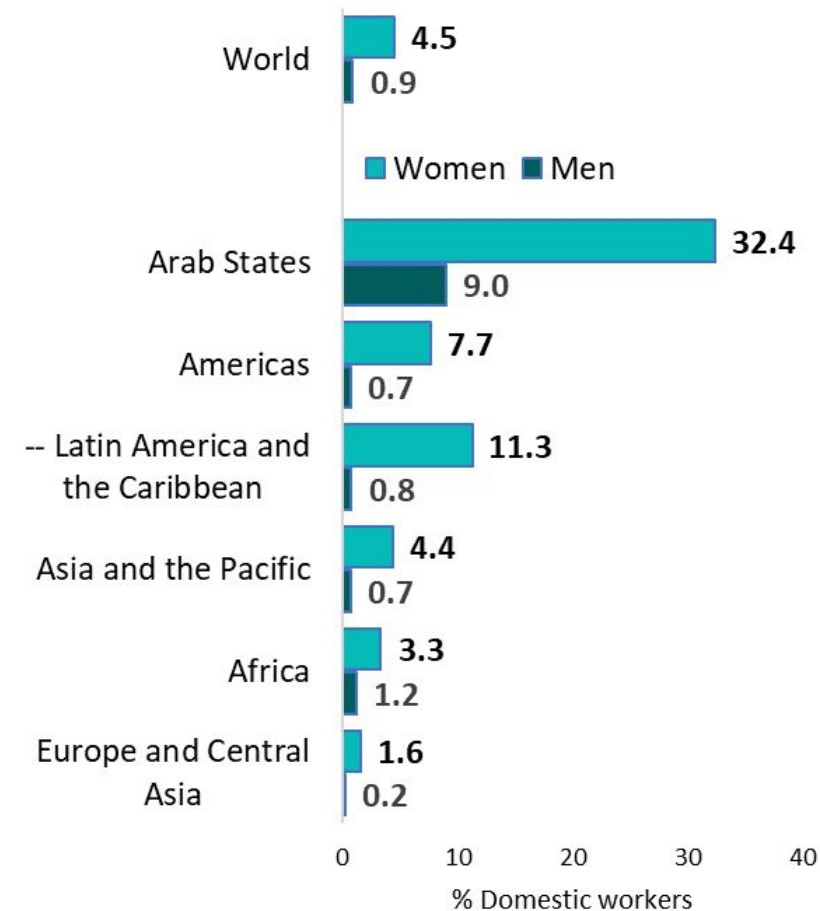
Domestic work: the gender dimension

- Women make up 76.2% of domestic workers
- Men outnumber women in the Arab States and North Africa
- Women domestic workers represent 4.5% of female employment (reaching 32.4% in the Arab States and 11.3% in Latin America and the Caribbean)
- They represent an even higher share of female employees

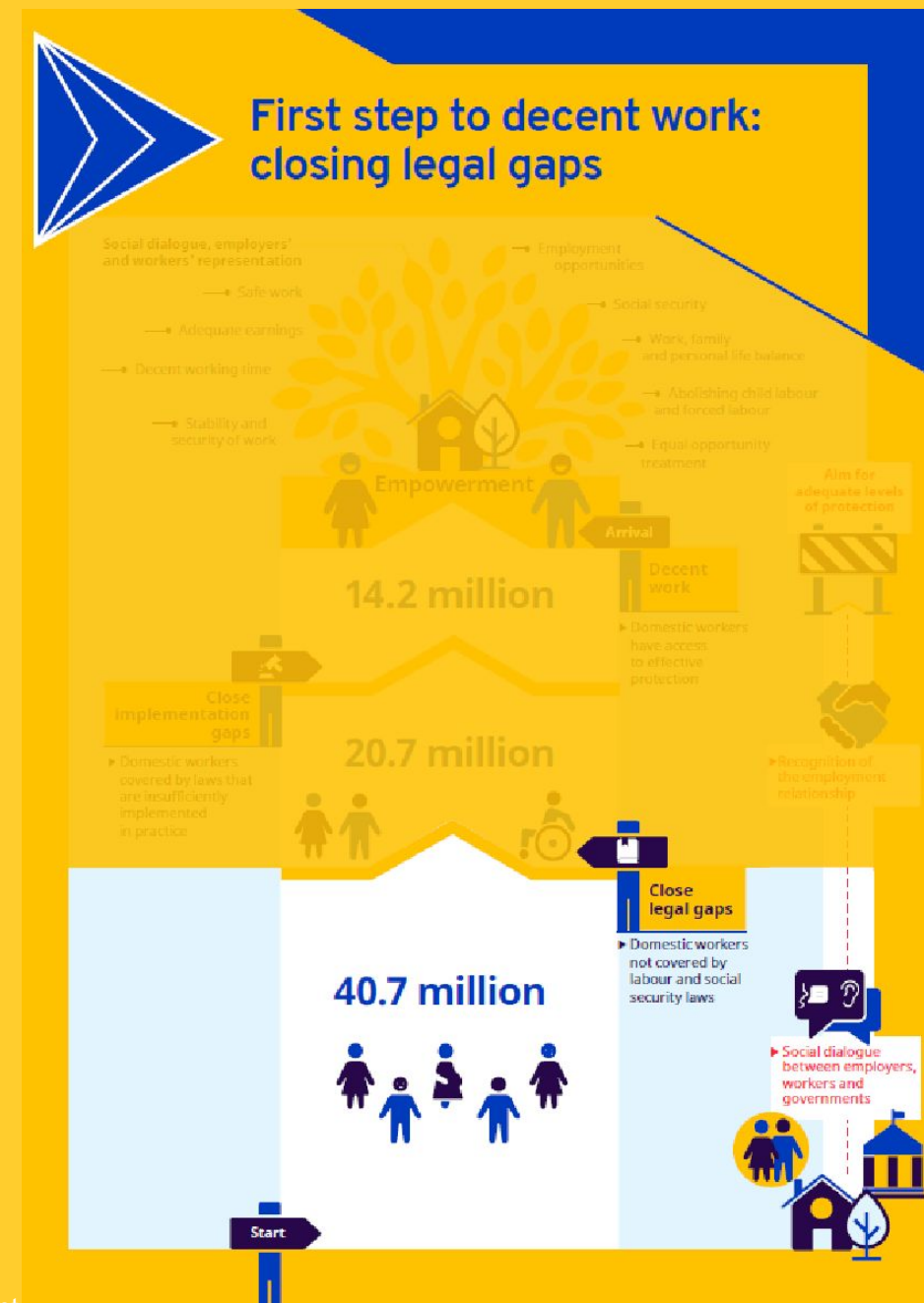
Distribution of domestic workers by sex, 2019



Percentage of domestic workers in total employment by sex, 2019



► Extent of protection by labour and social security laws

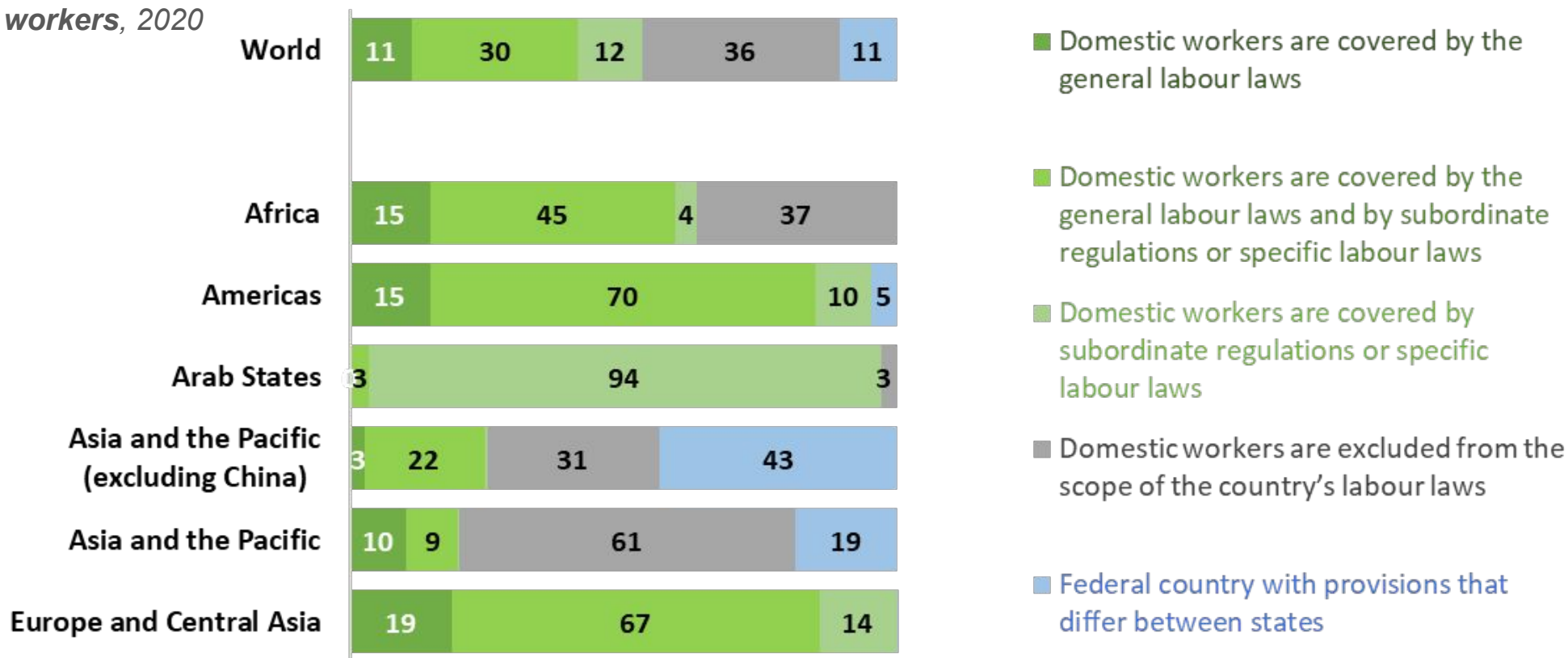


Extent of coverage by national laws

Percentage of *countries*, 2020

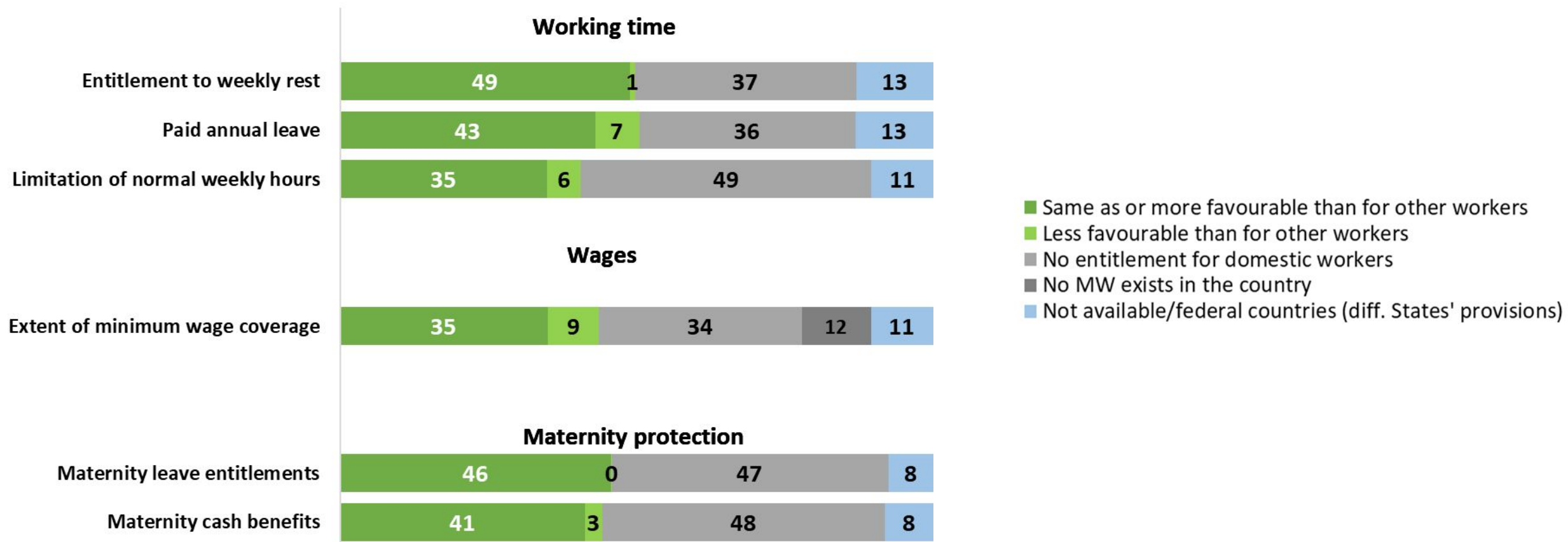


Percentage of *domestic workers*, 2020



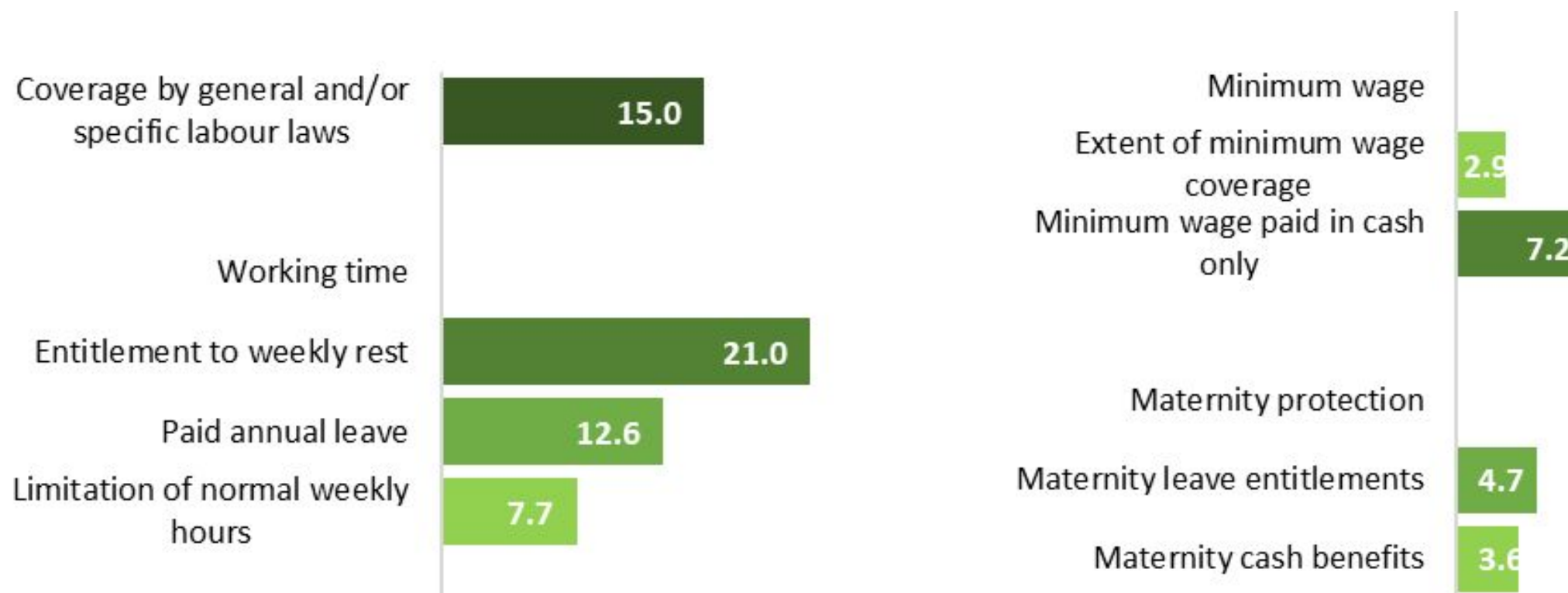
Extent of coverage by national laws by policy area

Percentage of domestic workers, 2020



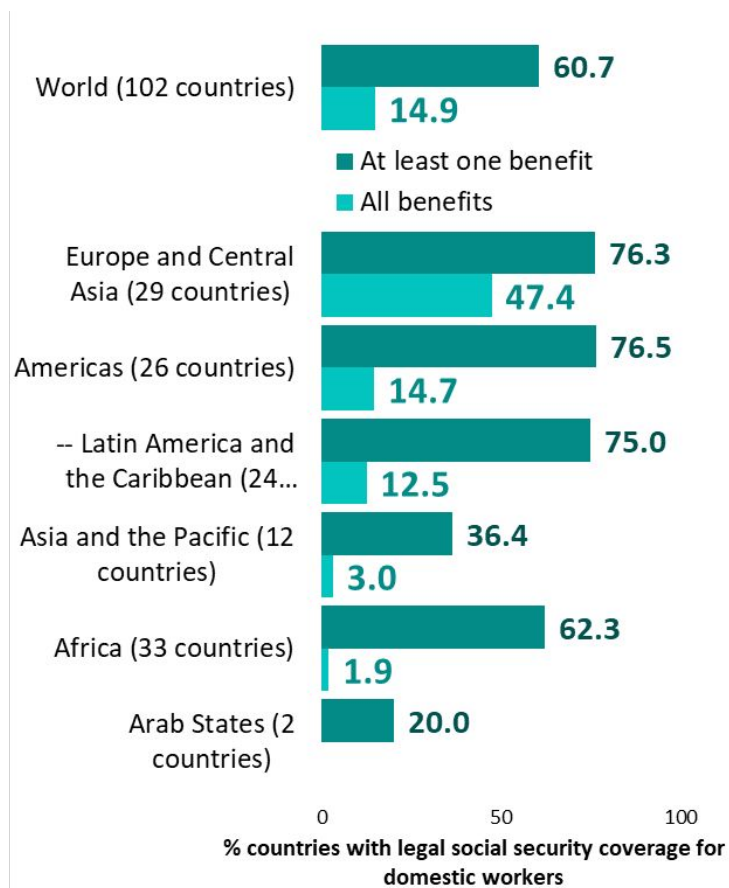
Increase in legal coverage of domestic workers in 10 years

Change in percentage of domestic workers who are covered by laws to the same extent as other workers (percentage points)

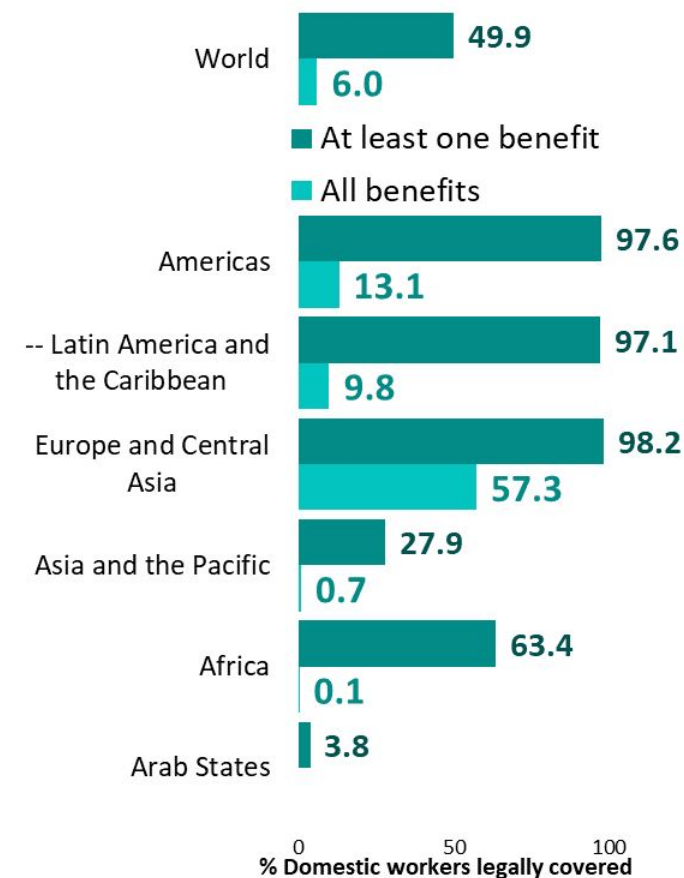


Extent of coverage by social security laws

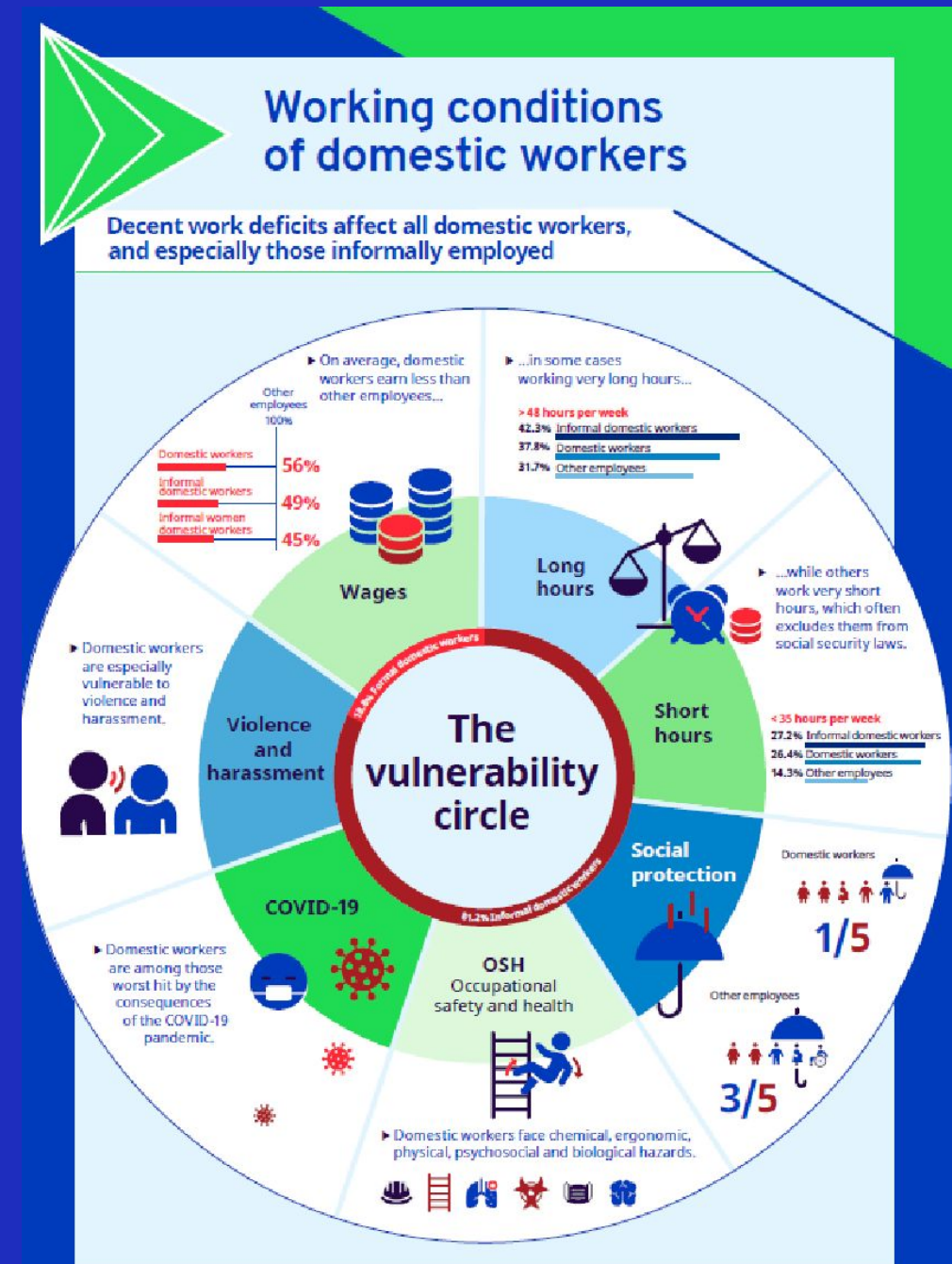
Percentage of countries (at least one benefits or all benefits), 2020



Percentage of domestic workers (at least one benefits or all benefits), 2020



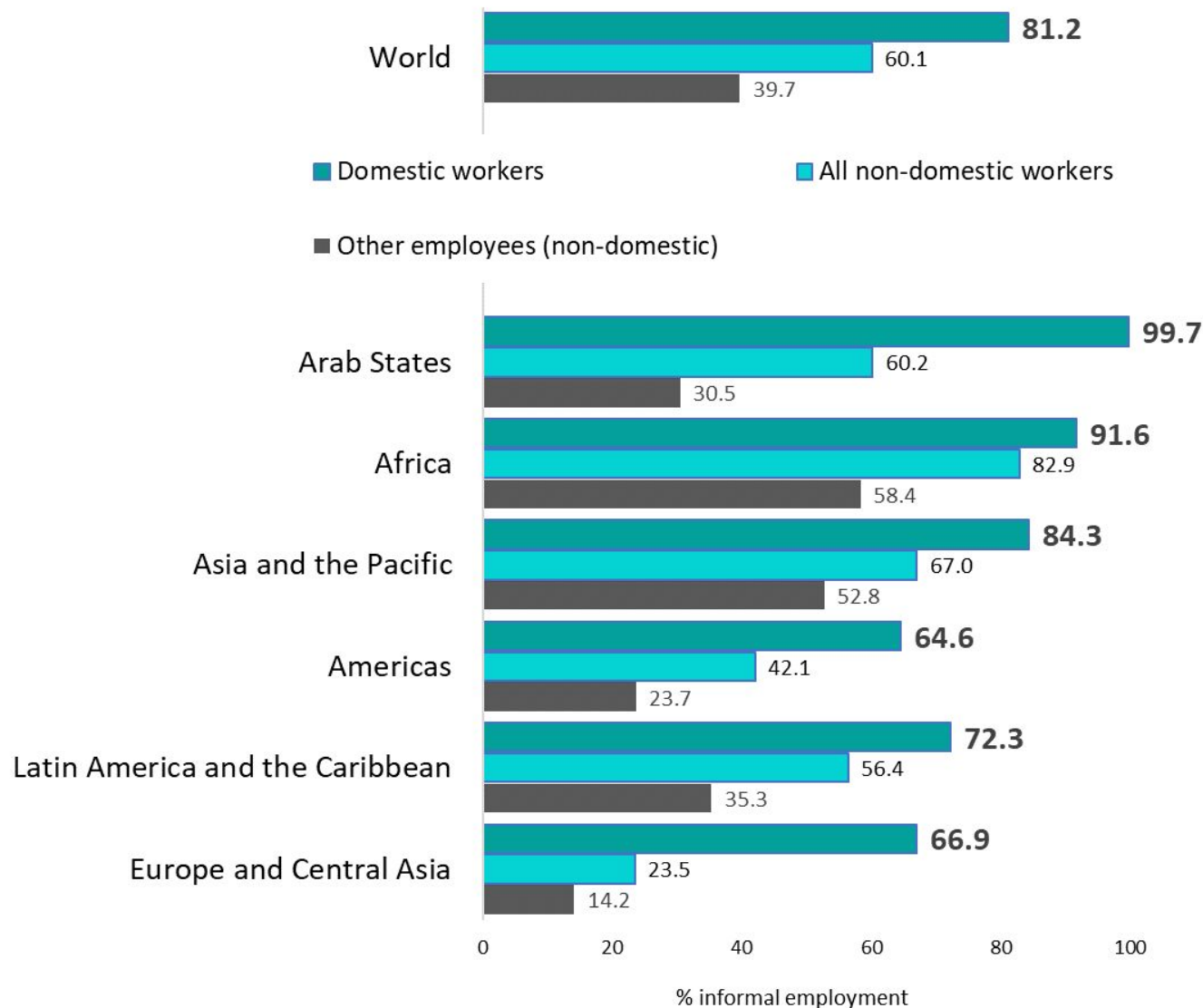
► From rights to reality?



Informality in domestic work

- Globally, 81.2 % of domestic workers are informal which is twice the share of informal employment among other employees (39.7%)
- One in five domestic workers enjoys effective employment-related, social security coverage
- Those vulnerabilities result in significant decent work deficits

Percentage of domestic workers and other workers in informal employment, 2019



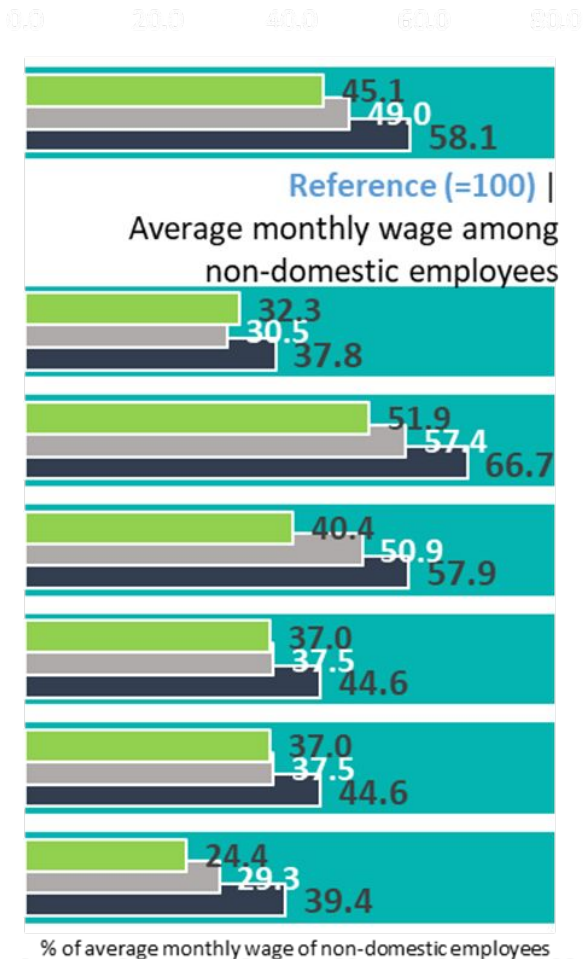
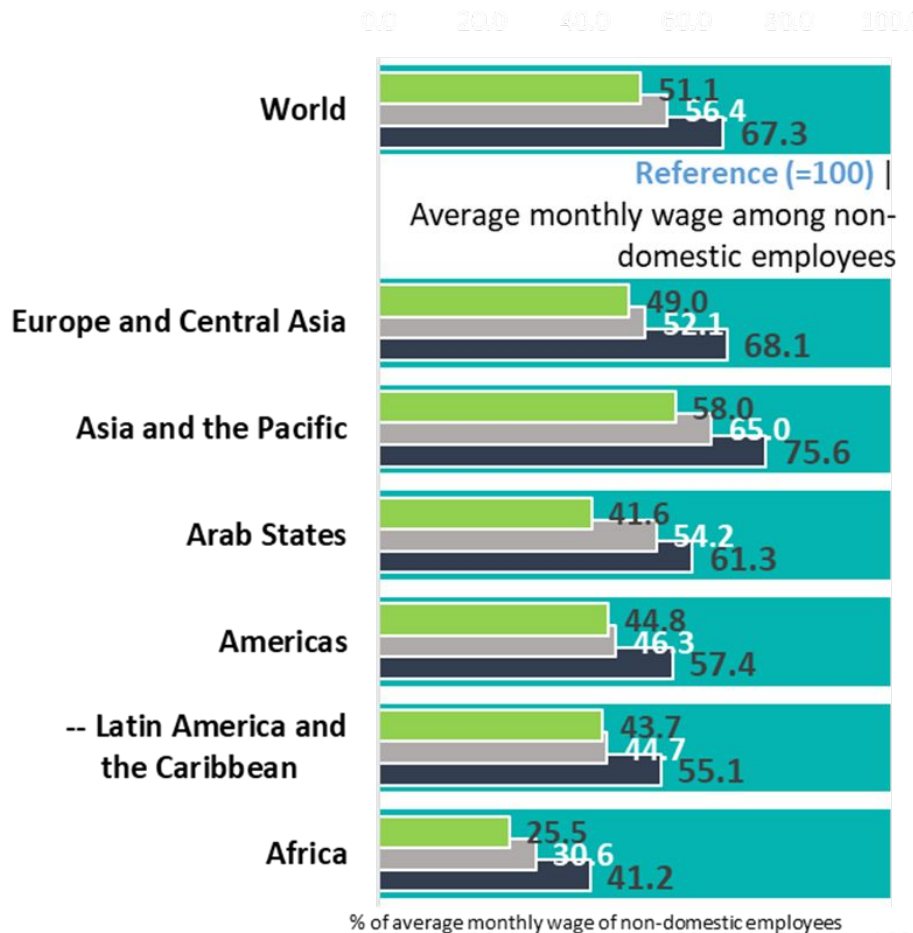
Wages of formal and informal domestic workers compared to other employees

■ Average monthly wage:
non-domestic
employees = 100

■ Domestic workers,
women

■ Domestic workers, total

■ Domestic workers, men



■ Average monthly wage:
non-domestic
employees = 100

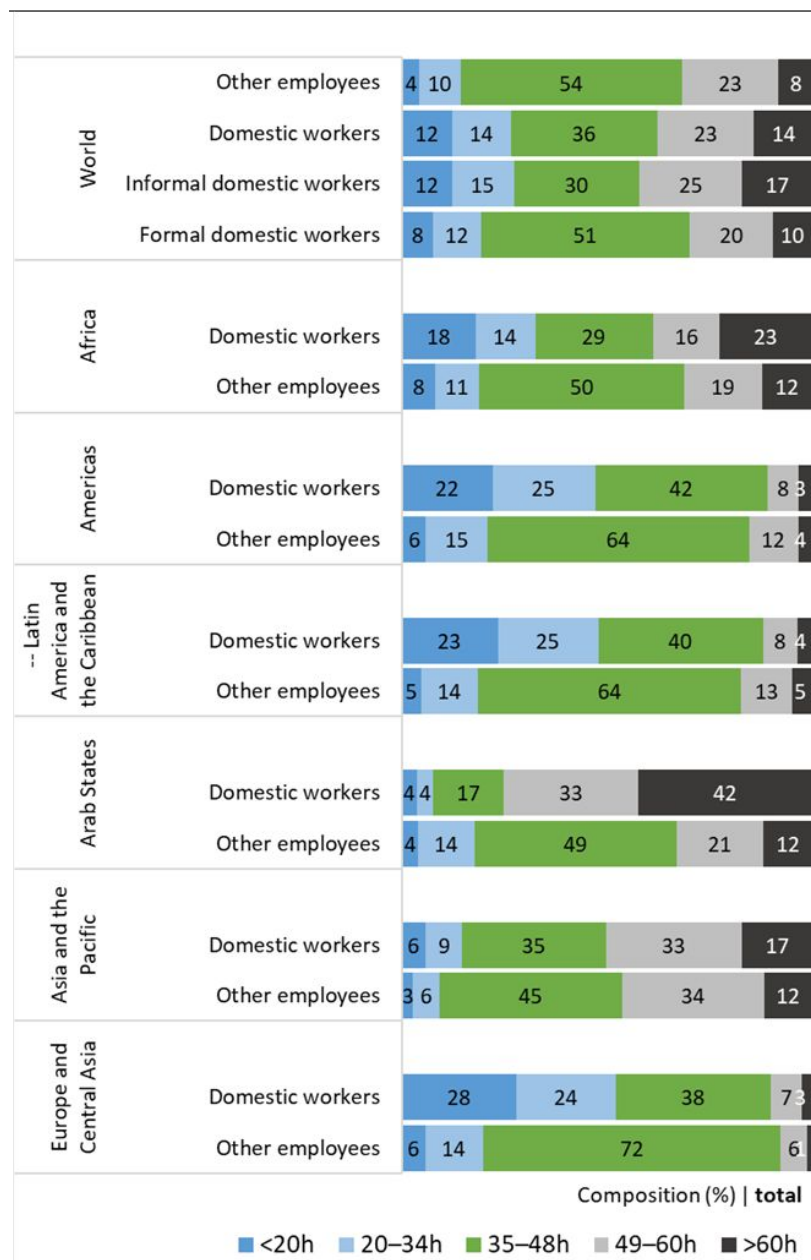
■ Informal domestic
workers, women

■ Informal domestic
workers, total

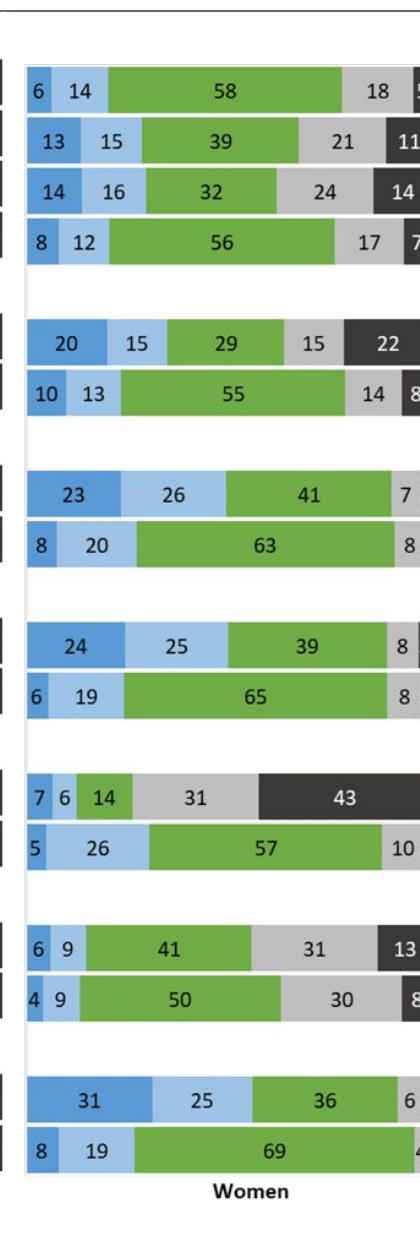
■ Informal domestic
workers, men

Working time patterns among domestic workers

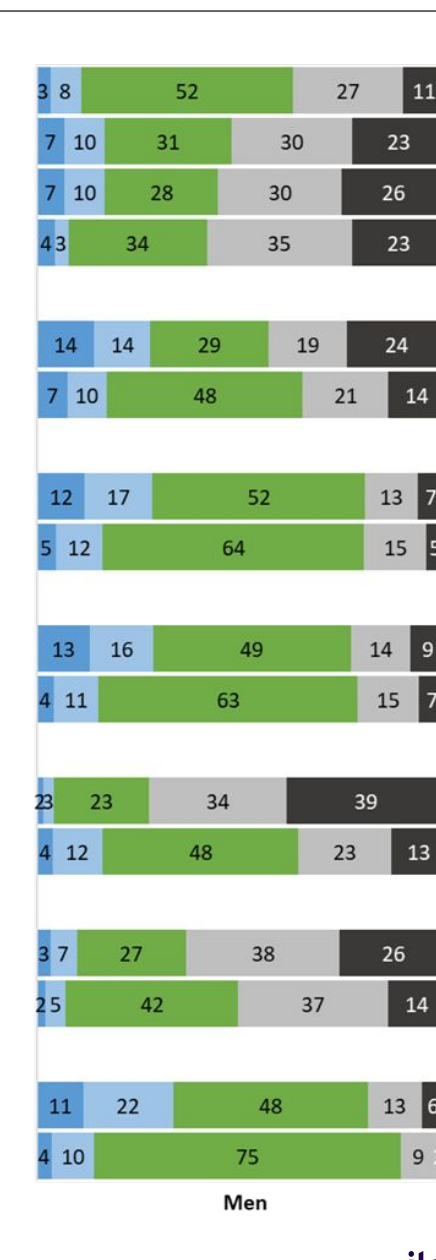
Panel A. Total



Panel B. Women



Panel C. Men



— PANEL DISCUSSION



PANEL DISCUSSION

MODERATOR



Anjali Fleury

Gender Equity and Equality Action Fund
Team Lead and Senior Gender Advisor

Gender Equality and Women's
Empowerment Hub, USAID Bureau for
Development, Democracy, and Innovation

PANELISTS



Claire Hobden

Specialist on Domestic and
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International Labour
Organization



Elizabeth Tang

General Secretary
International Domestic
Workers Federation



Elizabeth Callender

Vulnerable Populations Team
Lead
General Development Office,
USAID/RDMA

— QUESTIONS & ANSWERS



WRAP UP AND ANNOUNCEMENTS



Participant Poll



Call for Member Spotlights

Want to feature your activity in a future USAID WEE CoP monthly communication?

Email Banyan Global at fundcop@banyanglobalgita.com



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Email us at fundcop@banyanglobalgita.com



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<https://www.linkedin.com/groups/12501152/>

Email the USAID WEE CoP with questions at:
fundcop@banyanglobalgita.com



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