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
Kelly M. Fay Rodríguez

Special Representative for International Labor Affairs

U.S. Department of State
MAKING DECENT WORK A REALITY FOR DOMESTIC WORKERS
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

- Europe and Central Asia: 3.5 million
- Africa: 9.6 million
- Americas: 17.6 million
- Asia and the Pacific: 38.3 million
- Arab States: 6.6 million

- 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 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
Extent of protection by labour and social security laws
Extent of coverage by national laws

Percentage of **countries**, 2020

| Scope               | 25.0 | 51.9 | 11.1 | 8.3 | 3.7 |

Percentage of **domestic workers**, 2020

- **World**
  - 11%
  - 30%
  - 12%
  - 36%
  - 11%

- **Africa**
  - 15%
  - 45%
  - 4%
  - 37%

- **Americas**
  - 15%
  - 70%
  - 10%
  - 5%

- **Arab States**
  - 3%
  - 94%
  - 3%

- **Asia and the Pacific (excluding China)**
  - 3%
  - 22%
  - 31%
  - 43%

- **Asia and the Pacific**
  - 10%
  - 9%
  - 61%
  - 19%

- **Europe and Central Asia**
  - 19%
  - 67%
  - 14%

- Domestic workers are covered by the general labour laws
- Domestic workers are covered by the general labour laws and by subordinate regulations or specific labour laws
- Domestic workers are covered by subordinate regulations or specific labour laws
- Domestic workers are excluded from the scope of the country’s labour laws
- Federal country with provisions that differ between states
### Extent of coverage by national laws by policy area

#### Percentage of domestic workers, 2020

<table>
<thead>
<tr>
<th>Policy Area</th>
<th>Same as or more favourable than for other workers</th>
<th>Less favourable than for other workers</th>
<th>No entitlement for domestic workers</th>
<th>No MW exists in the country</th>
<th>Not available/federal countries (diff. States' provisions)</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Working time</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Entitlement to weekly rest</td>
<td>49</td>
<td>1</td>
<td>37</td>
<td>13</td>
<td></td>
</tr>
<tr>
<td>Paid annual leave</td>
<td>43</td>
<td>7</td>
<td>36</td>
<td>13</td>
<td></td>
</tr>
<tr>
<td>Limitation of normal weekly hours</td>
<td>35</td>
<td>6</td>
<td>49</td>
<td>11</td>
<td></td>
</tr>
<tr>
<td><strong>Wages</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Extent of minimum wage coverage</td>
<td>35</td>
<td>9</td>
<td>34</td>
<td>12</td>
<td>11</td>
</tr>
<tr>
<td><strong>Maternity protection</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Maternity leave entitlements</td>
<td>46</td>
<td>0</td>
<td>47</td>
<td>8</td>
<td></td>
</tr>
<tr>
<td>Maternity cash benefits</td>
<td>41</td>
<td>3</td>
<td>48</td>
<td>8</td>
<td></td>
</tr>
</tbody>
</table>

1/19/2023

USAID WEE CoP January 2023 Learning Event
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)

- Coverage by general and/or specific labour laws: 15.0%
- Working time
- Entitlement to weekly rest: 21.0%
- Paid annual leave: 12.6%
- Limitation of normal weekly hours: 7.7%
- Minimum wage
  - Extent of minimum wage coverage: 2.9%
  - Minimum wage paid in cash only: 7.2%
- Maternity protection
- Maternity leave entitlements: 4.7%
- Maternity cash benefits: 3.6%
Extent of coverage by social security laws

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

<table>
<thead>
<tr>
<th>Region</th>
<th>At least one benefit</th>
<th>All benefits</th>
</tr>
</thead>
<tbody>
<tr>
<td>World (102 countries)</td>
<td>14.9</td>
<td>60.7</td>
</tr>
<tr>
<td>Europe and Central Asia (29 countries)</td>
<td>14.7</td>
<td>76.3</td>
</tr>
<tr>
<td>Americas (26 countries)</td>
<td>12.5</td>
<td>76.5</td>
</tr>
<tr>
<td>-- Latin America and the Caribbean (24 countries)</td>
<td>3.0</td>
<td>75.0</td>
</tr>
<tr>
<td>Asia and the Pacific (12 countries)</td>
<td>6.0</td>
<td>36.4</td>
</tr>
<tr>
<td>Africa (33 countries)</td>
<td>1.9</td>
<td>62.3</td>
</tr>
<tr>
<td>Arab States (2 countries)</td>
<td>20.0</td>
<td></td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th>Region</th>
<th>At least one benefit</th>
<th>All benefits</th>
</tr>
</thead>
<tbody>
<tr>
<td>World</td>
<td>49.9</td>
<td></td>
</tr>
<tr>
<td>Americas</td>
<td>97.6</td>
<td></td>
</tr>
<tr>
<td>-- Latin America and the Caribbean</td>
<td>97.1</td>
<td></td>
</tr>
<tr>
<td>Europe and Central Asia</td>
<td>98.2</td>
<td></td>
</tr>
<tr>
<td>Asia</td>
<td>98.2</td>
<td></td>
</tr>
<tr>
<td>Asia and the Pacific</td>
<td>63.4</td>
<td></td>
</tr>
<tr>
<td>Africa</td>
<td>63.4</td>
<td></td>
</tr>
<tr>
<td>Arab States</td>
<td>3.8</td>
<td></td>
</tr>
</tbody>
</table>
► 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
### Working time patterns among domestic workers

<table>
<thead>
<tr>
<th>Panel A. Total</th>
<th>Panel B. Women</th>
<th>Panel C. Men</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>World</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Other employees</td>
<td>4</td>
<td>6</td>
</tr>
<tr>
<td>Domestic workers</td>
<td>12</td>
<td>14</td>
</tr>
<tr>
<td>Informal domestic workers</td>
<td>12</td>
<td>13</td>
</tr>
<tr>
<td>Formal domestic workers</td>
<td>12</td>
<td>14</td>
</tr>
<tr>
<td><strong>Africa</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Domestic workers</td>
<td>18</td>
<td>20</td>
</tr>
<tr>
<td>Other employees</td>
<td>8</td>
<td>10</td>
</tr>
<tr>
<td><strong>Americas</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Domestic workers</td>
<td>22</td>
<td>23</td>
</tr>
<tr>
<td>Other employees</td>
<td>6</td>
<td>8</td>
</tr>
<tr>
<td><strong>Latin America and the Caribbean</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Domestic workers</td>
<td>23</td>
<td>24</td>
</tr>
<tr>
<td>Other employees</td>
<td>5</td>
<td>6</td>
</tr>
<tr>
<td><strong>Arab States</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Domestic workers</td>
<td>44</td>
<td>46</td>
</tr>
<tr>
<td>Other employees</td>
<td>4</td>
<td>6</td>
</tr>
<tr>
<td><strong>Asia and the Pacific</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Domestic workers</td>
<td>6</td>
<td>6</td>
</tr>
<tr>
<td>Other employees</td>
<td>6</td>
<td>8</td>
</tr>
<tr>
<td><strong>Europe and Central Asia</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Domestic workers</td>
<td>28</td>
<td>31</td>
</tr>
<tr>
<td>Other employees</td>
<td>6</td>
<td>8</td>
</tr>
</tbody>
</table>

### Composition (%)

- **<20h**
- **20–34h**
- **35–48h**
- **49–60h**
- **>60h**

<table>
<thead>
<tr>
<th>Gender</th>
<th>&lt;20h</th>
<th>20–34h</th>
<th>35–48h</th>
<th>49–60h</th>
<th>&gt;60h</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Women</td>
<td>17</td>
<td>33</td>
<td>42</td>
<td>43</td>
<td>10</td>
<td>100</td>
</tr>
<tr>
<td>Men</td>
<td>9</td>
<td>45</td>
<td>34</td>
<td>30</td>
<td>8</td>
<td>100</td>
</tr>
</tbody>
</table>

---

1/19/2023

USAID WEE CoP January 2023 Learning Event

ilo.org
PANEL DISCUSSION
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

Join the USAID WEE CoP:
Email us at fundcop@banyanglobalgita.com

Join the USAID WEE CoP LinkedIn Group:
https://www.linkedin.com/groups/12501152/
Email the USAID WEE CoP with questions at fundcop@banyanglobalgita.com