

Resolution No. 3

TOWARDS INTERNATIONAL INSTRUMENTS FOR PROTECTION OF DOMESTIC WORKERS

The 3rd ITUC-AP General Council Meeting in Cebu, Philippines, on 10-12 November 2009:

- RECOGNISING** that despite immense contributions of the domestic workers to the economy of a country, domestic work is undervalued, unrecognized and unaccounted for at national and international levels;
- NOTING** that undervaluation of domestic work is rooted to the stereotyped role of women at home – performing housework and caring responsibilities which are unpaid and lowly regarded, thus, as paid work it is accorded with indecent pay and indecent working terms and conditions;
- UNDERSCORING** that domestic workers' invisibility being forced to stay in the confines of employer's home and largely unprotected by legislations and regulations makes them highly vulnerable to abuse, discrimination and worst forms of exploitation;
- IDENTIFYING** that their foremost issues and concerns are:
- recognition of domestic workers as workers;
 - recognition of domestic work as work;
 - recognition of the value of domestic work and the skills involved;
 - vulnerability and slavery;
 - unregulated recruitment and placement agencies;
 - unregulated contracts of employment;
 - indecent pay and working conditions;
 - lack of social protection, job security and support services;
 - uncoordinated labour and migration laws; and,
 - elimination of violence against domestic workers;
- NOTING** that the International Labour Conferences (ILCs) in 2010 and 2011 have in its agenda the promotion of decent work for domestic workers with the aim of developing appropriate instrument/s to give rightful protection to the most vulnerable sector of workers;
- DECLARES** that the trade unions being the most responsible and accountable organization in alleviating the plight of domestic workers should be at the forefront in establishing international standards that will provide the principles and rights with a clear framework for their protection, rightful treatment and long overdue recognition. And, that achievement of decent work for domestic workers will be more accelerated if they are

organized, engaged in collective actions and most of all, trade unions have negotiated for collective agreements.

CALLS ON

ITUC-AP and affiliates:

- 1) to actively campaign towards the adoption of international instruments for the protection of domestic workers with the trade unions recommended core provisions integrated;
- 2) to undertake capacity building on the trade unions core provisions on the proposed international instruments and on the issues of domestic workers especially on counteracting government and employers arguments against trade unions' position;
- 3) to monitor government and employers emerging positions with a view to countervail when necessary towards adoption of trade unions core provisions;
- 4) to promote cooperation between and among trade unions across borders to facilitate organizing of domestic workers;
- 5) to organize across borders through bilateral / multilateral agreements/activities between trade unions, and NGOs in countries of origin and destination; and,
- 6) to network and build solidarity between Trade Unions, Domestic Workers, Migrant Groups, and NGOs in countries of origin and destination.