

**3rd ITUC Asia Pacific Conference
Resolution No.6**

DECENT WORK FOR DOMESTIC WORKERS

Decades of invisibility and exclusion are clearing from hard-fought struggles on all fronts, led by movements of domestic workers, trade unions and allies from across sectors. Rights of domestic workers are finally being recognised.

These historic changes are driven by the historic adoption of Convention No. 189 and its accompanying Recommendation No. 201, the first international labour standard specifically devoted to domestic workers, at the 100th Session of the International Labour Conference (ILC) in June 2011.

This Conference recognizes that ratification, which now stands at 22 globally, various national labour law reforms and organizing progressed through the ITUC “12 by 12” campaign and targeted activities in cooperation with affiliates, partners and allies.

The Conference welcomes with particular interest legislative and policy reforms at the national level, including in several countries in the region They range from a comprehensive law or new labour laws with provisions on domestic workers (e.g., Bahrain, the Philippines,), extension of wages, social insurance and protection from sexual harassment to domestic workers (e.g., India, Thailand, Vietnam), guaranteed weekly day of rest (e.g., Malaysia, Singapore, Thailand, Vietnam) and scores of other related policies.

These developments are important, but as this region accounts for the biggest share of the world’s domestic workers, around 21.5 million (81.4% women) or more than 40% of the world’s 53 million figure, these barely address the innate vulnerability and the effective exclusion of domestic workers from protection of national laws and regulations . With ratification by governments and country-level legislation painfully slow, with the Philippines still the only country in the region to ratify the convention, decent work for domestic workers remain elusive.

The Conference agrees to intensify work to building awareness, pushing for further protection, supporting ratification by more countries and national level application, and empowerment of domestic workers. Lessons from the experiences of earlier struggles provide ITUC-AP and affiliates with an opportunity to demonstrate better leadership in protecting and promoting the rights and interests of domestic workers.

The Conference commits the ITUC-AP, working with affiliates and the GUFs, to:

- Mobilise support to keep up pressure on governments, particularly targeting those which voted for the adoption of C.189 and have yet to ratify the convention;
- Build local/national alliances and coalitions to push for necessary labour reforms at all levels and to monitor their effective implementation;
- Initiate dialogues with governments to further the development and/or improvement of national programmes and policies, including adequate social protection, for domestic workers;
- Raise awareness of members and communities on the value of domestic work and rights of domestic workers, including through the various social media;

- Develop campaign materials, hold public sensitisation and mass mobilisation advocating for domestic workers' rights (e.g., March 8, June 12, June 16, migrant workers day, 16 days of Activism Against Gender Violence);
- Intensify awareness and prevention of exploitation, both in origin and destination countries;
- Initiate dialogues with employers, placement agencies and other stakeholders to promote ethical recruitment and employment of domestic workers;
- Adjust union organising models to reflect specific needs and realities of local and migrant domestic workers and increase capacity to organise them;
- Share practices, models, experiences and innovative ways of trade unions and other organisations in organising and winning rights and protection for domestic workers;
- Support the creation of networks between local and migrant domestic workers;
- Intensify solidarity campaigns in coordination with domestic workers unions and their associations;
- Build inter-union cooperation including through sub-regional organisations of national centres (e.g., AseanTUC, SARTUC, ArabTUC), in origin and destination countries to protect the rights of and assist domestic workers in distress;
- Extend support to domestic workers, including information on safe migration, legal assistance, other services, provision of skills development courses, among others;
- Trade unions leading by example through the development of a code of conduct for employing domestic workers; and
- Demand model contract for employment of domestic workers which should be in conformity with the provisions of C.189.