



Workshop on Gender and Labour Migration: contemporary trends in the OSCE area and Mediterranean region

Valetta, 7-9 October 2015

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Globalization, migration and care: facts

- » Increasing number of migrants (240 million)
- » Increasing number of women among labor migrants (50%)
- » Increasing number of MDWs among migrant women
- » These trends are expected to continue



Globalization



Crisis of
care



Globalization and MDWs

- » Free movement of capital but restrictions to movement of people
- » Changed notion of the role of the state and new emphasis on free-market policies
- » Increasing inequality (between countries and inside countries)
- » New communication technologies: the world is more connected



The crisis of care

- » Women are not able to dedicate 100% of their time to care for their families
 - > Children, elderly, sick and disable
 - > Healthy adults

- » A process that involves:
 - > Relationship (close personal interaction)
 - > Labor process (tasks performed)
 - > Site of production (home)

- » As a consequence, the reproduction of human labor over generations is facing serious challenges



New international division of labor and Global care chains

- » Migrant women's employment concentrated in low paid occupations (mostly in care-related jobs and entertainment)
- » DW labeled as "low skilled" occupation
- » Many MDWs face a process of de-skilling and occupational segregation (the three C: cooking, cleaning and caring of migrants leads to a gender wage gap)



the crisis of care (in destination countries)

- » The traditional “family wage” model doesn’t exist anymore
- » Economic needs + cultural change = Increased participation of women in the labor market
- » Demographic changes (Aging population, lower fertility rate, urbanization, changes in household composition, increasing number of women as sole providers for their families)



Women's economic roles have changed, but...

- » Reproductive work remains (mainly) as women's responsibility
- » Social and economic life (and many public policies) are still based on the "family wage" model
- » New market services (only available for higher income families)
- » Publicly provided care services have been reduced

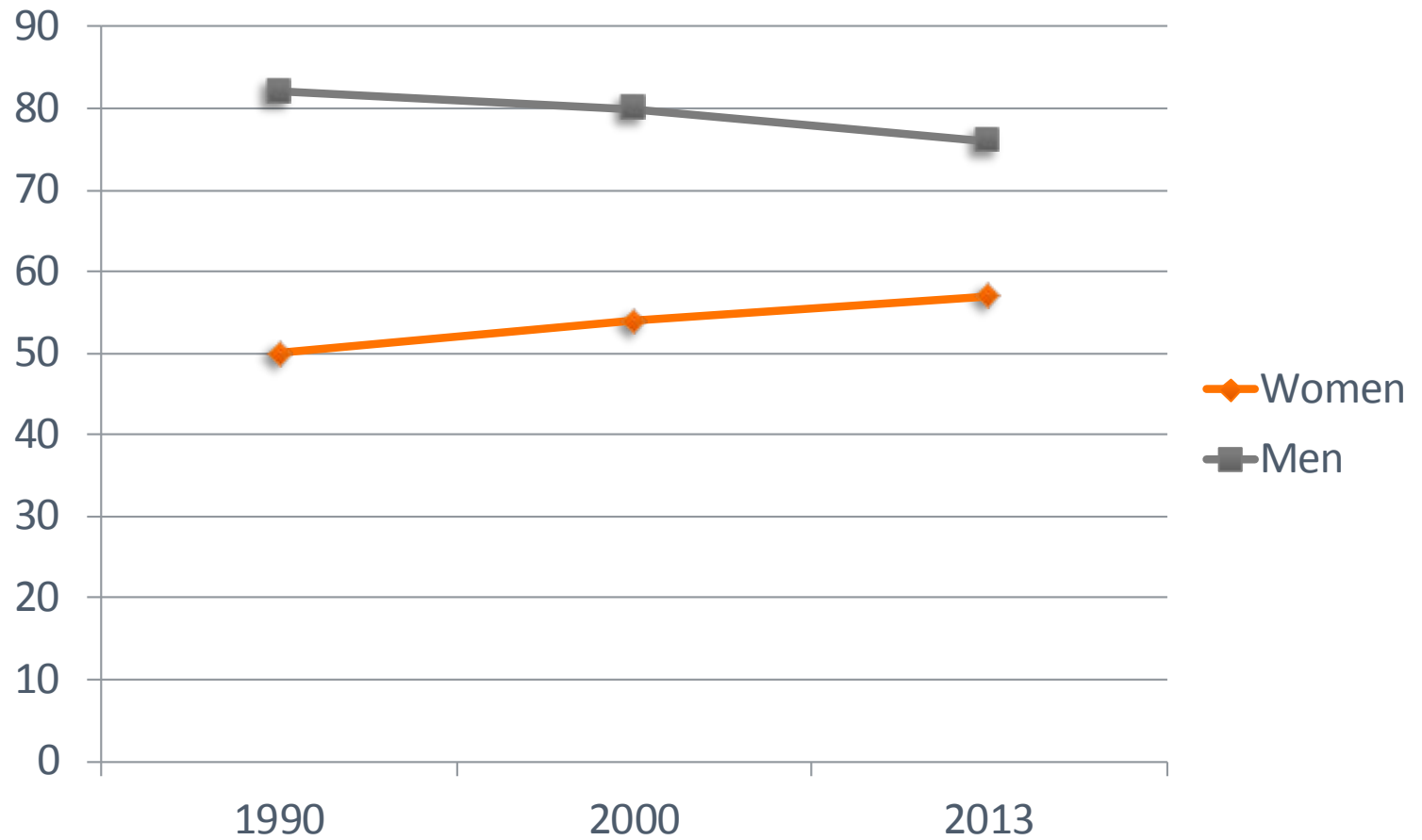




Crisis of social reproduction (in countries of origin)

- » Poverty, deficit of decent work, women with double shift, overburdened
- » Domestic work under precarious status
- » Crisis of expectation regarding social mobility
- » Impossibility of securing the social reproduction of family members







Labour force participation rate in the world



New international division of labor and global care chains

- » There is a relationship between women's increased labor force participation rate in receiving countries and the migration of women who do paid domestic work
- » Gender relations are also structured by class, race, ethnicity
- » Care crisis in countries of origin: "care drain"
- » MDWs leave their own children to unpaid family member in countries of origin (emotional cost for the migrant worker and her family)



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- » Labor market disadvantages shapes MDWs employment experience (lack of regulations and rights granted to other occupations)
 - » Subsidies provided to the state by national women (unpaid care providers) are also provided by MDWs.



ILO Convention 189

- » Making history: The adoption of C189 and R201 on 16 June 2011 at the ILC in Geneva
- » Respect and recognition for domestic workers



Founding Congress of IDWF 28 Oct 2013, Uruguay



IDWF Affiliates

- » 58 affiliates in 46 countries with 399,000 domestic workers:
- » Africa -18 with 94,319 domestic workers (DWs)
- » Europe – 7 affiliates with 37,052 DWs
- » Asia - 12 affiliates with 118,030 DWs
- » Americas – 19 with 75,817 DWs



domestic workers
trabajadoras del hogar
personnel domestique

trabajadoras domésticas



12 by 12 Campaign goals

- » 12 ratifications of C189
- » Promoting C189 as a minimum standard for rights and protections at work
- » Labour law reforms
- » Organising/ capacity building of domestic workers unions/ national centers



22 Ratifications (October 2015)

1. Argentina,
2. Belgium
3. Bolivia,
4. Chile
5. Colombia,
6. Costa Rica,
7. Dominican Republic
8. Ecuador,
9. Finland,
10. Germany,
11. Guyana,
12. Ireland,
13. Italy,
14. Mauritius,
15. Nicaragua,
16. Panama
17. Paraguay,
18. Portugal
19. Philippines,
20. South Africa,
21. Switzerland
22. Uruguay



Labour law reforms > 30 countries

» Major labor reforms:
Brazil, Argentina,
Philippines, Spain, US
(3 states), Chile,
Uruguay

Vietnam, India,
Singapore, Venezuela,
Thailand, Ireland,
Finland, Italy, Belgium,
Germany and more



Organising domestic workers

- » **New unions:** Paraguay, Lebanon, Dominican Republic, Guatemala, Costa Rica, Sri Lanka, Columbia, Egypt, Angola, Swaziland, Pakistan, Angola, Brazil, Lebanon, Pakistan, Swaziland Ghana, etc





