



Seminar "Gender and Care" in Bogotá, 2015

DEAR COLLEAGUES,

You are reading the 17th newsletter of the Research Network for Domestic Worker Rights, including information on the implementation process of the ILO Convention, campaigns, and news from the world of research.

1. UPDATES ON THE CONVENTION AND CAMPAIGN NEWS

Migrant Domestic Worker "Information Passport"

As part of the International Labour Organization's GAP-MDW project (see http://www.ilo.org/global/topics/labour-migration/projects/WCMS_222567/lang--en/index.htm), the subprojects on migration corridors Ukraine-Poland, Argentina-Paraguay, Nepal-Lebanon, Indonesia-Malaysia and Zimbabwe/Lesotho-South Africa have created an "information passport" and complementary Q&A leaflets for domestic workers emigrating. The "passport" and leaflet provide workers with pre-departure information regarding labor rights and employment in the sector in Poland. They have been distributed to

the three Ukrainian national trade union confederations. The "passport" has been recommended for distribution via the General Consulate of the Republic of Poland, and particularly through its territorial units in western Ukraine, given the predominance of Ukrainian domestic worker migration in the region.

Further information: http://www.ilo.org/dyn/migpractice/migmain.showPractice?p_lang=en&p_practice_id=165

Ukrainian Language Information Passport: https://gallery.mailchimp.com/9ec9283adb344a1c2d1abff67/files/Ukraine_InfoPassport_Reduced.pdf

Q&A Leaflet for Ukrainian MDWs: https://gallery.mailchimp.com/9ec9283adb344a1c2d1abff67/files/Ukraine_QA_Reduced.pdf

Colombia: "Let us Talk about Domestic Workers"

"Hablemos de Empleadas Domésticas" (Let us Talk About Domestic Workers), is a project of the Fundación Bien Humano (Well Being Foundation). The project started in 2011 in Medellín, Colombia, in order to claim labor rights for the ca. one million domestic workers (95% women) in Colombia. Colombia ratified C189 in May 2014 (law 1595 2012). The project aims (a) to

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THE NEWSLETTER INCLUDES CONTRIBUTIONS FROM ILKER ATAÇ, MARINA DE REG, MAJDA HRŽENJAK, ANDREA LONDOÑO, HELMA LUTZ, LENORE MATTHEW, SABRINA MARCHETTI, HELEN SCHWENKEN, SONAL SHARMA, SARAH SCHILLIGER, OLGA TKACH, EVA CECILIA VALENTOVÁ

PICTURE: SABRINA MARCHETTI

empower domestic workers, to inform them about their labor rights and to give them tools to be able to make their claim in addition to the support of their union UTRASD – Unión de Trabajadoras Afro del Servicio Doméstico (Afro Union Domestic Workers); (b) to inform employers DW's rights and to make them aware of the consequences when they break the law; (c) to lobby the Ministry of Labor in order to motivate an educative plan about domestic workers law and to use the state instruments to make the citizens to obey the law. (d) to inform the media.

The project uses social networks, especially Twitter @Empleadas_Hogar and Facebook /Trabajadoras-Domesticas, and YouTube. Most of the activities are done in alliance with Escuela Nacional Sindical (National Trade Union School).

Background information: 61.9% of the DW's average wage is between US\$ 81-161 (legal minimum wage: US\$ 318); 91% of them work 10-18 hours a day (no extra payment); only 33.3% are covered by the social security system; and most of them are victims of gender, racial, social and labor discrimination.

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Seminar "Gender and Care" in Bogotá

The international seminar on "Género y Cuidado: Teorías, Escenarios y Políticas" (Gender and Care: Theories, Contexts and Policies) was held in Bogotá between the 26th and the 28th of August 2015. The event was jointly organised by the University of the Andes, the Javeriana University and the National University of Colombia, with a keynote by Joan C. Tronto, workshop presentations were held e.g. by Carmen Lucia Tangarife and Sandra Milena Muñoz, from the Escuela Nacional Sindical in Medellín, and Andrea Londoño, from the campaign "Hablemos

de Empleadas Domesticas". Sabrina Marchetti, Europe-coordinator by the RN-DWR, has given a short presentation about our network (see picture).

2. RESEARCH

2.1 RESEARCH QUESTION

Placement Agencies

Helma Lutz (University of Frankfurt, Institute of Sociology) is looking for articles, studies, books which deal with the practices of Placement Agencies - Internationally but also in Europe. If any of you has ideas about this, please contact her at lutz@soz.uni-frankfurt.de

2.2 RESEARCH NEWS

ILO Mapping: Provision of Care through Cooperatives

With the expanding aging population, the growing number of women entering the labour market, and the tightening of public social services across the globe, the need for care is growing worldwide. Looking ahead, the project argues, innovative solutions for both providing care and employing care workers are needed. Rooted in values of social justice, equity, democracy and decent work for all, cooperative enterprises are emerging as one such solution. However, much remains to be understood about this new area of care and work. To address this gap, the ILO Cooperatives Unit (COOP) and the Gender, Equality and Diversity Branch (GED) have embarked on a global mapping of the provision of care through cooperatives. Using data gathered from an online survey and interviews with key informants, it aims to identify the ways in which cooperatives affect the livelihood of care beneficiaries, care workers, and the larger community;

and determine the resource cooperatives need to become viable enterprises and employers in the care sector.

Preliminary findings suggest that for care workers cooperatives often-times provide higher wages, offer more benefits like maternity leave, and extend greater bargaining power. For care recipients, cooperatives promote ownership and control over health and well-being, and provide avenues into new social networks. Despite these positive results, cooperatives in the care sector must address pressing challenges, such as funding needs, a complex policy and legal environment, and limited visibility in the care sector.

Other themes explored in upcoming reports include how cooperatives affect female care workers' work-life balance, the potential for social media in care and cooperatives, and the growing space for youth leadership in cooperatives that provide care.

More information: Simel Esim, Head of the ILO Cooperatives Unit, at esim@ilo.org or Lenore Matthew, research intern matthew@iloguest.org.

ILO Global Action Programme

The Global Action Programme on Migrant Domestic Workers and their Families (GAP-MDW) seeks to promote the human and labour rights of migrant domestic workers worldwide by addressing the challenges that make migrant domestic workers particularly vulnerable to the risks of exploitation and abuse. This project takes a multidisciplinary, participatory, and evidence-based approach for the purpose of developing and strengthening national labour laws, migration policies, and recruitment regulations and practices that are oriented towards achieving decent work for migrant domestic workers across global care chains. By concentrating on ten countries through five main migration corridors (Ukraine-Poland, Zimbabwe-South Africa, Indonesia-Malaysia, Nepal-Lebanon, and Paraguay-Argen-

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tina), this project undertakes policy-oriented research and capacity building at both regional and global levels.

Objectives:

1. Enhance research and practical knowledge on migration and trafficking issues with regards to domestic work across global care chains.
2. Strengthen the capacities of policy makers, domestic worker and employer organizations, and practitioners to advocate for migrant domestic workers' access to decent work and human rights
3. Pilot-test national capacity building approaches to promote rights-based policies and regulations and empower migrant domestic workers throughout all stages of the migration cycle.

For further information:

http://www.ilo.org/global/topics/labour-migration/projects/WCMS_222567/lang--en/index.htm

3. CONFERENCES AND CALLS

Conference in Berlin: Towards New Strategies for Health and Carework

Conference: Towards New Strategies for Health and Carework 16–18 October 2015, Rosa Luxemburg Foundation, Berlin, www.rosalux.de/umcare and http://www.rosalux.de/fileadmin/rls_uploads/pdfs/Veranstaltungen/2015/UmCare_Schedule_English.pdf

Care work and health care are massively affected by the neoliberal restructuring of the welfare state. High-quality care is increasingly out of reach for those who cannot afford it. Employees suffer from stress, low wages and precarious employment relations. The pressure is also increasing for those who are caring for relatives or friends. We need a fundamental change of perspective – ReCare! We will discuss these issues

with those requiring care and their relatives, as well as with employees, trade unions and welfare associations. How can we begin to shut down this system? How do we go about creating an infrastructure oriented towards people's needs, one that is funded in a solidary manner and structured democratically? How can we defend ourselves against the precarization of living and working conditions? How do we go about crafting innovative alliances capable of effective action?

Call for Papers: Urban People

Proposed title: Ageing and Migration, special issue No. 2/2016, editors: Petra Ezzeddine, Hana Havelková

The following themes are of particular interest to the journal:

- migrants 50+ and labour market
- social inequalities in migrant retirement system and migrant pensions
- transnational care for seniors, mobility of care
- intergenerational relations in migration
- gender consequences in ageing in migration
- intersectionalities of ageing in migration (gender, 'race', class, sexuality, disability, etc.)
- social situation of senior refugees

This list is not exhaustive and interested authors are encouraged to contact the editor with alternative proposals. Abstracts in English (max.500 words), deadline for submission of your draft article is October 31, 2015, the deadline for the submission of your full article is January 31, 2016. All submissions should be sent to Petra Ezzeddine (petra.ezzeddine@fhs.cuni.cz) or to the editor-in-chief Hedvika Novotná (hedvika.no@gmail.com)

Call for Papers: Trade Union Reorganizing

Special issue on trade unionism in the Global South and (challenges of) trade

union renewal, collaboration with social movements etc.; No. 142/143 of the German-speaking journal "Periphery: Politics, Economy, Culture", to be published in August 2016, please submit abstracts to special issue editor Helen Schwenken (hschwenken@uos.de) as soon as possible, and/or full papers (in German, English or Spanish) until Dec 23, 2015. English CfP will be published soon under <http://www.zeitschrift-peripherie.de/>

4. PUBLICATIONS

In May 2015 Centre for Independent Social Research (CISR), St.Petersburg in cooperation with Rosa Luxemburg Stiftung organized an international conference with the title "Domestic Workers in the Countries of Central Eastern Europe and Former Soviet Union: Postsocialist Migrations and Inequalities" (see previous newsletter). The conference proceeding (English and Russian) are available online <http://cistr.ru/files/DOMESTIC-WORKERS.pdf>

Goldberg, Harmony (2015): The Long Journey Home: The Contested Exclusion and Inclusion of Domestic Workers from Federal Wage and Hour Protections in the United States. ILO Working Paper, 27 August 2015. http://www.ilo.org/wcmsp5/groups/public/---ed_protect/---protrav/---travail/documents/publication/wcms_396235.pdf

Abstract: This paper covers the historical trajectory of domestic workers' contested relationship with minimum wage and overtime protections in the United States. It begins with a brief snapshot of the current coverage of domestic workers in federal-level minimum wage and hour protections, followed by a description of the wage-setting tradition in the United States. It then traces the initial exclusion of domestic workers from foundational minimum wage and overtime protections in the 1930s through their partial

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inclusion in the 1970s and the on-going struggles for full inclusion today. In the current moment, special attention is given to recent state-level struggles for the full inclusion of privately paid domestic workers and a recent victory that won the full inclusion of publicly paid homecare workers. The narrative concludes with cross-cutting lessons from these histories, offered in the hopes of supporting the efforts of advocates in other nations to win minimum wage protections for domestic workers.

Hoerder, Dirk; van Nederveen Meerkerk, Elise & Neunsinger, Silke (2015): *Towards a Global History of Domestic and Caregiving Workers*. Leiden: Brill.

Li-Fang, Liang (2014): Live-in migrant care workers in Taiwan: the debates on the household service act. *Asian and Pacific Migration Journal*. 23(2): 229-241.

Abstract: The increasing flow of migrant care workers from poorer to wealthier countries not only reflects care deficits in the latter countries, but also reveals issues concerning the rights and working conditions. The paper investigates the debates around legislating the Household Service Act in Taiwan and sheds light on the complexities of care work and care relations. By illustrating the care paradoxes

and dynamics between care workers and care recipients and their families, the author argues that the state has an important role in providing care resources and support to families.

Sharma, S. & Kunduri, E. (2015). Of Law, Language and Labour: Situating the Need for Legislation in Domestic Work. *Economic and Political Weekly (WebExclusives)*. 50 (28). <http://www.epw.in/web-exclusives/law-language-and-labour.html>

Sharma, S. & Kunduri, E. (2015). Working from home is better than going out to the factories (?): Spatial Embeddedness, Agency and Labour-Market Decisions of Women in the City of Delhi. *South Asia Multidisciplinary Academic Journal*. <http://samaj.revues.org/3977>

Abstract: This paper explores the spatiality and temporality of women's decisions to navigate particular forms of paid work, through means of a comparative analysis of three different sites and forms of work—at one's own home (as home based workers), someone else's home (in the form of paid domestic work) and conventional workplaces like factories (as shop-floor workers and as cleaners). By contextually situating the varying expressions of choice across the three sites, the

paper argues that women's efforts to choose one kind of work arrangement over another are embedded in the power and control that certain spaces of work entail. It further posits that women workers actively seek to reshape and redefine these spaces, through conscious negotiations in everyday practice as well as discourse.

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