

DIGNIFIED WORK FOR DOMESTIC WORKERS PRESENTED BY CARE ECUADOR



Female domestic workers in Latin America are largely unprotected by labor laws and denied basic human rights. CARE Ecuador is building a movement to support dignified work for domestic workers by extending the reach of labor unions, empowering women's voices on labor rights and strengthening collaboration between coalitions.

THE PROBLEM

Access to Healthcare on a Global Scale

Overcoming Invisibility on a Global Scale

There are an estimated 53-100 million domestic workers worldwide—the majority (more than 80%.) are women. They make significant contributions to economic and social development yet face deplorable working conditions, exploitation and serious human rights abuses. Currently, 40% of countries have no laws to protect them.

Exposing Ecuador's "Informal" Employment Abuses

There are 19 million domestic workers in Latin America. Women hold nearly 95% of these jobs, which represent 15.3% of the positions women occupy in the region. They not only lack basic labor rights, but are also exposed to violence in all forms, including human trafficking. In Ecuador, over half the population is of working age yet some 50% lack job stability. As a result, their occupations are categorized as "informal" or "underemployed". Most have no social security affiliation and no legal protection. With weak social organizations to negotiate work conditions, unequal power relationships based on violence and discrimination quickly develop between employers and employees.

THE INNOVATION

The Power of ONE Voice

CARE Ecuador has worked with labor unions and women's groups to build a movement around this issue and has generated important policy positions regarding the rights of domestic workers. Our groundbreaking results include the ratification of the International Labor Organization's Convention 189 in Ecuador, which grants domestic workers the same status and rights of all other jobs. CARE supported local associations of domestic workers create to create an advocacy plan to ratify Convention 189, strengthening their links with other civil society organizations, such as the Assembly of Poor and Diverse Women and the National Confederation of Women for Change. In June 2016, the first official union of domestic workers in Ecuador - The National Union of Remunerated Domestic Workers - was officially recognized by the Department of Labor.

BY THE NUMBERS

DOMESTIC WORK GLOBALLY

Only **10%** of all domestic workers are covered by labor laws to the same extent as other workers.

29.9 % are completely excluded from the scope of national labor laws.

OUR CURRENT IMPACT:

The Dignified Work Effect –

- Ratification of Agreement 189
- Official union for paid domestic workers

Advocacy model implemented in:

Peru
Bolivia
Guatemala
Nicaragua

POTENTIAL IMPACT:

Up to 30 million women!



THE SCALE X FACTOR:

Worldwide adaptability
Proven effective in:

Peru
Bolivia
Guatemala
Nicaragua

THE IMPACT

2020 VISION

Scaling will be achieved by: 1) integrating at least 30% (90,000) of the paid women domestic workers in Ecuador 3) strengthening Latin American Confederation of Paid Women Domestic Workers; and 4) pushing for compliance of Agreement 189 to support rights of 19 million women in Latin America.

THE CHALLENGE TO SCALE

Fighting the status quo for domestic workers challenges established cultural patterns that will require social change beyond policy change. In addition to formal policy changes, CARE seeks to build broad movements that support women and rights for domestic workers. Passing legislation is only the first step to achieving equal rights for domestic workers. Rights are all very well on paper, but policies must be implemented. Most countries lack the oversight capacity to ensure effective implementation and impose sanctions when rights are violated. We need to strengthen civil society's capacity for oversight and thus hold governments and employers to account. In addition to funding, expertise in establishing global networks and movement building and coalition partners are needed.

Opportunities include:

Funding
Mentoring
Advocacy
Communications
Business strategy

Join us in accelerating change for good!