

Preliminary results of the study to document emblematic cases of gender based violence and harassment against domestic workers in in the workplace in Ecuador, Colombia, Mexico, Honduras and Guatemala



COLECTIVO
GEOGRAFÍA
CRÍTICA



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In Mexico, we are grateful to the Union of Domestic Workers (*Sindicato de Trabajadoras y Trabajadores del Hogar*) – SINACTRAHO, and the Support and Training Center for Domestic Workers - CACEH

In Ecuador – National Union of Domestic Workers and others (UNTHA)

In Colombia, the Union of Afro-Colombian Domestic Workers (*Unión de Trabajadoras Afrocolombianas del Servicio Doméstico*) - UTRASD

In Honduras, Independent Monitoring Team (EMIH)

In Guatemala, the Union of Domestic and Independent Workers (*Sindicato de Trabajadoras del Hogar y a Cuenta Propia*) - SITRADOMSA



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This document outlines the preliminary results of a wider research study being carried out with CARE's Regional Program entitled "Equal value, equal rights", which is being implemented in Ecuador, Colombia, Honduras, Guatemala and Mexico. The Regional Program "Equal value, equal rights" seeks to positively impact the lives of millions of domestic workers in those five countries.

In the next stage of the research, the proposed methodology and methods will be deepened, along with the argumentation and definition of the problems encountered in each of the topics of the study, in order to have a broader overview of the particular characteristics of the workplace violence and harassment suffered by domestic workers in Latin America and the Caribbean, based on their own lived experiences.

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Abbreviations and acronyms

CACEH: *Centro de Apoyo y Capacitación para Empleadas del Hogar* (Support and Training Center for Domestic Workers)

SINACTRAHO: *Sindicato de Trabajadoras y Trabajadores del Hogar* (Union of Domestic Workers)

GBV: Gender-Based Violence

UTRASD: *Unión de Trabajadoras Afrocolombianas del Servicio Doméstico en Colombia* (Union of Afro-Colombian Domestic Workers from Colombia)

UNTHA: National Union of Domestic Workers and others

EMIH: Independent Monitoring Team (Honduras)

THE SPACE WHERE DOMESTIC WORKERS DO THEIR JOBS IS A WORKPLACE

Recognizing the work done by paid domestic workers as a job, implies recognizing the home as a workplace.



The places where they spend most of their time, are the spaces perceived of by women domestic workers as spaces of greatest insecurity: the kitchen and the laundry room.

Their excessive workload makes it impossible to complete all of their tasks during normal working hours.

The rooms assigned to paid domestic workers are spaces that are not suitable for living with dignity, and are controlled by the owners of the house.

They are restricted from being present in certain spaces, because they are domestic workers, because of discrimination based on their ethnicity, age and class.

Domestic workers have to take long and unsafe journeys to reach their place of work.

They face a variety of risks in the commute from their homes to their work place.

**ALL WORKPLACES SHOULD BE FREE
OF SEXUAL VIOLENCE AND HARASSMENT**



Structural problem of workplace violence and harassment in domestic work

Ecuador, Guatemala, Colombia, Honduras and Mexico

IN LATIN AMERICA, THERE ARE 19 MILLION DOMESTIC WORKERS

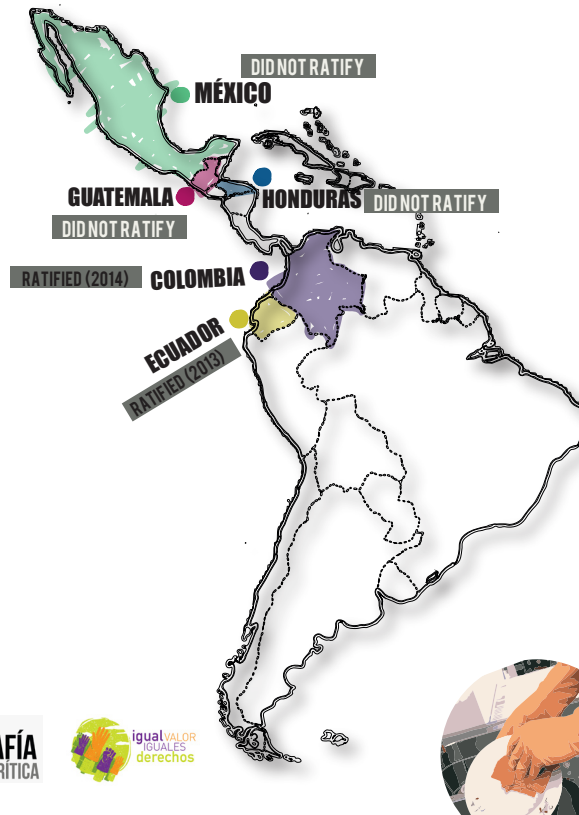


WOMEN CONSTITUTE APPROXIMATELY 95% OF THE DOMESTIC LABOR FORCE.

15.3% OF ECONOMICALLY ACTIVE WOMEN IN THE REGION ARE DOMESTIC WORKERS.

8 OUT OF EVERY 10 DOMESTIC WORKERS IN THE REGION CLAIM TO HAVE BEEN THE VICTIMS OF SOME TYPE OF VIOLENCE AT THEIR PLACES OF WORK

Ratification of ILO Convention 189



TYPES OF VIOLENCE

- EXCESSIVELY LONG HOURS
- SEXUAL VIOLENCE AND ASSAULT
- LOW PAY
- LIMITED OR NO SOCIAL SECURITY COVERAGE
- PHYSICAL ABUSE AND AGGRESSION
- SEXUAL HARASSMENT AND ABUSE
- UNFAIR TERMINATION
- CHILD EXPLOITATION
- VIOLATION OF LABOR RIGHTS
- INTIMIDATION AND THREATS OF FIRING
- PSYCHOLOGICAL ABUSE
- FALSE ACCUSATIONS OF THEFT
- DENIAL OF FOOD AND HEALTH CARE
- WORKPLACE ACCIDENTS
- DEVALUATION OF THE WORK DONE
- VERBAL ABUSE



About this study

Due to the persistent invisibility of domestic workers in society, collecting and analyzing quantitative data about them is nearly impossible. The lack of clear definitions in national legislation regarding the work done by domestic employees implies that they are also left out of national censuses, making their problems even more invisible. Therefore, the research being done by academic and activist researchers belonging to the Critical Geography Collective, led to a qualitative study on these women based on a feminist epistemology and methodology. Feminist epistemology and methodology begins with a profound critique of neutrality in research, and proposes objectivity that is strong, but not absolute¹. In this sense, the emphasis is on the experience-based knowledge of female domestic workers, as active agents in the construction of knowledge².

The theoretical framework that guided the study used an approach marked by intersectionality, feminist geography and women's human rights. Gender and feminist geography argues that space (re)produces gender relations, and that gender relations (re) produce space. Gender differences and inequalities definitively mark the socio-spatial experiences of each subject, and in particular their embodied violence. Therefore, the experience of women domestic workers necessarily requires an approach that recognizes the complexity of their working space, which is neither totally public nor totally private, but rather is characterized by an ambiguity which infringes their rights as workers and as women. The second key focus for this study was intersectionality, which looks at the intersections between the different social markers of ethnicity, class, age, place of origin, among others. This second focus was necessary due to the fact that domestic workers are victims of structural racism and poverty, and therefore this type of approach shines light on the structural reasons that cause violence against certain groups of women in these work spaces. The third approach used throughout the research is based on the human rights of women, especially the focus on their right to a life free of violence, and their labor rights. Female domestic workers experience different levels of gender violence, and therefore the intersection between their right to a violence-free life will be analyzed in direct relation to their rights as workers. The international, regional and national frameworks related to women's rights were analyzed in relation to the empirical information collected in the study, in order to propose measures and inputs to contribute to appropriate national legislation that is able to effectively protect the human rights of domestic workers against gender violence and harassment.

Methodology

The research was grounded in feminist epistemology, which implies reflectivity and agency during the entire research process, and a horizontal analytical relationship between study researchers and participants. This meant that special emphasis was placed on the voices of domestic workers, so that their experiences and analyses would be highlighted in the analysis of the information collected. Thus, ethical considerations with respect to the women and avoiding their revictimization were priorities in the course of the study. For this purpose, we approached them in a respectful manner and obtained their informed consent for each interview; they had the power to stop the interview at any moment, and were free to agree or decline to be recorded or to be contacted in the future.

To gain a regional perspective, focus groups and interviews were held with domestic workers in Colombia through the Union of Afro-Colombian Domestic Service Workers in Colombia (UTRASD), in Honduras through the Independent Monitoring Team (EMIH), and in Mexico through the Union of Domestic Workers (SINACTRAHO) and the Domestic Workers Support and Training Center (CACEH). We also studied interviews previously conducted in Ecuador through the National Union of Domestic Workers and others (UNTHA), and interviewed a member of the Union of Domestic and Independent Workers of Guatemala (SITRADOMSA). In addition, in Bogota, Colombia we participated in an event on violence and harassment in paid domestic work, organized by the UTRASD Union, in which domestic workers from different parts of the country participated.

1 Harding, S (1987). *Feminism and methodology*. Bloomington: Indiana University Press

2 Haraway, D. (1995). *Ciencia, cyborgs y mujeres. La reinvention de la naturaleza*. [Science, Cyborgs and Women: The reinvention of nature]. Madrid: Catedra.

In the focus groups with domestic workers, we began with a type of social cartography of their places of work. Through the maps of the houses where they have worked, we reflected on the spaces of violence and/or harassment, and what type of violence they have experienced. In these maps, we also identified possible existing safe spaces where they could avoid these types of violence. In the discussions around the mapping exercise, participants reflected about the patterns in the occurrence of violence and harassment in domestic work. Meanwhile, during the interviews we further explored the employment histories of the women, and their individual experiences of violence and harassment. The reflections collected were systematically documented, analyzed and expressed in this document, following the theoretical approaches described above.

The structural problem of violence and harassment in paid domestic work

In Latin America today, there are more than 19 million paid domestic workers representing around 7% of the urban workforce in the region, and 37% of domestic workers in the world (ILO, 2012). In countries like Ecuador, Guatemala, Honduras, Colombia and Mexico, where this study was conducted, it was found that the vast majority of people employed in this type of work are women, and therefore we are dealing with a highly feminized occupation. The life stories of domestic workers illustrate that in most cases, they begin this type of work at a young age, and it is their point of entry into the workforce. This situation reflects the class and ethnic status of these workers – a large percentage of them come from poor, indigenous or Afro-descendant families, who migrate from rural or border areas to cities to work in the homes of families with a privileged economic position.

The social differences of class, economic status, ethnicity, race, gender, or migration status place domestic workers in a highly vulnerable position with regard to their rights as women and as workers, exposed to a continuum of violence of various kinds: labor exploitation and harassment, sexual harassment and abuse; physical harassment and abuse, intimidation and psychological violence. All of these systems of oppression are determinant in the normalization of gender violence against domestic workers, and were observed in most of the interviews conducted in the selected countries.

Home as workplace

The environment where domestic workers do their jobs, is a workplace. The failure to define it as a workplace puts the human rights of these workers at risk. Therefore, it is urgent to define the space where paid domestic workers provide their services as a workplace. For them, the home of their employers is a job site, a public space. For the employers, their house is a private place, in which there is no acknowledgement of the employer-employee relationship, but rather an asymmetric relationship of emotional dependence of a charitable nature. Meanwhile, governments also fail to recognize these homes as workplaces. This multi-scale spatial analysis shows how the situation of domestic workers is a specially determined phenomenon. The way in which each actor sees the space defines the work obligations and duties to be fulfilled. The ambiguity with which these spaces are defined by domestic workers, their employers and the governments, facilitates the systematic violation of the human rights of these women. Recognizing the tasks carried out by domestic workers as work implies recognizing the home as a place of work. A household, by hiring a domestic worker, ceases to be a merely private space and must be recognized as a workplace. Acknowledging the home as a place of work for paid domestic workers, for example, opens the door for periodic labor inspections. The recognition of the homes where paid domestic workers do their jobs as a workplace, is one step toward creating a safe place of employment for them.

The spaces that are traditionally associated with women are directly related to the caretaking activities that they carry out in the homes where they work, namely: the kitchen and the laundry. The places where they spend most of their time are spaces perceived by domestic workers as spaces with the greatest amount of insecurity: the kitchen and the laundry. The kitchen due to the dangers that they are exposed to in the form of appliances that operate using flammable fuels, but also because

it is the place where they most frequently experience sexual harassment on the part of their employers. The laundry, because the excessive workload is often too much to finish during the normal workday, and therefore they often have to delay clothes washing to until the evening.

The rooms assigned to domestic workers are typically spaces not fit to live with dignity. Live-in domestic workers are forced to live in small rooms in deplorable conditions, with no ventilation, beside gas tanks and in unhygienic environments. In some cases, they have to sleep on beds that are dirty and/or infested with fleas, and their employers refuse to provide them with a new mattress or clean sheets. They are restricted from being in certain spaces, in a display of clear discrimination based on their ethnicity, age and class. This is the case with the bathrooms, for instance: domestic workers are forbidden from using their employers' facilities and must use bathrooms in poor conditions. Not even their bedrooms are safe spaces, because they are controlled by the owners, who have keys and unfettered access.

Gender-based violence against paid domestic workers

The subordinate conditions marked by the colonial and economic structure, the class, age, ethnic and gender status of those who do housework give rise to power relationships that are expressed in the workplaces. These structural conditions deepen social and gender inequalities, and are manifested in the continuum of GBV towards domestic workers.

There are regional trends of violence toward domestic workers, given that it is a highly feminized, racialized and sexualized occupation, which allows us to identify a pattern of systematic violence. The urgency of talking about violence in this line of work is increasingly gaining strength due to the groups of domestic workers who are organizing themselves to address the problems that they face, for which it is necessary to understand how violence occurs within and in relation to their work.

A dynamic often exists whereby employers exercise control over the bodies of domestic workers. In Colombia³, although the practice used to be more widespread and is now in fact illegal, still today employers ask women to take a pregnancy test or show proof of sterilization before hiring them. Similarly, in Mexico, the National Union of Home Workers (SINACTRAHO) has reported cases in which employers have put contraceptives in the food of their domestic workers, without their consent, to make sure that they don't get pregnant. These examples illustrate the control over the bodies and the threat to the autonomy of domestic workers.

The dynamics of GBV which are predominant in the region, are exacerbated for female domestic workers, due to the economic precariousness and the lack of rights to protect them. In most cases, the employers and/or their male sons have sexually harassed and abused them, and they are almost never believed when they report such acts:



The kitchen is a very unsafe place because sometimes when we are cooking, the bosses come and grab you from behind, and if you don't let them do what they want, they accuse you of being a liar and a thief.

The lady of the house told her sons that they could each take turns with me. After one of them touched my breasts, the next day the other accosted me in the bathroom. Then I understood that their mom wanted them to do that to me⁴.

Violence is also carried out by women employers, and even by the children of the household, who repeat the acts of violence they see modeled by the adults. Female domestic workers experience physical violence, psychological violence, economic

3 Event "De Puertas para Adentro" to discuss harassment and violence against women in the workplace, Bogota, May 2018.

4 Mapping workshop in Mexico, May 17, 2018.

violence and sexual violence in the workplace on the part of their employers. For these women, the gender violence continuum combines labor exploitation, loss of freedom, deception and even the withholding of personal documents.

Sexual harassment against paid domestic workers sometimes intensified in the case of afro-descendant women, who are exoticized and hypersexualized by their employers. Their employers harass them with phrases like "I've always wanted to be with a black woman," "they tell me that black girls are horny." Some say that in an effort to put a stop to the harassment, they have told their female employers, the wives of the men who are harassing them, but they don't believe them or they are accused of having provoked the situation, and are thus re-victimized.

The fact that paid domestic workers start their careers at a very young age, and occasionally do not speak Spanish fluently, makes them even more vulnerable to sexual harassment and abuse in the workplace. Racism is alive in households and in the governments, as is evidenced by the failure to recognize domestic workers who belong to indigenous and afro-descendant populations and nationalities. Thus, racism is reproduced in the working environment of domestic workers, along with a high degree of impunity in cases of violence and harassment.

Domestic workers in the region often have little or no confidence in the systems of justice available to them in the face of sexual violence and harassment. They distrust the reporting mechanisms and the institutions responsible for these issues, and therefore very few dare to report or file complaints, due to the general impunity surrounding these cases.

Since household chores usually fall on women, domestic workers often have to work double shifts: first at their homes, and then at the houses where they work. In addition, women who migrate from other countries or other regions to find domestic work, understood as taking care of a household, in turn generate deficits in terms of caretaking in their places of origin: for example, in the care given to their own children. Live-in domestic workers often have to turn over care of their children to other women, paid or not:

“ at that time, I was earning very little, and the little that I earned each month I divided half and half with the person who was helping me with my kids [...] because in order to be able to somewhat maintain my family, I had to somehow pay someone else to care for them. My children are growing up with another person who is nothing to them, they are losing their love for me, losing their respect, affection, because they would see me every two weeks, and that is why I say: that is where we have to look at the situation, because what happens when we go to live with a family all of our lives working as live-ins, and our children are with someone else, and sometimes that someone else, since they aren't earning much, they don't pay much attention to our kids.⁵ ”

Furthermore, female domestic workers often face insecurity both within their place of work and in their commute to reach their own homes, due to the distances they have to travel. Women who are "live-out" workers live on the outskirts of cities, and in general in poor communities with deficient public services. Due to the abysmal differences in the economic status between domestic workers and their employers, they very rarely live close to each other. This means that female household workers have to endure long and unsafe journeys to reach their places of work.

5 Interview with paid domestic worker in Medellin, May 11, 2018.

Violation of the employment rights of paid domestic workers

“Why “domestic workers”? Because we feel that terms like “servant” or “maid”, among others, are offensive.”⁶”

Regulations regarding the fundamental rights of domestic workers are still very limited. While there has been progress in recognizing this type of work, these workers continue to exist in a status of legal inequality and social vulnerability. In most countries in the region, there is weak legislation regarding domestic work, and its recognition as employment. On the other hand, the advances in many jurisdictions in these countries in terms of the rights of these workers, are still widely unknown. The result is that millions of women, some of them minors, do not have access to labor rights and their human rights in general are at risk.

One recurring situation in the context of domestic work in the region is child exploitation. In light of the sharp differences in the quality of life between urban and rural areas, frequently there are privileged families in the cities who offer to provide housing and food to girls from vulnerable rural areas, in exchange for their labor in their homes. However, in many cases it is reported that they are not paid any wages, and their movements are restricted, which are two of the primary elements of modern slavery: “Here you eat well, you have 3 meals per day, if you go back to your village you wouldn’t even eat.”⁷ In Colombia, this situation is aggravated by the forced displacement and anxiety caused by the armed conflict in some areas of the country, which has differentiated impacts on girls and young women; there are many families that send their minor age daughters to the city as migrants to work in a middle or upper-class household.

There is also discrimination in relation to the employment arrangements of domestic workers: either because they are older, or because of their ethnicity or place of origin. In Colombia, for example, some women are stigmatized for having been displaced by the violence, and migrant women, in particular Venezuelans, in these recent months of the migration crisis affecting that country, have had to endure xenophobia:

“I am going to be very honest, because when I went to the agency, they told me “it depends how you act ... because you are Venezuelan,” that is what the head of the agency told me. And another thing, there are people who call that agency, those job placement agencies here in Bogota, and they tell the managers “I don’t want any black women, I don’t want anyone from the coast and I don’t want Venezuelans,” in other words there is discrimination based on color, nationality, and even age, of course.”⁸”

The failure to recognize domestic work, in addition to the absence of legislation that is sufficient to protect their rights as workers, means that in many cases there are no contracts or there are only verbal agreements, and thus the 8-hour workday is not respected, they are repeatedly denied requests for time off, they are not paid for overtime, they have no social protection or benefits, they are not paid the minimum wage, or they may not even be paid at all.

“Not even during breaks are we able to talk with the children, who are closer to us, they get mad, they say that we can’t be in the living room. We have to wait until the employers get home, at 1 am, to open the garage, and give them something to eat [...]. We have a set start time but no end time, we don’t have permission to go to the doctor, and that is why we get sick and there is no recognition of workplace accidents, most of which happen in the kitchen.”⁹”

6 SINACTRAHO, 2018

7 Mapping workshop in Mexico, May 17, 2018

8 Interview with Venezuelan domestic worker in Bogota, May 17, 2018.

9 Mapping workshop in San Pedro de Sula, Honduras, May 10, 2018.

There are constant criticisms, insults, and discouraging remarks aimed at the work of domestic workers, which is a clear demonstration of workplace harassment: *“there are people who think they are better than others; you have done your work, completed your day, start to do something else, but no, ‘that isn’t clean’, and then they make you mop again a thousand times.”*¹⁰

As for employee protections, in addition to the violations in the aspects mentioned above, domestic workers also say that on many occasions, they do not have the appropriate supplies or tools to do their job, which puts their health at risk – for example the use of gloves or face masks. In addition, as to the risks inherent to housework, there are illnesses directly related to the use of cleaning chemicals, especially respiratory diseases, and workplace accidents in the kitchen, but there is no oversight for preventing these conditions among the workers.

The economic vulnerability suffered by women who seek out paid domestic work means that many times they accept jobs that pay less than the minimum wage, and for fear of losing their job, they never refuse to work extra hours without pay, nor do they demand a contract nor to be affiliated with the social security system. This scenario is worse in situations where there is economic marginality, such as in the case of racial minorities, displaced women, refugees or migrants, whose urgent need to remain in a country that is not their own and to send money to help their families, in many cases leaves them with no choice but to accept a job paying less than minimum wage.

There are also cases of domestic workers who are unaware of their rights, which is often taken advantage of by their employers, as occurs in Mexico, where in some cases people seek out indigenous women to do their housework because they are supposedly *“more submissive”* and ignorant of their rights.

The domestic employment agencies do not inform their workers about their rights or how to enforce them, for example their right to be affiliated with the social security system. Neither do the agencies support them when their rights are violated, when their workers report abuse or harassment on the part of their employers. Thus, according to some domestic workers, rather than receiving support from these agencies, they have found that they seek to protect the employers, even those who are abusive:

“don’t worry ma’am, we will find you just the maid that you want, how do you want her? Oh, yes this girl is going to do what you say, this girl is more docile. No, no, no, it’s like in the 19th century when they would put the slaves on display and say “look, this one is thin, this one can give you lots of offspring, this one is like that,” as if they were objects”¹¹

In Latin American countries, there are labor inspectors who enforce compliance with the rights of workers at their places of work. They conduct inspections in a variety of environments, but in the case of domestic work, there is no one to control or inspect the fulfillment of the rights of these workers. This is because it is a work place that is still not recognized as such, and continues to be considered as a completely private sphere.

As to reporting violations of their rights as domestic workers, women are often intimidated by their employers to not report any abusive situations, by threats such as *“it is your word against mine”*, or they are fired without cause. Similarly, a common form of payback by employers against workers in the event of any conflict with them, is to accuse them – without proof – of robbery or of causing damages. In this situation, the employers believe that their word will be given more weight than their employee’s word, given the asymmetric power relationship. Thus, some employers consider themselves untouchable by the law despite their infractions.

10 Workplace mapping workshop, UTRASD Medellin, May 11, 2018.

11 Interview with Venezuelan domestic worker in Bogota, May 17, 2018.

In light of these violations of their rights, we insist that domestic work be recognized as regular employment, that their rights as workers be guaranteed, that their rights be enforced by the respective government institutions, and that employment agencies inform their workers about their rights and make sure they are respected.

Recommendations

For Governments:

- Recognize domestic work as employment, and homes as workplaces.
- ILO Convention 189 and Recommendation 201 should be ratified by all countries in the region.
- Reform laws related to workplace harassment so that they include a focus on gender and acknowledge the specific conditions of female domestic workers in each country. For example, Law 1010 of 2006 on workplace harassment in Colombia.
- Countries should sign a new agreement, or include in existing agreements, recommendations and requirements that prevent and penalize violence and harassment in places of work, with specific mention of paid domestic workers.
- Enact a law to protect domestic workers against harassment, and include related provisions in employment contracts

Regarding workplaces

- Homes must also be recognized as places of work, and be monitored to ensure fulfillment of the rights of domestic workers.
- Dignified and safe living quarters, working spaces and conditions must be provided for female domestic workers within the homes, such as:
 - Bedrooms in adequate conditions: sufficient lighting, located within the house, private and protected.
 - Laundry room near the kitchen, safety measures and equipment in place for the use of chemical products.
 - Adequately ventilated kitchens, operating instructions for all appliances to avoid workplace accidents.
 - Employers and employees should have the supplies and equipment necessary to protect their health and prevent accidents.
 - Healthy and nutritional food
- In very large houses, the chores must be divided among more than one person and not fall on one worker alone.
- Limits must be established regarding household duties; for example, through an employment contract that specifies activities and hours.

Regarding gender-based violence

- Establish channels and protocols for domestic workers to report sexual violence and harassment in the workplace.
- Generate protocols for applying measures of protection and to eliminate sexual violence and harassment against domestic workers, and for enforcing said measures.
- Ensure that workplaces are spaces that are free of sexual harassment, by creating an effective regulatory and enforcement framework.

- Provide support to organizations of women and domestic workers who organize to eliminate violence and sexual harassment in their workplaces.
- The rooms of domestic workers must be considered to be private spaces exclusively for the use of those workers, with violation of those spaces bringing the same legal consequences as violations of other private spaces.
- The situation of domestic workers must be included in all agreements and laws aimed at eliminating violence against women and girls.

Regarding the violation of labor rights

- Those who work in households must be considered employees, respecting their preferred terminology as paid domestic workers, and the “bosses” must be considered employers, therefore there must always be an employment contract between them.
- Employment contracts for domestic workers should include clauses regarding workplace and sexual harassment, and mechanisms to guarantee safe spaces in which both parties are co-responsible for workplace safety and health.
- While countries do have laws establishing the minimum ages at which people can work, domestic work is often done by underage girls, and this will continue to happen even if prohibited by law. It is crucial for governments to enact instruments that guarantee the protection of children which include the protection of girls engaged in paid domestic work, regarding their rights at work and to prevent sexual harassment and violence.
- Reiterate the prohibition against any kind of discrimination based on gender, ethnicity, age, religion, nationality, status as domestic workers, disabilities or sexual orientation.
- Guarantee the labor-related rights of migrant women.

Bibliography

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Annex 1. The rights of domestic workers according to national legislation in the selected countries: Ecuador, Guatemala, Honduras, Colombia, México (2011-2012)

Selected Countries	Legal reforms to improve the labor rights of domestic workers
Ecuador	<ul style="list-style-type: none"> Unified Minimum Wage for workers in general. Food and shelter as an obligation of the employer; not as part of the compensation. The right to the thirteenth salary, or Christmas bonus. The right to the fourteenth month school bonus. The right to extra pay for overtime, night work and holiday work.
Guatemala	<ul style="list-style-type: none"> The national minimum wage applies to domestic work The cost of room and board can be counted as up to 30% of compensation In relation to social security, there is a Special Program for the Protection of Employees in Private Households (PRECAPI)
Honduras	<ul style="list-style-type: none"> National minimum wage does not apply to domestic work The cost of room and board is allowed to be counted up to 30% of compensation Voluntary affiliation with social security Severance pay and other items are subject to special laws governing domestic work (Labor Code Arts. 158, 159, 160) Maternity protection is under the general system for the country The workday is not subject to any hours or schedule
Colombia	<ul style="list-style-type: none"> Legal monthly minimum salary Up to 30% of wages can be paid in kind (food, lodging and clothing) The right to the services premium Mandatory affiliation with the social security system The right to overtime pay, and extra pay for night and holiday work
México	<ul style="list-style-type: none"> The national minimum wage applies to domestic work (Federal Labor Act, Art. 335). Up to 50% of compensation can be paid in-kind in the form of lodging and meals and other living expenses. Voluntary affiliation with social security Compensation for termination (severance pay) and other items, maternity protection falls under the country's general system The work day is not subject to a specific schedule

Source: ILO, 2012. *Panorama laboral 2012*. Centro de Documentación y Estudios (CDE) and UN Women, 2016. *Las leyes sobre trabajo doméstico remunerado en América Latina [Laws on paid domestic work in Latin America]*.



Preliminary results of the study to document emblematic cases of gender based violence and harassment against domestic workers in the workplace in Ecuador, Colombia, Mexico, Honduras and Guatemala