****

 **BASE DOCUMENT**

**6th Hemispheric Gender Dialogue between Ministries of Labor:**

**“Towards paid domestic work with rights”**

March 15, 2023

10:00 a.m. to 1:00 p.m. (EST – Check local time)

All event information will be updated on the website:

<http://www.rialnet.org/?q=en/6GenderDialogue-DomesticWork>

[Register online here](https://us06web.zoom.us/meeting/register/tZ0vce-vrT8pEtRi9lOP-MK-VCF5ks9gXqgm)

**CONTENT**

1. Background and justification…………………………………………….. 1
2. Description……………………………………………………………………….. 3
3. Preliminary agenda……………………………………………….…...……. 4
4. Guiding questions…………………………………………………..……….. 5
5. Logistics and connection information….…………………………… 5
6. **BACKGROUND AND JUSTIFICATION**

The Ministers of Labor of the Americas, within the framework of the OAS Inter-American Conference of Ministers of Labor (IACML), have assumed over the years a growing commitment to mainstream and institutionalize gender within their operations, policies and programs, recognizing them as a means to achieve gender equality in the labor market. The Inter-American Network for Labor Administration (RIAL) of the OAS and the Inter-American Commission of Women (CIM) have made various efforts to support the Ministries in this direction. Since 2020, these efforts have focused on holding virtual dialogues at the hemispheric level on different priority topics and creating the RIAL/GENDER network.

The RIAL/GENDER is a specialized community of the RIAL, made up of officers in charge of the gender units or areas of the Ministries of Labor of the Americas. Its purpose is to contribute to achieving full gender equality in the world of work, through the strengthening of said gender units. To meet this objective, the Network has tools such as a portfolio of programs, bilateral cooperation, and hemispheric dialogues or events, among others.

This 6th Gender Dialogue is part of the RIAL/GENDER Work Plan 2022-2023 and, like the five previous dialogues, will allow for the exchange of experiences, reflection and the formulation of recommendations on a topic of the greatest relevance: paid domestic work.

In Latin America and the Caribbean, paid domestic work has been and continues to be an eminently feminized occupation: in 2021, 9.7% of women working in the region were employed in this sector[[1]](#footnote-2); in 2020, the participation of women in domestic work reached 91.1%[[2]](#footnote-3). Factors such as the growth of the tertiary sector, the massive entry of middle and upper-class women into the labor market -who have transferred their domestic and care responsibilities to other women-, and the severe impact of the pandemic on this sector, has influenced the decrease in domestic worker representation in the labor market, although it remains an important source of work for women in the region[[3]](#footnote-4).

Paid domestic work is devalued work insofar as it reproduces the domestic work performed ancestrally by women, which has no market value. In many countries in the region, it has been regulated by special labor regimes, which in practice has resulted in less legal coverage and protection, leading to the precariousness of this work. Although some important regulatory changes have been introduced, there is a gap between the regulations and the full exercise of rights[[4]](#footnote-5). In practice, domestic work has been characterized by long working hours without overtime pay, wide wage disparities, and very little to no health or social security coverage or other benefits in comparison to other jobs. On the other hand, the internal composition of this occupation shows a high representation of migrant, indigenous and Afro-descendant women, also reproducing ethnic and racial discrimination and social exclusion dynamics. This is an occupational field where multiple variables of discrimination and vulnerability intersect.

The adoption of ILO Convention No. 189 on “Decent work for domestic workers” and Recommendation (No. 201) on domestic workers, represented a great milestone in the treatment of this issue. To date, 18 countries in the Americas have ratified this instrument, triggering legal and regulatory reforms in order to adapt them to the standards and provisions established in said Convention.

The countries of the region have advanced efforts from many different angles to address domestic work and ensure that it is a job with rights, including regulatory reforms, actions by the Judiciary, efforts from civil society and workers' organizations, among others. The efforts undertaken by governments can be grouped into the following lines of action: production of knowledge about domestic work, expanding social security coverage, training and professionalization activities, wages, awareness campaigns, strengthening of workers' organizations, and labor inspection measures, among others[[5]](#footnote-6). For the purposes of the Dialogue described in this document, the focus of discussion will be the actions that are being developed and can be developed by the Ministries of Labor of the Americas.

1. **DESCRIPTION**

As in the five previous dialogues, the 6th Hemispheric Dialogue will bring together  **representatives of the gender units or areas of the Ministries of Labor** of the Americas in order to continue analyzing, exchanging experiences and proposing recommendations on central issues of gender equality and gender institutionalization. On this occasion and in line with the RIAL/GENDER Work Plan 2022-2023, this dialogue will revolve around paid domestic work.

This dialogue is organized by the Technical Secretariat of the IACML in the Executive Secretariat for Integral Development (SEDI) of the OAS, in collaboration with the Inter-American Commission of Women (CIM).

**Day and Time:** March 15, 2023 – 10:00 a.m. to 1:00 p.m. (EST, Washington D.C. Time – Check local time)

The dialogue will take place through the ZOOM platform.

**Objective:** Share advancements and strategies of the Ministries of Labor of the Americas, as well as identify lessons learned and policy recommendations, to ensure compliance with labor legislation and respect for fundamental principles and rights in paid domestic work.

**Participants:**

* + Directors and representatives of the gender units or areas of the OAS Ministries of Labor, and officials of said Ministries interested in participating.
	+ Representatives of workers and employers, grouped in the advisory bodies of the IACML -COSATE and CEATAL-.
	+ International organizations and other interested actors will be invited as observers.
1. **PRELIMINARY AGENDA**

March 15, 2023

10:00 a.m. to 1:00 p.m. EST – Washington DC Time

*(Please, check local time)*

10:00 – 10:20 Opening and Introduction

* + - * Department of Human Development, Education and Employment, OAS
			* Inter-American Commission of Women (CIM) of the OAS – Main conclusions of the recent CIM/PADF study on the Rights of Paid Domestic Workers in the Americas

10:20 – 11:30 Paid domestic work: exchange of experiences, identification of lessons learned and general recommendations (based on guiding questions 1 y 2)

* Presentation of 2 Ministries as demonstrative experiences and to kick-off the exchange:
	+ - Ministry of Labor and Social Security of Uruguay (10 min)
		- Ministry of Labor and Social Security of Jamaica (10 min)
* Open dialogue among all delegations (max. 5 min. per intervention)

11:30 – 12:30 Work in *sub-groups* – Based on guiding questions 2 and 3

12:30 – 13:00 Presentation of results of the sub-groups and closing

1. **GUIDING QUESTIONS**

The following questions are designed to guide the presentations and interventions during the Dialogue and to support participants in their preparation for the event. We thank each Ministry of Labor in advance for sending their answers to: trabajo@oas.org no later than March 10.

1. What are the main actions carried out by your Ministry towards achieving the full exercise of the rights of paid domestic workers? We suggest considering actions related to labor inspection, awareness-raising, training and professionalization, and social security coverage, among others.
2. What has worked? What are the main successes and lessons learned from these actions? Please consider which elements of the actions carried out by your Ministry would be useful for other countries. [Question applies to both the general discussion and the sub-groups]
3. What are the main recommendations on policies and actions that the gender units or areas of the Ministries of Labor should carry out towards achieving the full exercise of the rights of paid domestic workers?
4. **LOGISTICS AND CONNECTION INFORMATION**

**Registration:** Please complete the online registration form no later than March 10, which can be done by [clicking here](https://us06web.zoom.us/meeting/register/tZ0vce-vrT8pEtRi9lOP-MK-VCF5ks9gXqgm).

**Access to the platform and connection:** The meeting will take place through the ZOOM platform. The connection link will be automatically sent to the participants once they have registered.

**Audio testing:** The active participation of all delegations is expected in the dialogue. In this sense, we thank the delegates for connecting 30 minutes before the start of the meeting to carry out audio, connection and interpretation tests.

**Language:** The meeting will have simultaneous interpretation in Spanish and English.

**MORE INFORMATION:**

*If you require additional information, please contact: trabajo@oas.org.*

1. Labor Overview 2022. Lima: ILO / Regional Office for Latin America and the Caribbean, 2022. [↑](#footnote-ref-2)
2. Paid domestic work in Latin America and the Caribbean, 10 years after Convention no. 189. Lima: ILO, Regional Office for Latin America and the Caribbean, 2021. [↑](#footnote-ref-3)
3. According to Labor Overview 2022, in 2018 domestic workers represented 11.1% of employed women, a percentage that fell to 9.9% in 2020, ranking among the least dynamic sectors in the post-pandemic recovery. [↑](#footnote-ref-4)
4. CIM/PADF (2022). Rights of paid domestic workers in the Americas: progress and persistent gaps. Inter-American Commission of Women, Organization of American States. [↑](#footnote-ref-5)
5. Ibidem. [↑](#footnote-ref-6)