Notes

Chapter 1


3 Brazil ratified C189 in 2018, after our fieldwork came to an end.

4 We held eight local workshops as follows: in Rio de Janeiro and Quito in September 2017, in Bogotá and Hamburg in October 2018, in Rome and Madrid in December 2018 and in Taipei and Quezon City in January 2018.

5 The documentary is available at https://www.youtube.com/watch?v=FgwSO1hwf0c (last accessed 13 July 2021).

Chapter 2

1 This is a conservative number based on official national employment statistics, and includes domestic workers aged 15 years and older.

2 This estimate does not include undocumented migrants. This represents 17.2 per cent of all domestic workers and 7.7 per cent of all migrant workers worldwide. About 74 per cent (or around 8.5 million) of all migrant domestic workers are women (Fudge and Hobden, 2018).

3 Since 1999, several bills have been filed in the country for a law on informal labour or Magna Carta of Workers in the Informal Economy, which could have a major impact on domestic workers.

4 In the Philippines, family drivers, who are mostly men, have been excluded from the definition of ‘domestic workers’ under the Kasambahay Law.

5 Samahan at Ugnayan ng mga Manggagawang Pantahanan sa Pilipinas.

6 The recruitment of foreign labourers, first introduced in the country in 1989 to import workers for construction and factories from the Philippines, Vietnam and Thailand, was extended to the private sector and families, and in 1992 care and domestic workers were included in the Employment Service Act. From 1,032 in 1992, the total number of migrant care and domestic workers working in private households reached 246,975 in 2017, representing about a third of the total 657,983 migrant workers employed in Taiwan (source: Ministry of Labour, year 2017).

7 Caregivers and domestic workers employed by individual households, both migrants and Taiwanese, were explicitly excluded from the Labour Standard Act in 1998, after having
been included in it for some time. The care workers employed by institutions, on the
other hand – both nationals and migrants – are covered by the Labour Standard Act.

8 The TIP Report has been published annually since 2000 by the US State Department’s
Office to Monitor and Combat Trafficking in Persons. It ranks countries in four groups
(Tier 1, Tier 2, Tier 2 Watchlist, Tier 3), starting from those perceived as fully complying
to the minimum standard of the US Trafficking Victims Protection Act (2000), down to
those perceived as non-compliers.

9 Kapulungan ng Samahang Pilipino.

10 Ikatan Pekerja Indonesia di Taiwan.

11 The names of the migrants’ rights rallies organized by TIWA and the Migrants
Empowerment Network in Taiwan are quite significant: in 2003: ‘Anti-slave’; in
want may day off – still not allowed’; in 2011: ‘Where is my day off?’; in 2013: ‘Say NO
to sweatshop long-term care, say YES to minimum wage’; in 2015: ‘Where is the justice

12 In the field of education, for instance, in 2011 scheduled caste women had a literacy rate
of 41.9 per cent, and scheduled tribe women had a literacy rate of 34.8 per cent (versus
65.5 per cent of all women) (source: National Sample Survey, year 2011–12).

13 ‘Scheduled castes’, ‘scheduled tribes’ and ‘other backward classes’ castes’, are officially
designated groups in the Indian constitution, which sets out general principles of positive
discrimination towards them. The scheduled castes were formerly known as untouchables,
and are also referred to as Dalit.

14 Pesquisa Nacional por Amostra de Domicílios Contínua, Instituto Brasileiro de Geografia
e Estatística. The survey also includes irregular domestic workers and distinguishes between
monthly (mensalistas) and daily (diaristas) workers.

15 The remaining part includes domestic workers who self-identified as ‘indigenous’ (0.35
per cent), ‘yellow’ (0.2 per cent) and missing values (7.4 per cent)

16 Pesquisa de Orçamentos Familiares, IBGE.

17 Proposta de Emenda à Constituição.

18 Constitutional Amendment 72/2013 and Complementary Law 150/2015.


20 Federação Nacional de Trabalhadoras Domésticas, founded in 1997.

21 Central Única dos Trabalhadores.

22 On the 19th-century history of the Brazilian domestic workers’ movement see, among
others: Carvalho, 1999; Bernardino–Costa, 2007, 2013, 2014; Oliveira, 2008; Pinho and
Silva, 2010; Fraga, 2016; Monticelli, 2017; Acciari, 2019.

23 Domestic Workers Professional Association in Santos, Associação de Trabalhadoras Domésticas em Santos.

24 Juventude Operária Católica.

25 Full name Themis Gender, Justice and Human Rights, Themis Gênero, Justiça e Direitos

26 Full name SOS Corpo Feminist Institute for Democracy, SOS Corpo Instituto Feminista
para a Democracia, created in 1981 in Recife (Pernambuco state).

27 Created in 1992 and based in Rio de Janeiro.

28 Partido dos Trabalhadores.

29 Gran Encuesta Integrada de Hogares, Departamento Administrativo Nacional de Estadística.

30 Afro-Colombian and indigenous people, respectively, comprised 10.62 per cent and 2.83
In Colombia, the socioeconomic position of individuals and households is classified into six *estratos* (levels) on the basis of the conditions of the family home and the surroundings. Strata 1 to 3 comprise people with a very low to medium-low level of resources, while strata 5 and 6 correspond to medium-high and high positions.

Domestic Service Union (Sindicato del Servicio Doméstico) and the Obra de Nazaret, in Bogotá.


Unión de Trabajadoras Remuneradas del Hogar, founded in 1984 in Cali.

Decree 824/1988 and Law 11/1988 (the latter was derogated in 2003).

The first exploratory talks with the FARC–EP were announced by the government in 2012; in November 2016 the congress approved the peace agreement between the Colombian government and the FARC. Although violence, clashes and assassinations have not ceased in the post-accord period, the peace process has continued up until today, involving several civil society and state actors.

Law 1448/2011 (Ley de víctimas y restitución de tierras). The law 975/2005 (Ley de justicia y paz) was a relevant antecedent.

Central Unitaria de Trabajadores de Colombia.

Escuela Nacional Sindical.

Fundación Bien Humano.

Friedrich Ebert Stiftung.

Unión de Trabajadoras Afrocolombianas del Servicio Doméstico.

Sindicato Nacional de Trabajadores de la Industria de Alimentos.


Decree 2616/2013 expanding access to social security to domestic workers hired ‘per day’; Decree 721 giving access to family benefits.

Law 1778/2016.

In 2018 the monthly minimum wage for full-time workers was COP781,242.00 (USD188.07, EUR175.20) plus a monthly transport subsidy of COP88.21. For per-day workers, it is COP26,041.40 daily and COP3,255.18 hourly (ordinary working days and hours), plus transportation assistance.

Encuesta Nacional de Empleo, Desempleo y Subempleo, Instituto Nacional de Estadística y Censos.

Most of the Ecuadorian population self-identify as ‘*mestizo/a*’, meaning of mixed European and indigenous descent; the country has a large Afro-Ecuadorian and indigenous population, mostly concentrated in the coastal region (which includes the city of Guayaquil) and the Sierra area (including the city of Quito), while people identifying as ‘*montubios/as*’ live in the rural areas on the coast. On the racial dynamics in contemporary Ecuador see, among others, De La Torre and Striffler, 2008.

Of the surveyed workers, 62 per cent reported not enjoying any of these benefits; 14 per cent reported that they receive overtime payment, 28 per cent have paid holidays, 29 per cent receive a partial or full 13th- and 14th-month salary. These figures refer to people who are currently employed in the sector, while former workers show lower figures.

Full name: Development Cooperation Fund – Socialist Solidarity, Fonds voor Ontwikkelingssamenwerking.

Asociación de Trabajadoras Remuneradas de Hogar.

Unión Nacional de Trabajadoras del Hogar y Afines.

Sindicato Unitario de Trabajadoras Remuneradas del Hogar de Ecuador.

Mikrozensus, Statistisches Bundesamt.
The system of ‘posting’ migrant workers was developed during the transition period of EU enlargement (2003–11), in particular for factory work, but at the same time it was, and remains largely, used in the domestic and care sector to circumvent the limitations on new EU citizens from Eastern Europe working in Germany and other EU countries.

Deutscher Hausfrauenbund, renamed Netzwerk Haushalt, Berufsverband der Haushaltsführenden in 2009.

Gewerkschaft Nahrung Genuss Gaststätten.

Deutscher Hausfrauenbund, renamed Netzwerk Haushalt, Berufsverband der Haushaltsführenden in 2009.

Worker Protection Act, ArbeiterSchutzgesetz, 1996 (last amended in 2015).

Act on Working Hours, Arbeitszeitgesetz, 1994 (last amended in 2016).

Deutscher Gewerkschaftsbund.

The number of people conventionally considered economically inactive (aged 65 years and over) to the number of people of working age (15–64 years).

Istituto Nazionale di Statistica.

Istituto Nazionale di Previdenza Sociale.

Corresponding to 3.9 per cent of total workers and 8.1 per cent of female workers.

Wages and social security quotas are regulated by the national collective agreement and are classified by eight employment levels (according to their housekeeping or care tasks and professional skills). In Italy, wages are regulated through collective agreements for each professional sector, and not through the setting of a minimum wage standard.

Founded in 1946 within the Catholic workers’ organization ACLI (Associazioni Cristiane Lavoratori Italiani) with the name Gruppi Acili Domestiche (GAD); renamed ACLI-COLF (Collaboratrici Familiari) in 1964.

Associazione Professionale Italiana dei Collaboratori Familiari, born in 1971 after a split from the ACLI-COLF, under the influence of the Italian Episcopal Conference.


Constitutional Court decision 68, March–April 1969.

Federazione Italiana dei Lavoratori del Commercio, Alberghi, Mense e Servizi, part of the Confederazione Generale Italiana del Lavoro.

Confederazione Italiana Sindacati Lavoratori.

Unione Italiana del Lavoro.

Sindacato dei Lavoratori al Servizio della Persona, founded in 1971 and connected to API-COLF.

Federazione Nazionale dei Cleri Italiano.

Associazione Nazionale Datori di Lavoro Domestico (Nuova Collaborazione).

Associazione Nazionale Sindacale dei Datori di Lavoro Domestico (Assindatcolf).

Associazione Nazionale Famiglie Datori di Lavoro Domestico (Domina).

Federazione Italiana Datori di Lavoro Domestico.

Instituto Nacional de Estadística.

Encuesta de Población Activa.

Instituto Nacional de la Seguridad Social.

Encuesta Nacional de Inmigrantes.

Encuesta de Presupuestos Familiares.

For instance, according to the law, the hours a worker is required to be present must be agreed upon by all parties and compensated in money or time, but this often results in arbitrariness. Further, up to 30 per cent of the salary that exceeds the minimum wage can be paid in kind (comprising food and lodging). As a result, wages for live-in workers often barely meet the level of the minimum wage.


Asociación de Trabajadoras del Hogar de Granada, created in 1996.
Chapter 3

1 Information regarding the ratification campaign can be found on the IDWF website: https://idwfed.org/en/campaigns/ratify-c189 (last accessed 13 July 2021).

Chapter 4

1 As shown in Chapter 2, in the decade under analysis, groups led by and composed of domestic workers or former domestic workers were active in Brazil, Colombia, Ecuador, India, the Philippines and Spain, and had begun to emerge in Taiwan. On the other hand, in Italy, and to a lesser extent in Germany, they had already been present in the preceding decades.

2 The project was carried out by two national non-profit organizations: ENS, active in the field of labour rights and union empowerment, and Carabantú (Corporación Afrocolombiana de Desarrollo Social y Cultural), promoting rights and cultural recognition for Afro-Colombian minorities. Together with a third non-profit organization active in education and social communication (Fundación Bien Humano), they supported the first organizing process that led to the creation of UTRASD. See Morales Mosquera and Muñoz Cañas (2013).


4 The regions with the highest percentage of Black and Afro-Colombian groups; also among the poorest in the country.

5 Longa is a racist epithet for indigenous girls and women.
GLOBAL DOMESTIC WORKERS

6 Negra in the original (feminine form). A common racial epithet for Black women, here used in a derogatory way.
7 One of the regions with a large Afro-descendant population, from which many internal migrants who are employed as domestic workers in the big cities come.
8 www.larepublica.ec/blog/politica/2015/04/20/correa-almuerza-sindicato-oficialista-carondelet/ (last accessed 30 November 2019).
9 ‘Sin nosotras no se mueve el mundo’ (Without us the world cannot run), available from: www.youtube.com/watch?v=891gV9iENMc (last accessed 6 April 2020).
10 She refers to performances in public space, mostly in the Lavapiés neighbourhood in Madrid, where they dramatize a situation, dress up, parade as models of domestic workers and sing protest songs.
12 The aforementioned web page www.trabajadorasdomesticas.org; the Facebook page and YouTube channel Hablemos de Empleadas Domésticas (Let's talk about domestic workers); and the Twitter account @Empleadas_hogar (Domestic workers).

Chapter 5

1 The movements against gender-based violence that arose in Argentina and the US in 2016 and 2017, respectively, and have since spread worldwide.
2 International Union of Food, Agricultural, Hotel, Restaurant, Catering, Tobacco and Allied Workers' Associations.
3 For instance, under the Ecuadorian penal code approved in 2014 (Código Orgánico Integral Penal, COIP) abortion is sanctioned as a crime, with only a few exceptions (such as cases of rape involving women with learning difficulties or when pregnancy may result in serious danger to the woman's health).
4 Mesa intersectorial de economía del cuidado.
8 https://equalcareday.de (last accessed 13 July 2021).