

# Convention No. 189 Concerning Decent Work for Domestic Workers

**Summary:** The General Conference of the International Labour Organization adopted this treaty to promote decent work for all people. The treaty is reaction to the reality that domestic work is generally undervalued, invisible, and mainly carried out by women and girls, many of whom are migrants or members of disadvantaged communities and who are particularly vulnerable to discrimination in respect of conditions of employment and of work, and to other abuses of human rights. The Convention and accompanying Recommendation aim at protecting and improving the working and living conditions of domestic workers worldwide. Specifically, the treaty provides that domestic workers shall receive the minimum protections that all other categories of workers enjoy, the right to be informed the terms and conditions of their employment, a weekly rest of at least 24 consecutive hours. The Convention includes special measures to address the vulnerability of particular groups of domestic workers, including migrant domestic workers. The Convention requires that migrant domestic workers receive written contracts before crossing boundaries to take up a new job in a foreign country, and imposes other mandates to prevent fraud and abuse in private working conditions.

**Article 1** defines “Domestic Work” and Domestic Workers”

**Article 2** Application to domestic workers

**Article 3** Members shall take measures to ensure effective promotion and protection of the human rights of all domestic workers, as set out in this Convention, including:

- freedom of association and the effective recognition of the right to collective bargaining;
- the elimination of all forms of forced or compulsory labour;
- the effective abolition of child labour; and
- the elimination of discrimination in respect of employment and occupation.

**Article 4** Mandate of minimum age for domestic workers

**Article 5** Effective protection against all forms of abuse, harassment and violence.

**Article 6** Fair terms of employment as well as decent working conditions and, if they reside in the household, decent living conditions that respect their privacy.

**Article 7** Mandate that domestic workers are informed of their terms and conditions of employment in an understandable manner, including terms of:

- the name and address of the employer and of the worker;
- the address of the usual workplace or workplaces;
- the starting date and, where the contract is for a specified period of time, its duration;
- the type of work to be performed;
- the remuneration, method of calculation and periodicity of payments;
- the normal hours of work;
- paid annual leave, and daily and weekly rest periods;
- the provision of food and accommodation, if applicable;
- the period of probation or trial period, if applicable;

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Access status [here](#).

Access full text [here](#).

- the terms of repatriation, if applicable; and
- terms and conditions relating to the termination of employment, including any period of notice by either the domestic worker or the employer.

**Article 8** Requirement of a written job offer, or contract of employment that is enforceable prior to crossing national borders for the purpose of taking up the domestic work

**Article 9** Freedom of movement and residence outside the household, annual leave, personal possessions

**Article 10** Equal treatment in relation to normal hours of work, overtime compensation, periods of daily and weekly rest and paid annual leave

**Article 11** Minimum wage without discrimination

**Article 12** Payment timing and means under national law; same treatment as other workers

**Article 13** Right to a safe and healthy working environment

**Article 14** Conditions not less favourable than those applicable to workers generally in respect of social security protection, including maternity.

**Article 15** Conditions; Employment Agencies

**Article 16** Access to court no less favorable than workers generally

**Article 17** Effective and accessible complaint mechanisms and means of ensuring compliance with national laws and regulations for the protection of domestic workers

**Article 18** Measures to be taken by member states

**Article 19** More favourable provisions applicable to domestic workers under other international labour Conventions not affected.

**Articles 20 through 27** omitted.