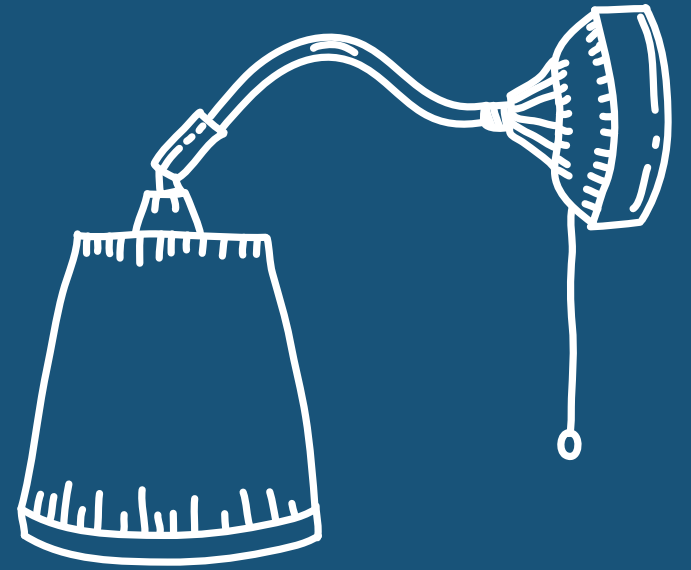




Transforming homes, transforming jobs



2024



Global Context of Paid Domestic Work

Key Facts:

75.6 million

domestic workers worldwide; **19.6%** are in Latin America.

91.1%

are women performing tasks like cleaning, cooking, and caregiving.

Colombian Context

(2023, Valor Doméstico):

615,096

paid domestic workers, **93.96%** women, average age 44 years.



Predominantly racialized women with limited education and low social status.

Characteristics and Challenges in Colombia



Scope of Work:



Includes direct and indirect care (e.g., cleaning, childcare, elderly care).



Essential for households, yet often precarious and undervalued.

Key Issues:

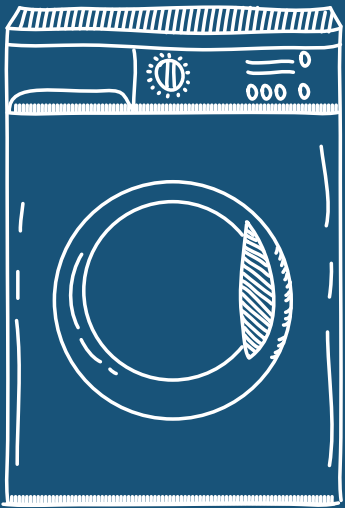


Naturalized as "women's work," leading to invisibility and lack of recognition.



Seen as requiring no formal training, relegated to the most vulnerable women.

Labor Informality and Working Conditions



Informality Statistics:

National informal labor rate
(March-May 2024):
55.9% (DANE).

Domestic work
informality rate:
79% (Valor Doméstico).



Working Conditions:

Limited access to social security
(e.g., health coverage, leave policies).



Challenges:

- 1 Private home setting complicates state oversight.
- 2 Need for multidimensional and gendered policy approaches.



Call to Action and Advocacy

Focus on Change:

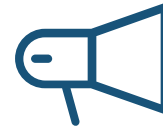
The Hablemos de Trabajo Doméstico foundation's mission:



Research, analysis, and advocacy for improved conditions.

Programs aimed at social inclusion and labor formalization.

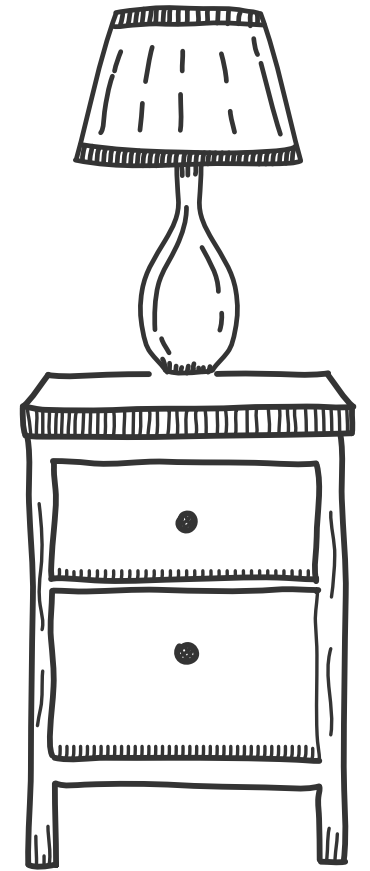
Next Steps:



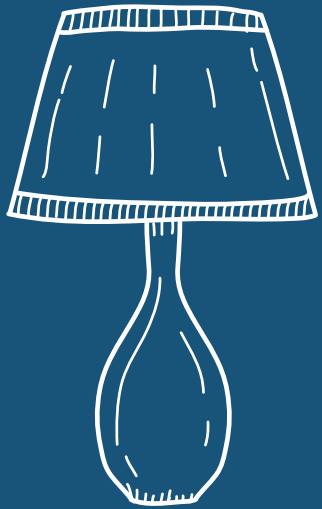
Awareness campaigns.

Employer incentives for formalization.

Sharing successful global examples and presenting actionable proposals.



Context of the Study



Conducted by the foundation and published in 2024.



Focused on labor formalization policies for paid domestic work across 13 countries: Argentina, Brazil, Uruguay, Chile, Costa Rica, Ecuador, Mexico, Paraguay, Peru, Belgium, Spain, France, and Italy.



Highlights diverse formalization measures to address precarious conditions in domestic work.





Types of Actions for Labor Formalization

Actions	Description
Domestic Work Regulation	Special regimes, defined characteristics, and rights/duties.
Administrative Schemes	Registrations, simplified procedures, and affiliation to social security systems.
Labor Inspections	Home and document inspections in households.
Syndical, Community Actions	Promotion of unionization, decision-making participation, and civil society advocacy.
Sanction Schemes	Sanctions and fines for non-compliance.
Formalization Benefits	Tax benefits, payment support, and reduction of penalties.

Successful Country Examples (Latin America)



Argentina, Brazil, Chile, Ecuador, Paraguay:

Systems to register labor contracts defining functions, hours, and conditions.

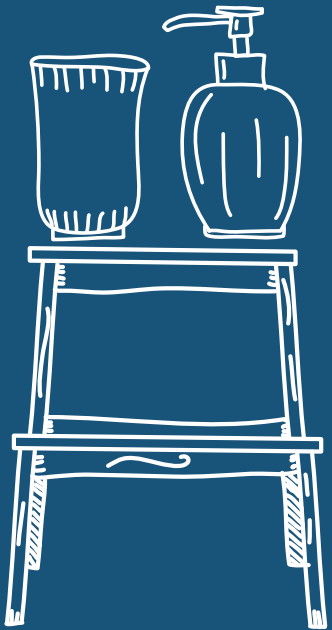
Organized contractual models setting minimum standards.

Uruguay:

Differentiated social security schemes to ease employer contributions.



Successful Country Examples (Europe)



France and Spain:

Employer contribution subsidies for timely social security payments.

Belgium and France:

Service check system:

- State-issued checks unify payments, ensuring bank-based salaries.
- Facilitates hiring and job placement processes.



Tax Incentives for Formalization

Argentina,
France, and
Brazil:



Salaries and contributions for domestic workers deductible from income tax.



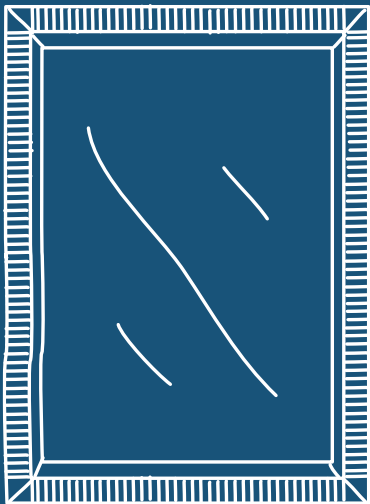
Streamlined information systems for contract registration.



Encourages employer compliance with obligations.



Social Dialogue and Labor Inspections



Social Dialogue (France, Brazil, Uruguay):



Includes trade unions, civil society, and employers.

Recognizes domestic work as vital to production and social reproduction.

Preventive Inspections (Peru, Chile, Uruguay):



Audits labor relationships while respecting privacy.

Fines and sanctions raise awareness and promote compliance.

Colombia's Progress and Challenges



Achievements:



Incentives for formalization and equalized labor benefits (e.g., service bonuses).



Differentiated social security schemes.

Challenges:



Longer working hours compared to other sectors.



Persistent barriers to formalizing domestic work.



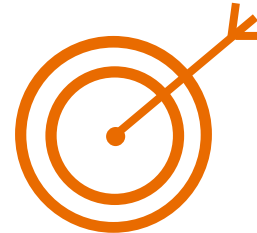
Role of Civil Society and Academia



Contributions:

Highlighting domestic work's economic and social value.

Research by Rosario University, Los Andes University, DIGNA, and others.



Key Focus:

Developing gender-focused formalization programs.

Addressing the specificities of caregiving work.



Call to Action:

Strengthen collaboration between academia, civil society, and the State.



Key Proposals for Decent Domestic Work in Colombia

Focus on three main areas:



1

Characterization
of conditions in
domestic work.



2

**Employment
management and
placement.**



3

**Evaluation of
formalization
policies.**





Characterization

Understanding the Landscape:

- 1 Who are domestic workers?



Their needs and perceptions of labor formalization.

- 2 Who are the employers?



Their roles and responsibilities.

Universal Care Needs:

- 1 Present across all households, regardless of income.



- 2 Even domestic workers hire care services, emphasizing the need for adaptable policies.



Challenges and Solutions

Obstacles to Formalization:



Employers often don't see themselves as formal employers.



Perception of domestic workers as "helpers" rather than employees.

Proposed Solutions:



Leverage the "Valor Doméstico" platform to track employment data.



Introduce mediation schemes to simplify hiring.



Collaborate with the Public Employment Service (SPE) and private organizations like Symplica and HogarU.



Policy Evaluation and Call to Action

Evaluating Effectiveness:

- ✓ Address concerns about domestic workers' reluctance to join social security.
- ✓ Assess incentive systems' impact over time.
- ✓ Governments need to track and evaluate formalization programs consistently.

Closing Remarks:



Thank you for supporting efforts to improve domestic work conditions.



Encourage strengthening initiatives for this critical labor sector.





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