



THE FUTURE OF DOMESTIC WORK IN THE GCC:
A FRAMEWORK FOR REVISITING THE SECTOR

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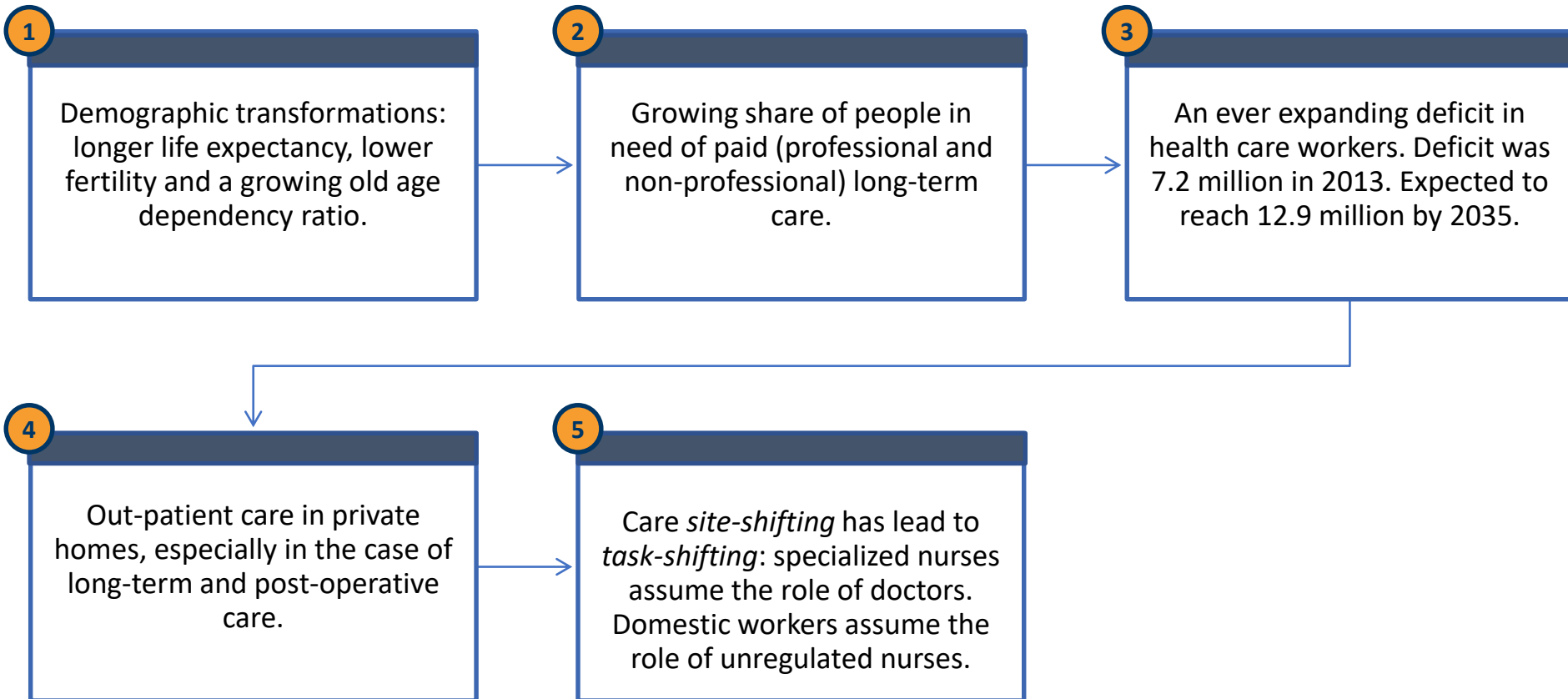
Outline

1. Context-setting presentation:
 - Global trends in the sector: from “domestic” to “care” work.
2. Research topic/scope proposal:
 - Is a “domestic” to “care” work transition occurring, or likely, in the GCC? Implications for the TSCs.
3. Your feedback
 - Research framework, objectives, scope and methods.

CONTEXT-SETTING PRESENTATION

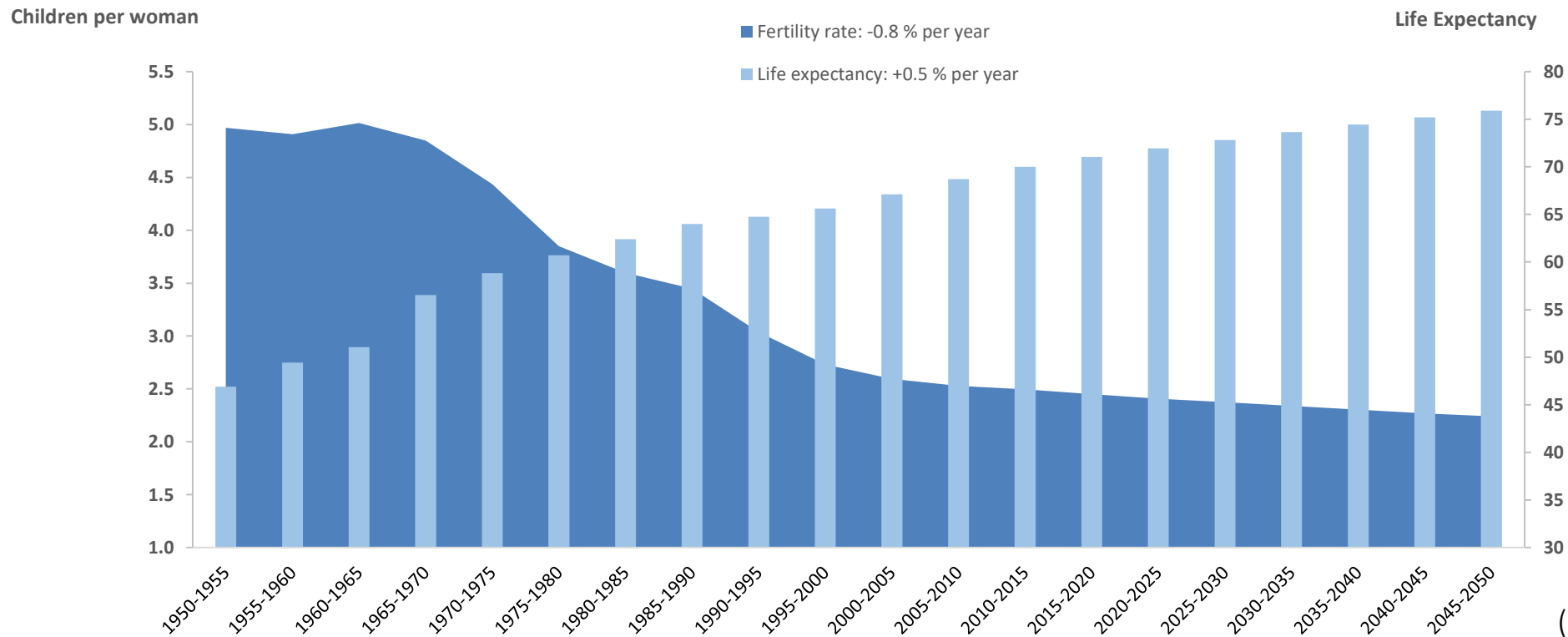


Global transition from “domestic” to “care” work



Globally / Life expectancy and fertility rate, 1950-2050

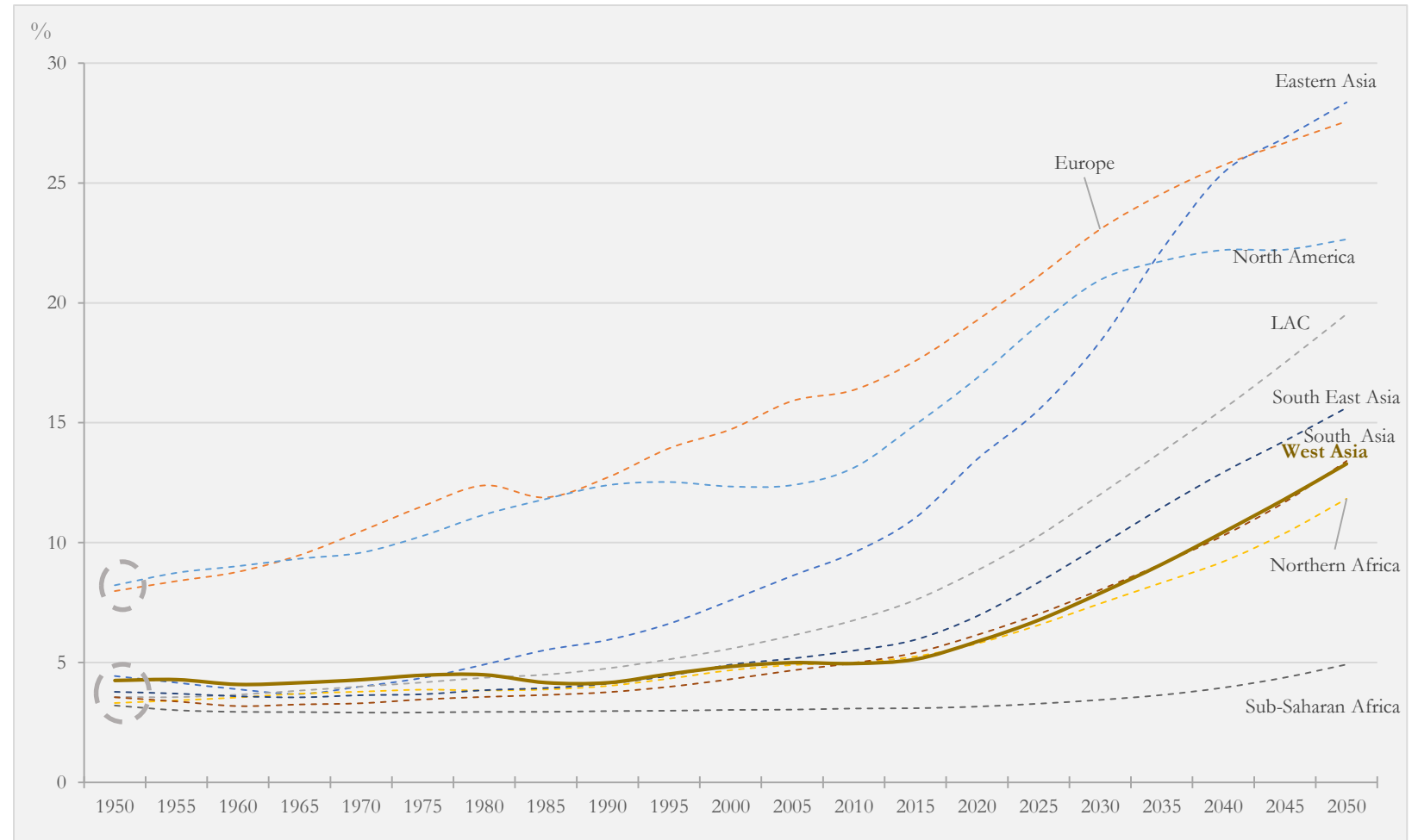
- Ageing:
 - Life expectancy at birth is increasing (1.5 years every 10 years since 1950s).
- Sub-fertility replacement levels:
 - 1990-2015: children constitute less than one-third (9.7 per cent) of the total population increase (38 per cent).
 - Significant drop in fertility from an average number of 5 children per woman in the 1950s to about 2.5 children in 2015.



(UNDESA, 2015)

By region / Ratio of elderly people to total population, 1950-2050

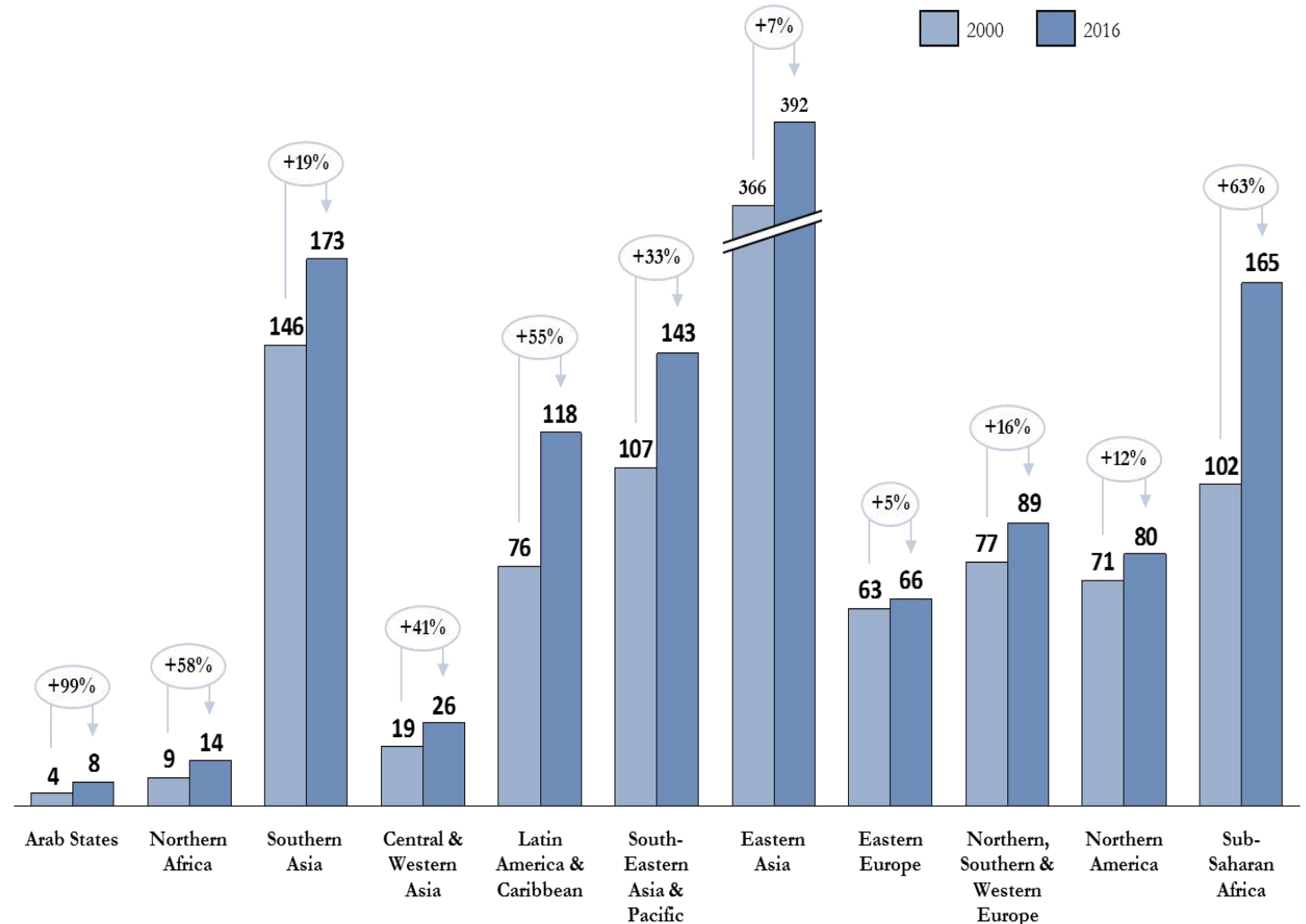
- 1980s: 100 elders for every 50 persons younger than 15.
- In 2050: 100 elders for every 22 persons younger than 15.
- Fewer people are able to take care of adults.



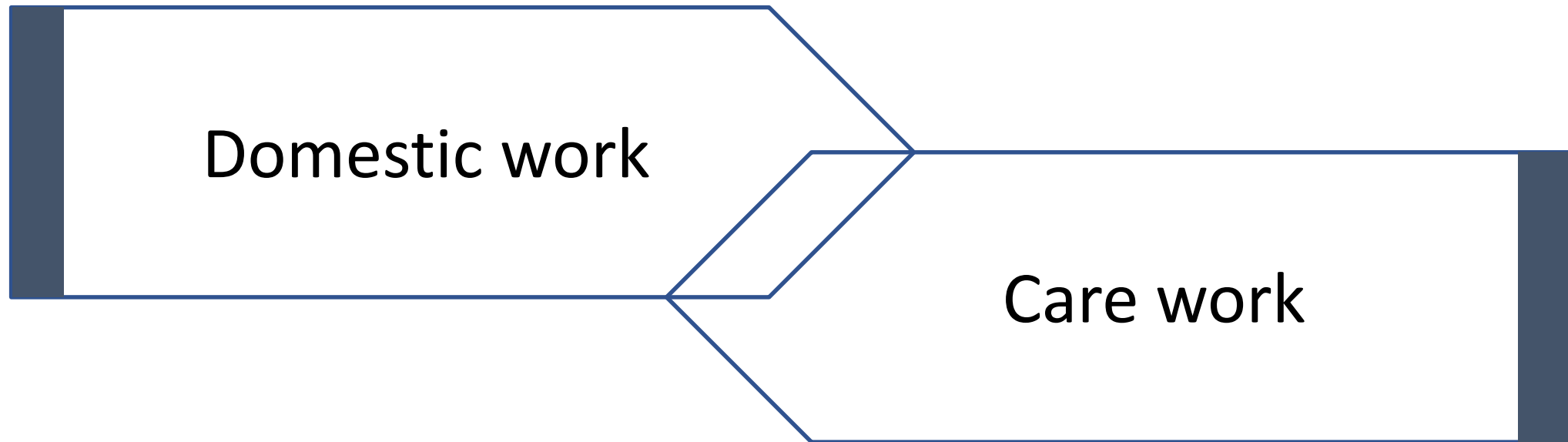
(UNDESA, 2015)

By region / Female employment (million) and gender gap, 2015

- Women employment rates have been increasing yet the gender gap in employment remains high and stagnant.
- Currently there are 1.27 billion employed women representing around 40 per cent of total global employment.
- Women employment increased by 236 million between 2000 and 2016 at an annual growth rate of 1.3 per cent.
- The gender gap in employment remains (25 per cent) since 2000.
- Women employment in the Arab states and Northern Africa increased significantly yet the region has the lowest LFPR for women, along with the highest gender employment gaps in the world.



Conceptual clarity



Care work is domestic work when:

- Domestic work is “work performed in or for a household or households within an employment relationship” (Domestic Workers Convention, 2011 (No. 189).
- Care functions fall under the category of domestic work when performed in private households.

All domestic work is care work:

Direct personal care



Indirect personal care

- Paid direct personal care services in/for households to children, elderly, people with illnesses and disabilities.
- Household maintenance tasks which are **preconditions for personal caregiving.**
- Attention to **physical, mental, cognitive and emotional development and health.**

“Policy” clarity



POLICY CHOICE	EXAMPLES	OUTCOME
<p><i>Domestic work is an aspect of care provision policies and programmes (but only one aspect).</i></p>	<p><u>Demand side incentives:</u> Vouchers for domestic employment; tax reductions for the costs of employing a domestic helper (Belgium, Taiwan, Singapore and Hong Kong and Malaysia).</p> <p><u>Supply side incentives:</u> Exemptions from social security contributions for people employed as carers.</p> <p><u>Other (not DW related) provisions include:</u> Monetary and social security benefits, employment-related measures, in-kind services or benefits.</p>	<p><i>Formalization of the sector</i> <i>Quality and dependability of services</i> <i>Affordability of services</i></p>
<p><i>Domestic work is an ad hoc (non-policy) care solution</i></p>	<p>Lebanon Spain Greece</p>	<p><i>Informal employment</i> <i>Undocumented migrants</i> <i>Information asymmetry (quality / working conditions)</i></p>
<p><i>Domestic work is avoided as a care option</i></p>	<p>Japan</p>	<p><i>Care deficit, relocation of pensioners, robots as caregivers (emotional and cognitive development suffer)</i></p>






“Technical” clarity

- Occupational niching in domestic work.
- To each context its construction of domestic work. Social construction of domestic work changes over time.
 - Demography
 - Economy and welfare policies (state, market, or community).
 - Family structure (nuclear or intergenerational households)
 - Familialistic regime?
 - Identity (porous, homogenous, heterogeneous)
- To capture the occupational niching within the sector, countries are developing competence standards.







Job classification of domestic workers and carers in Italy (CBA 2013)

Level A	<ul style="list-style-type: none">▪ Domestic workers with no experience
Level B	<ul style="list-style-type: none">▪ Assistants to self-sufficient individuals
Level C	<ul style="list-style-type: none">▪ Individual assistants to non-self-sufficient individuals, unskilled
Level D	<ul style="list-style-type: none">▪ Individual assistants to non-self-sufficient individuals, trained and skilled (highest earning category)

Job classification of private household personnel in Argentina (CBA 2013)

	<ul style="list-style-type: none">▪ Supervisors: personnel hired to coordinate and supervise the tasks of two or more domestic workers.*
	<ul style="list-style-type: none">▪ Cooks: personnel hired exclusively to cook.**
	<ul style="list-style-type: none">▪ Caseros/as: live-in personnel performing tasks for the preservation of the dwelling
	<ul style="list-style-type: none">▪ Caregivers: personnel providing non-therapeutic assistance and care to children, elders, the sick and people with disability. ***
	<ul style="list-style-type: none">▪ Personnel for general tasks: personnel hired to perform a number of household tasks such as cleaning, washing, ironing, maintenance, preparing and cooking meals.

Job classification of domestic workers in Hong Kong SAR, China

<ul style="list-style-type: none">General cleaning 	10 USD/hour. 
<ul style="list-style-type: none">Special / intensive cleaning 	14 - 16.6 USD/hour 
<ul style="list-style-type: none">Post-natal care 	2,250 USD/month 

Regional Model Competency Standards for Domestic Work in ASEAN

Core competencies	<p>A1. Communicate effectively in a domestic work environment; A2. Work in a socially and culturally diverse workplace; A3. Maintain health, safety and security in a domestic work environment; A4. Plan, organize and manage own work; A5. Undertake calculations relevant to domestic work; and A6. Use a language other than the local language to communicate in a domestic work setting.</p>
Domestic cleaning and basic housekeeping	<p>B1. Apply basic cleaning principles to perform cleaning tasks; B2. Clean and maintain bedrooms and living areas; B3. Clean and maintain bathrooms and toilet facilities; B4. Wash cloths, linens and fabrics; and B5. Iron and store laundered items.</p>
Cooking and food handling	<p>C1. Clean and maintain food preparation, storage and service areas; C2. Follow basic food safety practices; C3. Organize and prepare basic food in a domestic setting; and C4. Serve food and beverages.</p>
Care for infants and children	<p>D1. Work effectively with families to provide care and support for infants and children; D2. Provide care and support for the infants and/or toddlers in a household; and D3. Provide care and support for children in a household.</p>
Care for elderly people	<p>E1. Provide support to elderly people to meet personal care needs; and E2. Assist client with medication.</p>
Care for household pets and plants	<p>F1. Provide care for pets in a household; and F2. Provide care for plants in a household.</p>

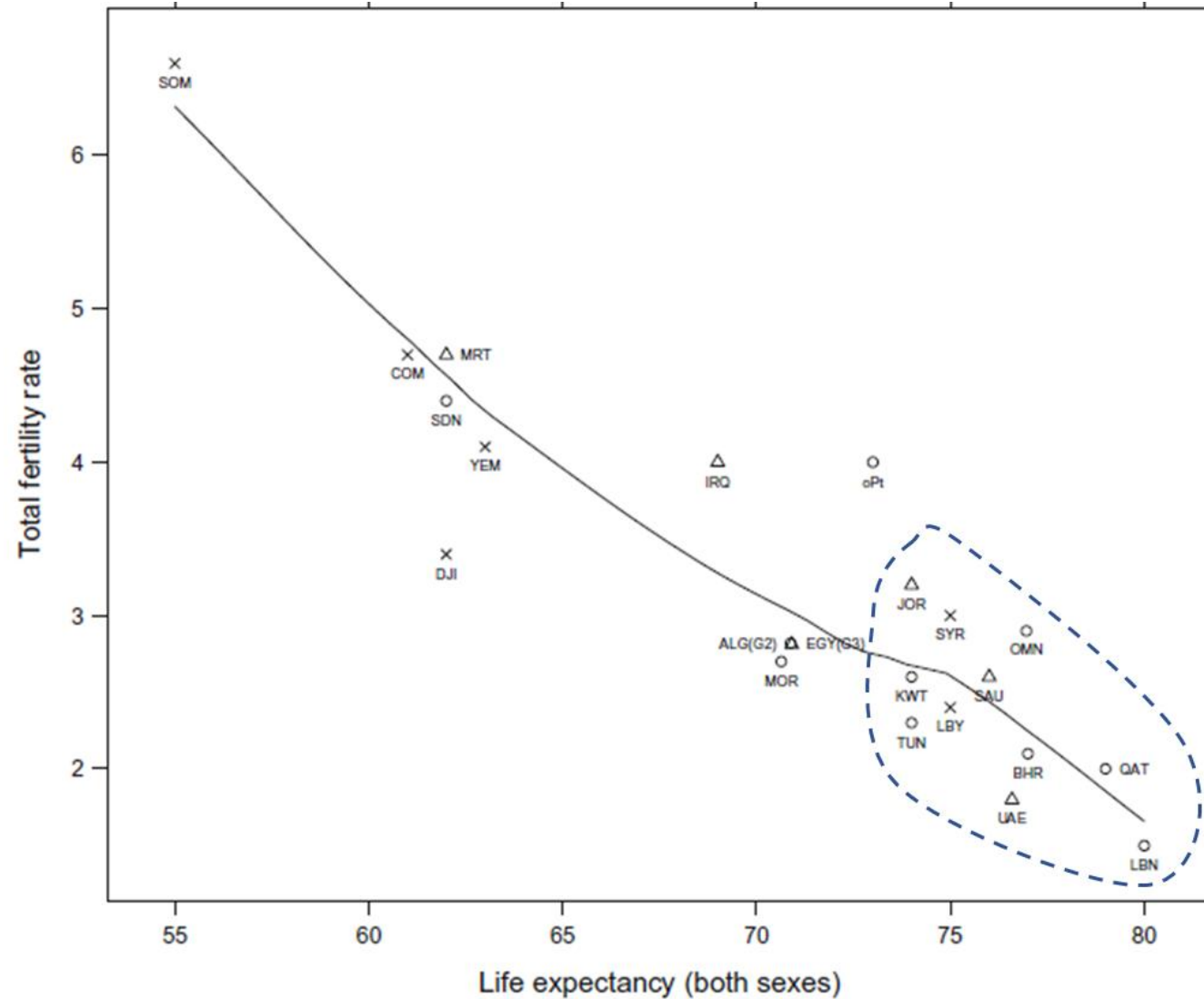
The benefits of unpacking the complexity of domestic work

Area	Possible interventions	Benefits to workers, employers and governments
Education and working conditions	<ul style="list-style-type: none"> ▪ Develop national competence standards based on occupational niching. ▪ Develop corresponding skills development and recognition programs for domestic workers and wage setting categories. 	<ul style="list-style-type: none"> ▪ W, E = Reduce information asymmetry in the employment relationship. ▪ W = Promote mobility within the sector. ▪ G = Improve human capabilities and development; Build stronger bargaining power with countries of origin.
Occupational safety and health	<ul style="list-style-type: none"> ▪ Orient domestic workers and their employers to the main OSH dimensions related to child rearing, elderly care, etc. 	<ul style="list-style-type: none"> ▪ W = Improve working conditions. ▪ E = Provide quality service. ▪ G = Improve human capabilities and development.
Dispute resolution	<ul style="list-style-type: none"> ▪ Awareness that conflict can be about technical, not personality issues. Solution is technical, not employment termination. ▪ [Transformative mediation is used for personality conflicts]. 	<ul style="list-style-type: none"> ▪ W, E = Salvage employment relationship. ▪ G = Reduce transaction costs relating to employment termination and new recruitment process (adjustment cost).
Policy dialogue	<ul style="list-style-type: none"> ▪ Focused and strategic dialogue. ▪ Employers: (e.g., Children association representing the interests of children, elderly association representing those of the elderly, etc.) 	<ul style="list-style-type: none"> ▪ W, E = Voice mechanisms for workers and employers. ▪ G = achieve policy concertation. Begin to lay down the stage for social dialogue in the sector. Opportunities for evidence-based policymaking: participating associations who are most aware of trends, opportunities and challenges relating to specific populations can inform changes in demand, curriculum etc.

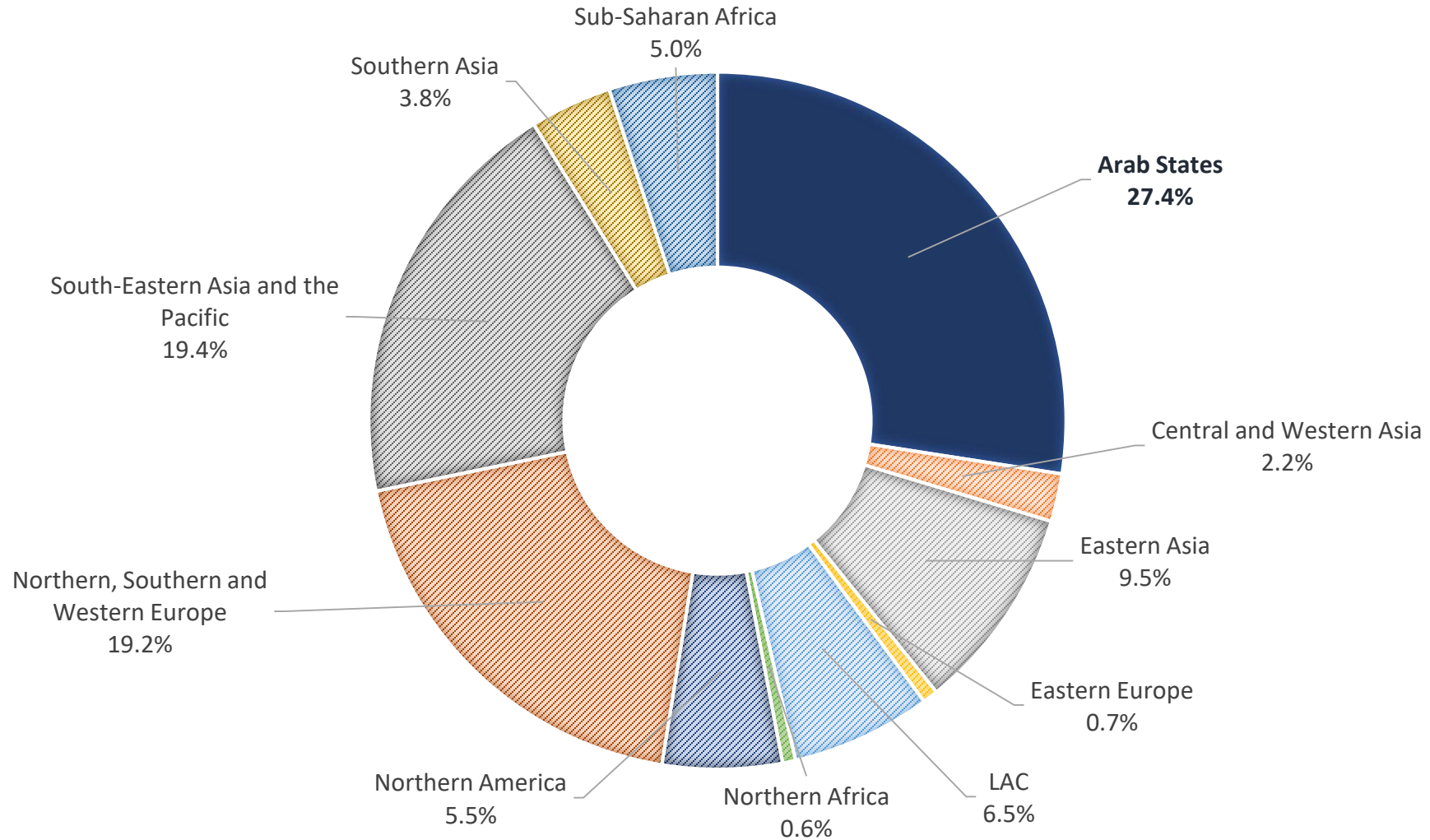
RESEARCH: Is a transition from “domestic” to “care” work taking place in the GCC? Implications?



Middle East and North Africa / Life expectancy and fertility rate



Distribution of migrant domestic workers, by broad sub-region (%), 2013



Source: ILO, 2015a.

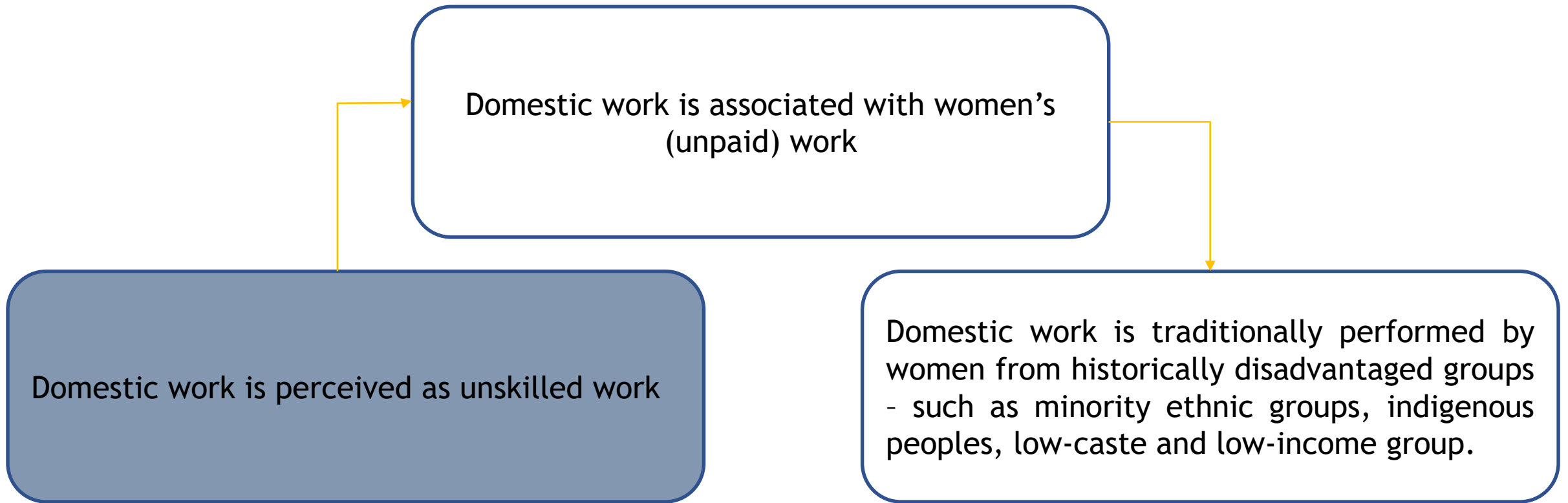
Common myth that employers do not need skilled domestic workers

- A preference for “moldable workers”

“Generally, they prefer them with no experience, which means that they have not served [as a domestic worker] in other countries. In this case, she will be raw material... You can teach them your own way of cleaning and dealing with the children. You know, each country has its own way of living. If the domestic worker has served in other countries, she will give us trouble here... For example, in our houses we bring the worker and we don’t like her to leave the house. The ones who served in Lebanon, for example, they are used to going out with the Madam. When the girl that comes is raw material, we can make her behave according to our wishes.” – Recruitment agency manager in Jordan.

“The ones that have experience, they want you to behave according to their wishes, instead of behaving according to yours.” – Employer in Jordan.

... this is because employers perceive the “relational aspect” of domestic work as unskilled women’s work



In fact, transversal (care, relational) skills are in higher demand than vocational skills.

- **Skills competency categories:**

- **Vocational skills:** specialized skills and knowledge to perform specific duties or tasks.
- **Transversal skills:** “relational skills” / required for emotional and cognitive development of children for example.
- **Attitudinal skills:** attitude towards work, such as initiative, confidence, willingness, perseverance, determination etc.

Care-giving: relational care in Lebanon



Cure-giving: Long-term care, post-operative care in Lebanon



Proposal for a research to..

- Examine the nature of the current and long-term demand in the sector with a view to guiding TSCs service design and delivery.

- The ultimate objective is for these services to:
 - capture the occupational segmentation within the sector;
 - match employer expectations with worker qualifications;
 - develop, assess, and recognize workers' skills against a national benchmark;
 - promote workers' mobility within the sector (from lower to higher complexity tasks) in accordance with these same benchmarks;
 - progressively move away from the nationality-based wage differentials to a waging system modelled after the benchmarks; and,
 - improve the quality of the services delivered to employers, especially those related to child, elderly and post-operative care where developmental, safety and hygiene protocols are paramount.

- Add to national discussions regarding the future of domestic work in other ADD destination countries.

Scope

- Three Emirates / UAE:
 - Abu Dhabi, Dubai and Sharjah (60 per cent of DWs)
- Demographics and policy scan (to help reflect on wider application of findings in other GCC countries / implication for ADD discussions)
 - GCC wide

Data collection

	Activity	Scope (control for nationals and expats)	Data sources
1	Demographics / population statistics / Employment statistics	<ul style="list-style-type: none"> Fertility, life expectancy, mortality, old-age dependency ratio, health statistics, and female labour force participation rates. 	<p>Statistical sources, administrative records.</p> <p><u>GCC and UAE</u></p>
2	Employer profiles	<ul style="list-style-type: none"> Income, household type, size and breakdown, family structure (nuclear or extended; number of dependents – this includes children, elderly and people with disability), and employment profile. 	<p>Interviews and focus groups with employers.</p> <p><u>UAE only</u></p>
3	Social policy scan	<ul style="list-style-type: none"> Policies pertaining to child care, elderly care/ageing, people with disability, maternity benefits and leaves etc. 	<p>Desk review.</p> <p><u>GCC and UAE</u></p>
4	Availability, affordability and accessibility of child and elderly care institutions	<ul style="list-style-type: none"> Employer (nationals and expatriates) attitudes and behaviours. 	<p>Interviews and focus groups with employers.</p> <p><u>UAE only</u></p>
5	Employer preferences	<ul style="list-style-type: none"> Cultural assumptions regarding care institutions, preference for employment arrangements (live-in, live-out), preference for worker profiles, “job descriptions”, number of domestic workers required per household and preference for work-sharing arrangements. 	<p>Interviews and focus groups with employers and TSC operators.</p> <p><u>UAE only</u></p>
6	Worker profiles	<ul style="list-style-type: none"> Age, family status, education, work experience, experience with existing services. 	<p>Interviews and focus groups with domestic workers.</p> <p><u>UAE only</u></p>

FEEDBACK

