

Domestic workers at the interface of Migration and Development: Action to Expand Good Practices

“Challenges and opportunities in the promotion of safe and regular migration for domestic workers ”

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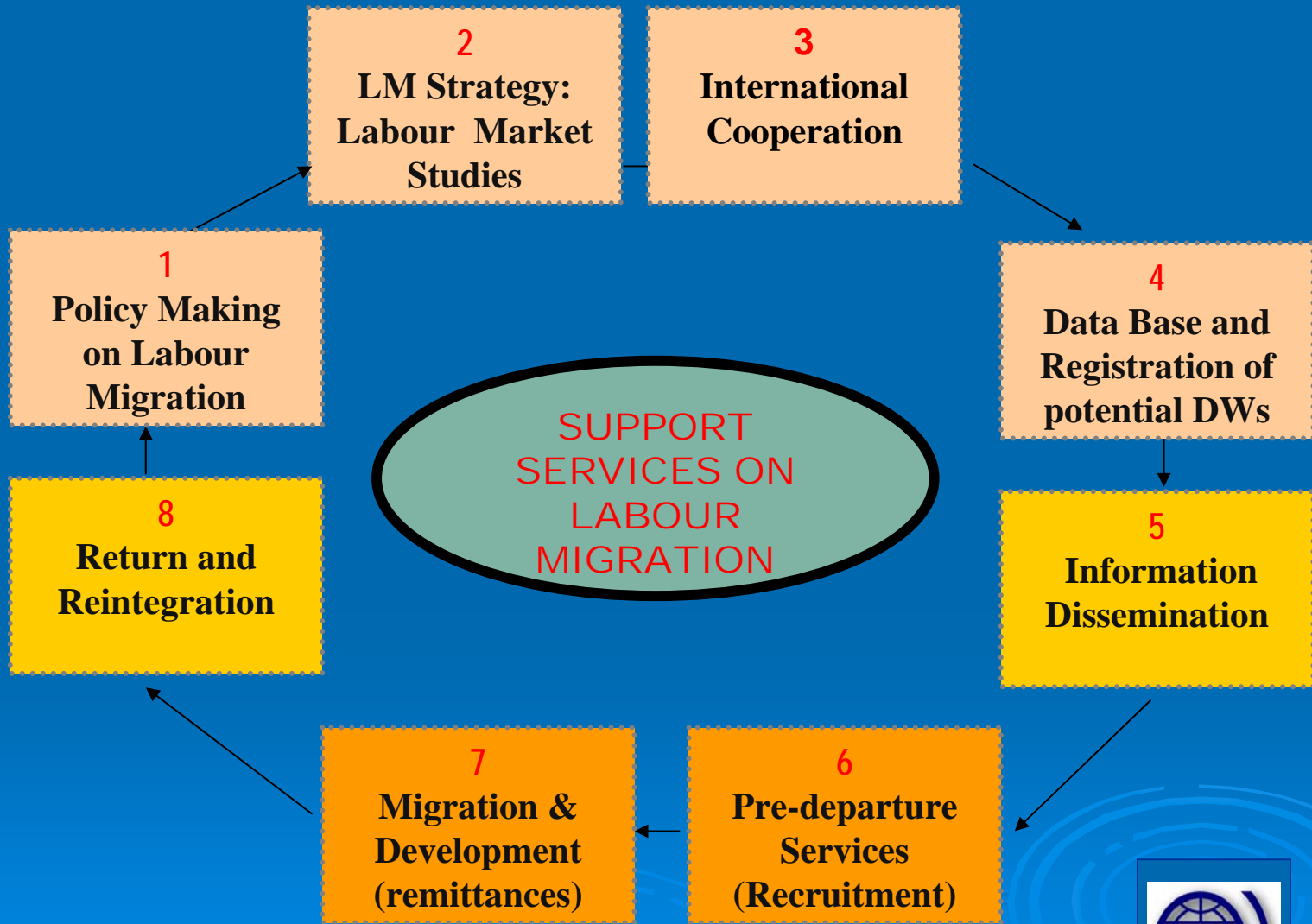
Labour Migration Policies: main challenge in promoting safe and regular migration opportunities for women domestic workers

1. Prevent foreign domestic care workers from getting trapped in irregular, exploitative and/or trafficking situations
2. Promote gender equality by enabling other women full-time employment through hiring foreign domestic workers using organized, legal and right-based procedures
3. Acknowledge the fact that most domestic work is performed by women migrant workers in developed countries
4. Facilitate and maximize the development potential of remittances sent back home by women migrant workers, used for better health, education and housing services
5. Encourage the regular migration status of domestic workers as regularization can make a real difference in the social cost of women's migration

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“Supporting Sri Lanka in sending domestic caregivers to Italy”

Background

A) Italian immigration law aimed to support and favor legal labour migration for non-EU Member States:

- Planning **entry quotas** to balance labour market shortages (SRL was given a quota of 1,500 MWs)
- Promotion of **labour insertion and social integration** of foreign workers
- **Countering** irregular migration
- **Increasing need of family care services:** caregivers, nannies, domestic workers, etc.

B) Sri Lankan government committed to reduce irregular migration, particularly low skilled migrant women, often exploited/abused in countries of destination

C) IOM ready to assist two Member States in developing a pilot recruitment project for Sri Lankan caregivers in Italy



Specific Objectives

1. Facilitate regular migration flows of Sri Lankan care givers to the Tuscany region in Italy under fair social and economic conditions
2. Create a labour information system (database) for the two countries to better manage the services and social protection of foreign domestic care workers
3. Develop an effective and flexible mechanism of job matching between the employers in the Tuscany region and the caregivers registered in Sri Lanka
4. Contribute to the job insertion process of Sri Lankan caregivers in the Tuscany region through a pre-departure orientation process



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MAIN ACTIVITIES

- **Info dissemination**
- Database/registration
- Job-matching
- Pre-selection
- Final selection by employers
- **Recruitment**
- Travel documents assistance (visas and work permits)
- Medical clearance
- **Language and vocational training**
- **Pre-departure orientation**
- Airport assistance (depart-transit-destinat.)
- Job placement
- **Monitoring** (in Italy)
- Post-return orientation



Main counterparts

➤ In Sri Lanka

- Ministry of Labour
- Sri Lanka Foreign Employment Agency (SLFEA)
- Ministry of Foreign Employment Promotion and Welfare (MFEPW)
- Embassy of Italy in Colombo (visas, medicals)

➤ In Italy

- Ministry of Labour and Social Affairs
 - Embassy & Consulate of Sri Lanka in Rome
 - Tuscany region (Florence, Pistoia, Prato and Siena)
 - Private employers in Tuscany region
- **IOM:** Offices in Colombo and Rome



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Key aspects

- Both Sri Lankan and Italian governments **highly interested and committed**: a BLA signed between the two governments
- Excellent **coordination among the partners** (GoI, Tuscany region, GoSR, employers, vocational institutions, IOM).
- Pilot project deployed **100 Sri Lankan women** caregivers
 - **Early return** before contract expiration 3.0%
 - Return **upon completion** of 1st year contract 17%
 - **Contract renewal** for staying in Italy 80%
 - Caregivers still working with the **same employer** 70%
- **Social protection and services** to Sri Lankan domestic caregivers **assured** during the whole cycle of the project
- Project cost **US\$ 208,000** (funded by Italy) – 12 months



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RESULTS:

1. 100 Sri Lankan caregivers were selected based on criteria of the employers (families) in the Tuscany region
2. Selected caregivers received 60 hours of Italian language, 25 hours of vocational training and 4 hours of CO
3. Selected caregivers assisted during the whole recruitment cycle (job placement, return or stay process)
4. 90% of women deployed to the Tuscany region received the professional qualification as caregivers
5. A handbook of vocational guidance for caregivers was compiled based on the requirements provided by the TR
6. A database was developed for assisting Sri Lanka and Italy in the job-matching system for caregivers



LESSONS LEARNED:

Positive impacts

- Bilateral Labor Agreement (BLA) between Italy and Sri Lanka was essential for project success in terms of social protection
- Transparency in the pre-selection process of candidates was crucial for the credibility and sustainability of the project
- Timely and efficient services for caregivers during the whole recruitment cycle were vital for a good deployment
- The identification of specific communities/employers in Tuscany region was a key element to facilitate integration and social protection of the caregivers
- The generation of strategic alliances with local governments, the private sector and vocational centers in origin and destination contributed to the sustainability



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Main challenges of orderly labour migration schemes for domestic care workers

1. Acknowledgement of domestic care work as a legal activity in CO and CD, including the need for multilateral and bilateral discussions (BLAs)
2. Ensuring that human and labour rights of migrant women domestic workers are respected throughout the process in COs and CDs
3. Enhance awareness among policy and decision makers in CO and CD aimed to promoting legal channels of migration for WDWs
4. Keep migrant women domestic workers well informed from the beginning and throughout the process
5. “Live-in” arrangements and “one-employer” rule for caregivers should ideally not constitute an obligation
6. Involve Trade Unions and facilitate self-organization by local and migrant domestic care workers
7. Monitoring of recruitment and placement agencies



International Organization for Migration

the migration agency

Thank you

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