

Gender-Sensitive Labour on Migration Policies -

Migrant Women Domestic Workers Perspectives

RESPECT is a European network of migrant domestic workers' organisation, trade unions, NGOs and supporters that campaign for the rights of all Migrant Domestic Workers in private households, both women and men, regardless of immigration status.



Gender Sensitivity on labour migration

- Feminisation of labour migration
- In many EU countries - main employment for migrant women from the South - **Domestic Worker** or **sex workers**.
- **Gender Issue is integral to labour migration**
- Gender-sensitive dimensions into consideration from the very inception of policy development on labour migration both in country of origin and country of destination – in the whole process of migration: pre-departure, destination country and re-integration.
- **Positive -** Guide takes a rights based approach to Labour Migration
- **Recommendation** -includes - situation of MDWs - **complements** - campaign for the rights of the Migrant Women Domestic Workers as articulated by RESPECT Network in Europe.
- **Additional emphasis** in putting the issue of MDWs in the political arena in calling - EU Member States to implement important international mechanisms to migrant women
- Equally important - **campaign calls** - European Union to ensure migrant women workers and MDWs enjoy decent working conditions and basic human rights, regardless of legal status, both **labour rights** and **migrant rights** are crucial to assuring the rights of MDWs.

Table 17. Deployed Overseas Filipino Workers (OFWs) – New hires, 2007 - Top Ten Skills by Sex -

Type of work	Male	Female	Total
Domestic Workers and Related Household Workers	2,959	44,919	47,878
Production and Related Workers (NEC)	15,277	10,640	25,917
Caregivers and Caretakers	1,070	13,329	14,399
Service Workers (NEC)	5,026	5,294	10,320
Waiters, Bartenders and Related Workers	3,677	5,599	9,276
Plumbers and Pipe Fitters	9,168	19	9,187
Nurses Professional	1,137	8,041	9,178
Laborers/Helpers General	6,145	1,172	7,317
Wiremen Electrical	6,942	38	6,980
Charworkers, Cleaners and Related Workers	927	5,373	6,300
Total Deployment -New hires	**160,046**	**146,337**	**306,383**

Source: Philippine Overseas Employment Agency (POEA)

Pre-Departure Orientation Seminar (PDOS)

EXISTING PRACTICES	LIMITATIONS
•Required to every individual who is scheduled to work overseas. •Held for two-four hours, few days before the workers leave the country. •Resource speakers are employees of the government employment agency.	•The time set for the seminar is not enough to orient the workers about their respective destinations – culture, people, language, etc. •Resource speakers assigned don't have enough knowledge on OFW-destination countries. •Substantive orientation – specific gender-sensitive dimension is inadequate .

RESPECT: A Response to MDWs



DROP IN Centers (DIP)

- Provide language classes
- Capacity building i.e
- Provide appropriate legal referrals
- Assistance to MDWs experiencing difficulties in adjusting to the culture of the host countries
- Access to health services
- Space for MDWs self-organisation –discuss their issues, build networks, share experiences at work and shelter
- Initiate and participate in campaign for their rights

Re-integration Programs- MSAI (Migrant Savings Alternative Investments)

- Orientation in country of destination on Migrant Savings Alternatives and Investment (MSAI)-social entrepreneurship
- Referrals to reliable partners whose programme have a track record in support services that provide project feasibility and sustainability advice on the retuning migrants efforts to create an new livelihood in their country of origin.
- Critical assessment of re-integration programmes, particularly those that offer financial incentives being offered both by country of destination and country of origin.



Conclusion

While acknowledging OSCE Guide's positive contribution, RESPECT advocates for further policy coherence that will address a crucial gap in the policy context of Migrant Domestic Workers, e.g. recognition of domestic work as a proper work and a category for migration.