



Contribution to the study on care and support, in accordance with Resolution 54/6 of the Human Rights Council

April 10, 2024

Mérida, Yucatán, Mexico

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Contribution Related to Paid Caregivers (Paid Domestic Workers or Domestic Workers)

Social Background of Jade Sociales

In 2018, Jade Propuestas Sociales y Alternativas al Desarrollo A.C. (Jade Sociales)¹ began operations in Yucatán with over 10 years of experience in human rights and civil society issues. The team at Jade Sociales specializes in social research for action, with a critical and analytical approach to social phenomena, focusing on three main areas: policy advocacy, research, and social projects.

Starting in 2020, Jade Sociales has been providing support to underrepresented workers (domestic workers, factory workers, independent workers) in Yucatán through the Center for Accompaniment of Workers of Yucatán (CATY), offering training, counseling, legal, and psychological support. Our contributions are based on local experience and advocate for the incorporation of local specificities in the construction of care systems.

Contributions from Guiding Questions

Who are paid domestic workers?

- Paid domestic workers who work for an employer and reside in the household where they work.
- Paid domestic workers who work for an employer but do not reside in the household where they work.
- Paid domestic workers who work for multiple employers and do not reside in the household of any of them.

1. How are the following rights recognized and protected at the national, regional, or international levels?

The recognition and protection of the rights of paid domestic workers have increased recently through international conventions and national reforms, such as:

International:

- Convention 189 - Domestic Workers Convention, 2011, by the International Labour Organization (ILO)

¹ Our website with detailed information, please visit www.jadesociales.org

- Convention 190 - Violence and Harassment Convention, by the International Labour Organization (ILO)

National:

- Amendments to the Mexican Social Security Institute (IMSS) Law to include paid domestic workers in 2022.
- Amendments to the National Workers' Housing Fund Institute (INFONAVIT) Law in 2023.

2. Concrete political or programmatic measures adopted to promote and guarantee the human rights of those who provide and receive care and support in national care systems mentioned above.

At the national level:

- Implementation of a social security incorporation program for paid domestic workers, providing access to all five insurance benefits without restrictions or waiting periods.
- This program is administered by the Mexican Social Security Institute (IMSS) and details are available at <https://www.imss.gob.mx/personas-trabajadoras-hogar/>.
- Despite being mandatory since 2022, only around 2% of the 2.2 million domestic workers in Mexico are currently covered by social security.

At local level, Yucatán:

2020, Jade Sociales conducted a study on the impact of Covid19 on paid domestic workers in Yucatán, surveying 71 women, revealing that:

- 58% stopped working due to the pandemic.
- 35% of them are Maya speakers.
- 23% are single mothers.
- 82% have children, with 81% of them being minors.
- 30% live in households with 4 people.
- In July 2020, only 98 domestic workers in Yucatán received financial assistance from the government, leaving out many due to voluntary incorporation requirements.

2021, Jade Sociales collaborated with the Municipal Institute for Women of Mérida to create the Voluntary Registry of Paid Domestic Workers in Mérida, the first tool of its kind in Mexico, with 362 registered workers. Key findings include:

- Average tenure as a paid domestic worker is 12 years, with the longest being 52 years.
- 52% identify as indigenous.
- 97% do not have employment contracts.
- 92% work on an hourly basis, 5% full-time, and 3% did not specify.
- 20% work in 3 households.

- 9% of workers have children with disabilities.
- 43% reported health conditions or illness.
- Only 2% have social security coverage.
- Average daily wage is 266 pesos.
- 93% live in Mérida, with 7% commuting from other municipalities.
- 7% have experienced workplace violence.
- 2% are asylum seekers or displaced persons.

This data highlights the diversity of care provided and required by domestic workers in Yucatán, which is not adequately captured in official records.

3. Main challenges faced nationally in creating solid, resilient care systems with a gender perspective, including disability and age considerations, while fully respecting human rights.

Building robust care systems requires reliable, interdisciplinary, rights-based, gender-sensitive, and culturally inclusive perspectives. Key actions include:

- Developing local care systems involving domestic workers, local authorities, civil society organizations, academia, and other stakeholders to recognize the economic value of paid domestic work and eliminate stigma.
- Promoting interagency coordination to create voluntary registries of domestic workers to understand local realities and ensure access to social security.
- Involving various sectors in local efforts to prioritize domestic workers' rights.
- Conducting research to improve policy design and implementation.
- Strengthening recognition of the economic and social value of domestic work.
- Ensuring compliance with mandatory coverage and implementing oversight mechanisms, awareness campaigns, and tax incentives.

4. Information

Yucatán data from the IMSS² and INEGI's ENOE³ reveals low formalization rates among traditionally unrepresented sectors. As of February 2024, only 2.8% of domestic workers in Yucatán are covered by social security. Most workers are aged 55 to 70, indicating a need for care among an aging workforce.

What has been identified at the local level corresponds with other national-level policy instruments, such as the national discrimination survey, which already includes paid domestic workers as a group of interest to understand the phenomenon of discrimination in Mexico. These contributions aim to inform and improve care policies and practices.

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² Source: <https://imss.gob.mx/personas-trabajadoras-hogar/datos-estadisticas>

³ Source: <https://www.inegi.org.mx/programas/enoe/15ymas/#tabulados>