

**House Resolution**

**No. 11**

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**Introduced by Assembly Members Ammiano and V. Manuel Pérez  
(Coauthor: Assembly Member Cedillo)**

March 7, 2011

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House Resolution No. 11—Relative to domestic worker rights.

1 WHEREAS, The rise in domestic employment is a global  
2 phenomenon. The International Labour Organization (ILO)  
3 estimates that 100 million persons, predominately women, labor  
4 as domestic workers around the world. In the United States,  
5 domestic work is among the top 20 occupations for women—1.2  
6 million child-care workers and 789,000 personal and home-care  
7 aides. The aging of 78 million “baby boomers” will further increase  
8 the demand for in-home services over the next two decades in the  
9 United States; and

10 WHEREAS, Domestic workers play a critical role in our global  
11 economy, working to ensure the health and prosperity of families  
12 and freeing others to participate in the workforce. Domestic work  
13 makes all other work possible; and

14 WHEREAS, Despite the important role of domestic workers in  
15 the household and the overall economy, domestic work is still not  
16 recognized as work. Domestic workers toil in obscurity with limited  
17 legal protections, unseen and unprotected; and

18 WHEREAS, In the United States, domestic workers have  
19 historically been exempted from most laws governing insurance  
20 for the elderly, unemployment benefits, collective bargaining,  
21 minimum wages, and other labor standards. Today, many domestic  
22 workers in the United States are still excluded from the most basic  
23 protections afforded other workers in the labor force under state

1 and federal law, including the right to overtime pay, safe and  
2 healthy working conditions, workers' compensation, and protection  
3 from discriminatory treatment. The exclusion of domestic workers  
4 under federal and state laws has historically reflected stereotypical  
5 assumptions about the nature of domestic work rooted in racial  
6 and class prejudices. Society has viewed the relationship between  
7 employer and "servant" as "personal," rather than commercial, in  
8 character, has not seen employment within a household as "real"  
9 productive work, and has not recognized that women work to  
10 support their families; and

11 WHEREAS, The lack of labor protections has resulted in  
12 domestic workers toiling under harsh working conditions, such as  
13 long hours for low wages without benefits or job security, severe  
14 restrictions on their personal time, and isolation. In the worst cases,  
15 domestic workers are verbally and physically abused or sexually  
16 assaulted, forced to sleep in conditions unfit for human habitation,  
17 and stripped of their privacy and dignity; and

18 WHEREAS, March 30 is the international day of recognition  
19 for domestic workers celebrated throughout the world, especially  
20 in Latin America; and

21 WHEREAS, In 2000, the Legislature of the State of California  
22 enacted Assembly Concurrent Resolution 141 which declared  
23 March 30 as Domestic Worker Appreciation Day in recognition  
24 of all domestic workers for their hard work and dedication, their  
25 contribution to the stability and well-being of the Californian  
26 family household, and their often overlooked contributions to  
27 California's economy; and

28 WHEREAS, Domestic workers across the state of California  
29 have joined together to form the California Domestic Workers'  
30 Coalition to achieve social and economic justice and secure  
31 much-needed protections for domestic workers under California's  
32 labor laws; and

33 WHEREAS, The Legislature of New York passed the Domestic  
34 Workers' Bill of Rights in August 2010 to guarantee basic work  
35 standards and protections for nannies, caregivers, and  
36 housekeepers; and

37 WHEREAS, Domestic Workers United and a broad coalition  
38 helped pass that historic bill; and

39 WHEREAS, The National Domestic Workers Alliance is  
40 organizing domestic workers across the United States to end the

1 exclusion of domestic workers from federal labor protections, and  
2 the International Domestic Workers' Network, made up of  
3 domestic worker organizations from around the world, has formed  
4 to fight the exploitation and abuse of domestic workers by creating  
5 and advancing international standards in the industry; and

6 WHEREAS, In June 2010, the International Labour Conference  
7 adopted a resolution calling for the drafting of an international  
8 convention and supplementary recommendation to extend labor  
9 standards and social protection to the world's domestic workers;  
10 and

11 WHEREAS, The 2011 International Labour Conference is  
12 expected to adopt the ILO Convention and accompanying  
13 Recommendation on Domestic Work, setting standards for decent  
14 work for domestic workers; now, therefore, be it

15 *Resolved by the Assembly of the State of California*, That the  
16 Legislature of the State of California recognizes March 30 as  
17 International Domestic Workers' Day in this state to celebrate the  
18 contribution of domestic workers to California and to support the  
19 international movement to recognize and respect the work of  
20 domestic workers; and be it further

21 *Resolved*, That coverage of domestic workers under state and  
22 federal labor law should be an expression of respect for their  
23 dignity and equality and the importance of the work they perform,  
24 and a rejection of antiquated and long-discredited stereotypes about  
25 domestic work; and be it further

26 *Resolved*, That the Chief Clerk of the Assembly transmit copies  
27 of this resolution to the author for appropriate distribution.