



A *Recipe* for a stronger

EFFAT

5th Congress Zagreb 6-7 November 2019

MOTION DOMESTIC WORKERS

6



EFFAT Women's Conference
Fighting sexual harassment and violence at work
in the agriculture, food, tourism and domestic work sectors
Zagreb, 5 November 2019

Motion: Strengthening the Domestic Work Sector in EFFAT

The EFFAT Congress instructs the EFFAT Executive Committee to develop, without delay, an implementation plan to prioritize the domestic work sector for the next five years.

- Domestic workers will be mentioned in the EFFAT Statutes as a sector which needs special attention, with a view to developing a more sectoral structure.
- The objective is to support EFFAT affiliates in their efforts to better organize domestic workers, among them many migrants, and to represent domestic workers' interests at European level.
- EFFAT shall be the driving force in establishing a Domestic Workers' Liaison Committee with other European Trade Union Federations whose member organisations are also organizing domestic workers, such as the European Federation of Public Services Unions (EPSU) and UNI Europa, the European Services Workers Union.
- A Working Group shall be established between EFFAT, the IUF and the International Domestic Workers Federation (IDWF), to clarify the inter-organizational relationships, which includes a clear understanding of roles and responsibilities of each of the organisations involved.

Justification

Domestic work is a sector which is clearly in the jurisdiction of EFFAT.

Domestic work is a growing sector throughout Europe. An aging population and the increasing female participation in the labour market are the main driving forces for this phenomenon. It is estimated that 5 million additional jobs could be created in the sector in the coming years¹

Personal and Household Services (PHS) comprise currently 8 million jobs in the EU, this represents 4% of total employment. Among them, over 50% are migrant domestic workers

(documented and undocumented). In comparison: the hospitality sector comprises 5% of total employment, agriculture 4,4%.

91% of PHS workers are women. In the EU, 1 woman out of 13 works in the PHS sector, which represents 7,5% of women's total employment.

¹ All figures with regard to domestic work in this document are based on the "PHS Industry Monitor", April 2018 (http://www.efsi-europe.eu/fileadmin/MEDIA/publications/2018/PHS_Industry_monitor_April_2018.pdf), published by the European Federation for Services to Individuals (EFSI). We align ourselves with the methodology used by EFSI for the report. The statistical data are based on NACE (European statistics), ISCO (International Standard Classifications of Employment), figures from the European Federation of Cleaning Industries (EFCI), European Union Labour Force Surveys (EU LFS), Eurofound and Eurobarometer's surveys and data published by OECD.

Estimates show that 70% of domestic work is delivered by undeclared workers (informal employment). Taking into consideration the current informal nature of the work and the estimated additional need of PHS in the future, it becomes apparent that there is a huge potential for employment, and thus a responsibility for trade unions to organize the workers and to ensure decent work in the sector.

Domestic Work - a cross sector category

Domestic work is defined in the ILO Convention 189 as "work which is performed in or for a household or households".

One of the difficulties for trade unions to reach out to domestic workers is the variety of occupations they are engaging in. The defining feature of domestic work is not an occupational sector, but rather the place of work, namely the private household.

Domestic workers may be doing e.g. cleaning, cooking, shopping for a family, or caring for children or the elderly. Domestic workers may be employed directly by a private household or through an agency, either by a public or a private employer, and they may work only for one employer or have multiple employment relationships.

In the European context, domestic work is often referred to as "Personal and Household Services (PHS)". We use the terms interchangeably, bearing in mind the variety of occupations and tasks performed in a private home.

In the light of the above, it is indispensable to create a European Liaison Committee on Domestic Work.

History of EFFAT work on domestic workers 2009-2019 and lessons learnt

"Domestic Workers" has been a standard item on the agendas of the EFFAT Women's Committee, the EFFAT Management Committee and the EFFAT Executive Committee meetings since 2009.

The highlights of EFFAT's engagement with regard to domestic workers were the following:

- EFFAT has been instrumental in supporting domestic workers organizing and supporting advocacy for the ratification of ILO Convention C 189 and domestic workers' rights generally, within the EU institutions since 2009.
- EFFAT and its affiliates actively participated in an ILO-ETUC-EFFAT domestic workers project in 2011-2012.
- The EFFAT EU project "Promote industrial relations in the domestic work sector in Europe" (2014-2015) produced for the first time an overview of laws, regulations and collective agreements relevant for domestic workers in Europe. It also documented the impressive ways of how domestic workers are organizing in various European countries, supported by EFFAT affiliates in most of these countries.
- Several initiatives at European level which led to reports on specific problems of domestic workers were supported by EFFAT, e.g. by providing information, giving comments on draft versions, etc.²
- EFFAT has been representing domestic workers at the [European Platform Tackling Undeclared Work](#)
- At the last EFFAT Congress in 2014, a motion was unanimously adopted to create a "platform for domestic workers" in EFFAT. In addition to the standard item "domestic workers" at agendas of the EFFAT governing bodies (see above), it was possible to (self-)organize 3 one-day meetings on domestic workers: 19. April 2017, 24. April 2018 and 29 April 2019. The 2018 meeting was the official IDWF Europe regional meeting to prepare for the IDWF Congress in

² See Annex 2



November 2018, including elections of the European representatives for the IDWF Executive Committee. Other EFFAT affiliates participated as guests.

- Currently, EFFAT is actively engaging in a broader European project “Advancing Personal and Household Services (Ad-PHS)” under the EU Budget line "Promotion of domestic worker cooperatives and service voucher systems", jointly with six other partners.

The list of activities shows that EFFAT carried out an impressive amount of activities with regard to domestic workers (see detailed list in Annex 1). It has been operating - de facto - already as the European Secretariat for domestic workers.

The EU project "Promote industrial relations in the domestic work sector in Europe" (2014-2015) helped to bring together member organisations in Project Steering Committee meetings, and it showed that EFFAT has to be considered as the European trade union federation which mainly covers the sector.

Despite many good results of these efforts, it is fair to say that some of the activities would have needed more in-depth attention and follow-up. For example, the European "My Fair Home Campaign", supporting the campaign originally initiated by the International Domestic Workers Federation (IDWF), did not show the expected results because of lack of time and resources.

Furthermore:

- The self-organized meetings were not accessible to all who would have been interested, due to limited resources, e.g. regarding interpretation (which was also self-organized).
- Many activities were initiated by others (e.g. projects, conferences, reports, etc.) to which EFFAT contributed. This had to be done on top of an already heavy workload of the EFFAT Secretariat in charge of the tourism sector and gender equality.
- The different official reports at European level (see Annex 2) are a good basis to hold policy-makers accountable to what they agreed, but so far, due to lack of resources, it has not been possible to organize any follow-up.
- This is also true for any other activities, which include, for example, better communication amongst and learning from affiliates, resulting in better organizing and advocacy strategies. So far, hardly any pro-active initiative could be taken, which would have led to better policies and representation structures of domestic workers at European level.
- The biggest gap is the lack of resources to reach out to potential new affiliates. Migrant domestic workers are often organizing in self-help groups and/or NGOs and would need assistance to link-up with trade union structures. Many trade unions in Europe have effectively organized migrant domestic workers, including undocumented workers. Learning from these experiences would most likely lead to more organized migrant domestic workers at local, national and European level.

Collaboration among trade unions and beyond - an essential element in organizing domestic workers

Because of the complexity outlined above, trade unions have started to collaborate around all aspects of domestic work.

Collaboration at European level

Actually, the new EU project Ad-PHS, which has started in 2018, is aiming at bringing together the different actors, employers' and trade union organizations, and also including the so-called "social economy" to improve the collaboration. The main goal of the project is to create a European Platform in which all actors involved will collaborate in the area of PHS on a continuous basis. A European Liaison Committee of all trade unions which organize domestic workers seems to be a logical consequence in order to join forces and to maximize impact with regards to ensuring domestic workers' rights.



Collaboration at International level

The IUF has supported international organizing of domestic workers from the very beginning. In fact, without the unconditional support of the IUF, it would have been very difficult - if not impossible - to create an International Federation of Domestic Workers (IDWF). Many EFFAT members, who are engaging in organizing domestic workers, play an important role also at the international level.

In order to take into account the cross-sector nature of PHS - and the increasing relevance in a global economy - the Global Union Federations (GUF's) and the International Trade Union Confederation (ITUC) created a global taskforce on care with all relevant sector GUFs involved in order to increase the collaboration among each other.

Conclusion

Despite the good collaboration which is already ongoing, there is a gap at European level regarding the representation of domestic workers. Domestic Work is a sector which is clearly in the jurisdiction of EFFAT. It is necessary to create an institutionalized platform at European level - a "driving force" in a process of increasing trade union engagement in the domestic work sector. EFFAT is well positioned to take the lead in this endeavour.

This is particularly important, as most of the workforce is - still - informal (undeclared work), which means that there is an urgent need for action regarding implementing existing labour regulations for domestic workers, and to open the doors of trade unions so that domestic workers are represented and have a voice. Special attention needs to be given to organizing migrant women domestic workers, who are the majority of the workforce.

EFFAT would be far better positioned in the set-up described above if it committed itself to an approach which goes beyond 'ad hoc' intervention and support. So far, it has not been possible to develop a comprehensive approach in a structural way.

The lessons of the history of EFFAT with regard to domestic workers and the recent development of cross-sector trade union engagement show that there is an urgency to make a political commitment with regard to domestic workers, which also translates into providing resources.

Implementation of the motion

The newly elected EFFAT Executive Committee would need to take the following steps to implement the motion:

- a) contact other European Trade Union Federations whose member organisations are organizing domestic workers and to establish a European Liaison Committee on Domestic Workers;
- b) establish a Working Group, consisting of EFFAT, IDWF and IUF, to clarify the inter-organizational relationships;
- c) provide resources for the implementation of the motion which are adequate and in line with provisions for other EFFAT sectors.

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Annex 1

EFFAT Activities on Domestic Workers 2009 – 2018

10/2009	<ul style="list-style-type: none"> EFFAT Congress Berlin: side event on domestic workers, jointly organized with Justice and Peace, Germany
Since 2009	<ul style="list-style-type: none"> Domestic Workers on the agenda of each <ul style="list-style-type: none"> - EFFAT Women's Committee - EFFAT Management - EFFAT Executive Committee meeting
2010-2012	<ul style="list-style-type: none"> EFFAT supported the ILO process and sent out circulars on updates on a regular basis EFFAT Executive Committee endorsed pleas of IDWN, IUF, EFFAT Women's Committee by urging affiliates to push their governments to support the ILO process (which led to C 189) and after 2011 to push governments for ratification Several internal discussions how to make domestic workers an integrated part of EFFAT's work
2012	<ul style="list-style-type: none"> Joint ILO / ETUC / EFFAT project "Decent Work for Domestic Workers in EU Member States" <ul style="list-style-type: none"> - Regional workshops in Berlin, Dublin & Madrid - Final conference in Turin - Final report
11/2014	<ul style="list-style-type: none"> EFFAT Congress Recommendation "Decent work for domestic workers"
1/2014– 2/2015	<ul style="list-style-type: none"> EFFAT project "Promote industrial relations in the domestic work sector in Europe" <ul style="list-style-type: none"> - 4 Project Steering Committee meetings - Results: <ul style="list-style-type: none"> o Report "Promote industrial relations in the domestic work sector in Europe" o Booklet "Domestic workers in Europe - Getting Organised!"
2/2015	<ul style="list-style-type: none"> Participation in EP hearing on "Women domestic workers and carers in the EU"
6/2015	<ul style="list-style-type: none"> FES-EFFAT Roundtable "Four years of adoption of the ILO Convention for Domestic Workers C 189"
3/2015– 3/2016	<ul style="list-style-type: none"> EFFAT participation in EU project "For quality! – European project for quality of jobs and services in personal care and household services (PHS)" <ul style="list-style-type: none"> - Regional workshops in Rome, Brighton, Vienna - Final conference in Brussels (cancelled) - Final report, recommendations
4/2016	<ul style="list-style-type: none"> EP report "Women Domestic Workers and Carers in the EU" <ul style="list-style-type: none"> - EFFAT and IDWF Europe provided input - vote in EP Plenary on 28/4/2016
4/2016	<ul style="list-style-type: none"> EFFAT - IDWF Europe Strategic Planning Meeting on Domestic Workers: discussion on roles and tasks for IDWF, EFFAT and their affiliates to strengthen the movement of domestic workers in Europe
6/2016	<ul style="list-style-type: none"> EFFAT application for EU funding for the project "Declared and decent work for domestic workers through service vouchers", in cooperation with the European employers' associations EFSI (European Federation for

	Services to Individuals) and EFFE (European Federation for Family Employment) - the project was rejected.
6/2016	<ul style="list-style-type: none"> • EFFAT and ACV-CSC support to the IDWF "My Fair Home" campaign
4/2017	<ul style="list-style-type: none"> • EFFAT-IDWF Meeting on Domestic Workers in Europe <ul style="list-style-type: none"> - Discussion with employers' organisations EFSI (European Federation for Services to Individuals) and EFFE (European Federation for Family Employment) <ul style="list-style-type: none"> ○ Follow up of the jointly submitted project "Declared and decent work for domestic workers through service vouchers" which was rejected by the EU in December 2016 ○ Other fields for future cooperation - Internal discussion <ul style="list-style-type: none"> ○ Organising and supporting domestic workers - exchange among participants ○ Re-launch of My Fair Home Campaign ○ Creating closer bilateral cooperation ("sister organisations") ○ ILO standard setting process on "Violence at Work"
6/2017	<ul style="list-style-type: none"> • EFFAT launch of 2nd "My Fair Home" campaign – "Give decent work to domestic workers"
6/2017	<ul style="list-style-type: none"> • EFFAT application for EU funding for the project "Shaping Industrial Relations in the domestic work sector through the Use of PHS vouchers (SIRIUS project)", in cooperation with EFSI, EFFE and the Institute for Economics, Labour and Culture (IWAK) of Goethe University Frankfurt – the project was rejected.
11/2017	<ul style="list-style-type: none"> • Adoption of European Parliament Pilot project "Promotion of domestic worker cooperatives and service voucher schemes"
12/2017 3/2018	<ul style="list-style-type: none"> • Building of consortium of major European stakeholders in domestic workers and care
1/2018	<ul style="list-style-type: none"> • EFFAT - IDWF Europe Strategic Planning Meeting on Domestic Workers: <ul style="list-style-type: none"> - Preparation of the IDWF Congress in 11/2018 - IDWF Europe structure - New EU project on domestic workers - ILO discussion on "Violence and harassment against women and men in the world of work"
2/2018	<ul style="list-style-type: none"> • Network of NGOs and trade unions issued "Shared concerns and joint recommendations on migrant domestic and care work"
3/2018	<ul style="list-style-type: none"> • European Platform Tackling Undeclared Work Plenary - discussion on "Elements of a preventative approach: service vouchers and awareness raising campaigns", looking into service voucher systems in Belgium, France, Italy and Austria
4/2018	<ul style="list-style-type: none"> • EFFAT - IDWF Domestic Workers meeting: <ul style="list-style-type: none"> - Planned activities for 2018-2019 - Preparation of IDWF Congress, e.g. election of European reps to IDWF Executive Committee, resolutions, etc.
5/2018	<ul style="list-style-type: none"> • Publication of the Call for Proposals VP/2018/013 - Pilot Project on personal and household services: "Promotion of domestic worker cooperatives and service voucher schemes"
6/2018	<ul style="list-style-type: none"> • Call of a network of civil society organisations to use the United Nations Global Compact on Migration as an opportunity to recognise migrant domestic and care workers' rights as workers
6/2018	<ul style="list-style-type: none"> • Submission of project "Advancing Personal and Household Services (Ad-PHS)"



8/2018	<ul style="list-style-type: none">• Approval of Ad-PHS Project
11/2018	<ul style="list-style-type: none">• EC-ILO Joint Conference on Domestic Workers and Occupational Safety and Health
11/2018	<ul style="list-style-type: none">• IDWF Congress
1/2019	<ul style="list-style-type: none">• Kick-off meeting Ad-PHS Project

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Annex 2

European Economic and Social Committee and European Parliament: Reports on Domestic Workers

At the European level domestic work was subject to a series of discussions, reports, opinion statements etc. This is a non-comprehensive list, referring to official documents adopted by EU bodies:

- a) **Opinion of the European Economic and Social Committee on "Developing services to the family to increase employment rates and promote gender equality at work" (Rapporteur: Béatrice Ouin; SOC/508, adopted 16 Oct. 2014 by the EESC)**

<https://publications.europa.eu/en/publication-detail/-/publication/134aa873-9c89-11e4-872e-01aa75ed71a1/language-en>

The report gives an overview of the numbers and conditions of domestic workers in Europe, acknowledging the fact that most of them work informally under precarious conditions and isolated which could even lead to slavery conditions. The report calls for reforming the sector by for example, introducing tax deduction schemes and to professionalize the sector. It also states that unions have a role to play to organize the sector.

- b) **"Report on women domestic workers and carers in the EU" (Rapporteur: Kostadinka Kuneva; A8-0053/2016, adopted in the European Parliament on 28 April 2016)**

<http://www.europarl.europa.eu/sides/getDoc.do?type=TA&reference=P8-TA-2016-0203&language=EN&ring=A8-2016-0053>

The report gives a comprehensive overview about the working conditions of domestic workers, including "au pairs" and domestic workers in diplomatic households. It calls on the Commission to come forward with a set of policy instruments (para 2.) The exemption of domestic workers in the Directive 89/3921/EEC on Safety and Health at Work needs to be revisited. C 189 needs to be ratified by European Member States. The report further calls on several supportive measures by the EU, such as studies, awareness campaigns and other pro-active measures by the EU and its member States.

- c) **Opinion on "The rights of live-in care workers" (Rapporteur; Adam Rogalewski, SOC/535, adopted by the European Economic and Social Committee on 21 Sept. 2016)**

<https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=CELEX:52016IE0941>

The report focuses on a special group of domestic workers, namely live-in home care workers, almost all migrant domestic workers, who are among the most vulnerable of domestic workers in Europe. Special attention is given to undocumented domestic workers (4.3), who are those who are denied to exercise their rights - not de jure, but de facto.

For the reports mentioned under b) and c) EFFAT and IDWF Europe provided input for the documents, which were incorporated. Generally, our approach was to cover the fact that domestic work is THE informal sector in Europe, despite often good legislation in place. Therefore, implementation is the challenge and must be a priority. A set of policies and implementation measures are needed to address the diversity of the sector.

