

# Domestic work: differences and commonalities across ten European countries

Francisco Javier Gómez Abelleira

Professor of Labour Law, Universidad Carlos III de Madrid, [www.uc3m.es](http://www.uc3m.es)

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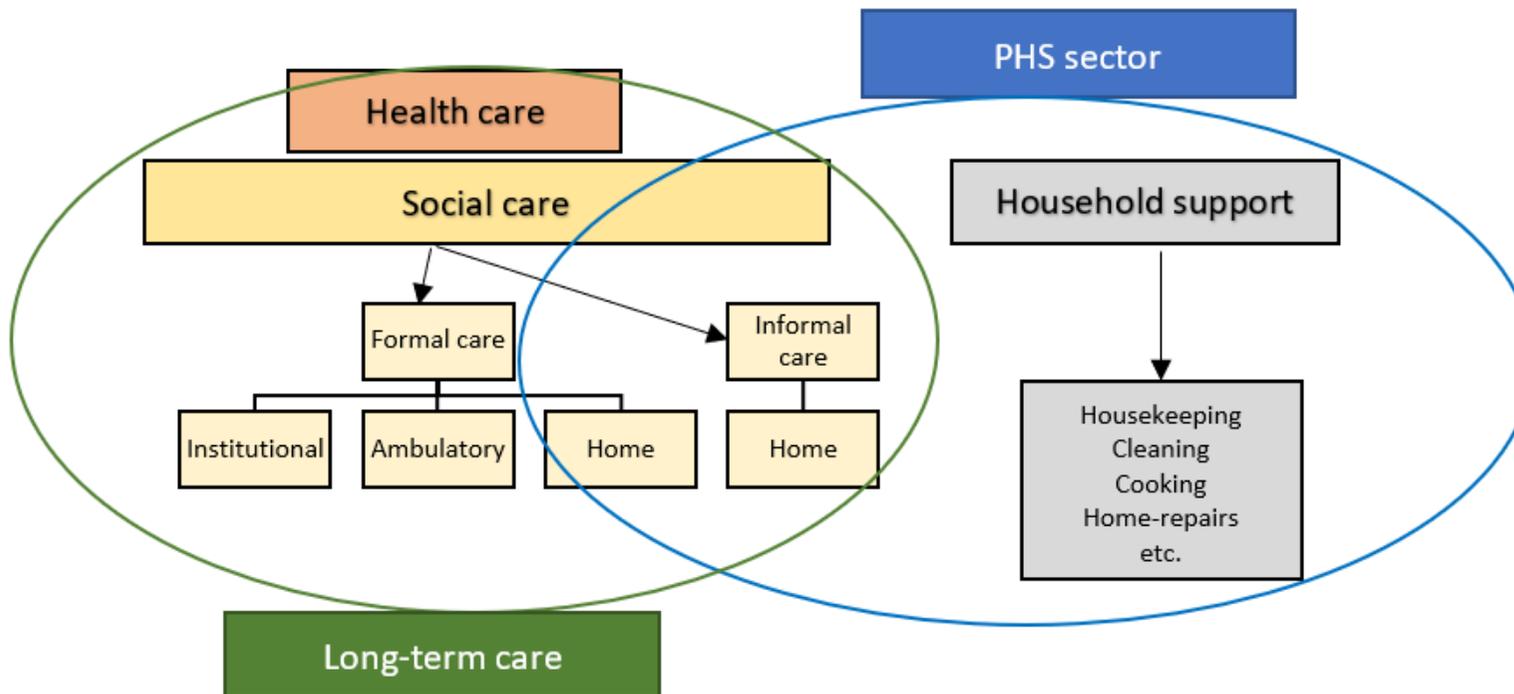
**AIASHSI**

**PHS-QUALITY Project**

Job Quality and Industrial Relations in the Personal and Household Services  
Sector - VS/2018/0041

# personal and household services in context

**Figure 1: Intersection of long-term care (LCT) and personal and household services (PHS) sector in Slovakia**



COUNTRY REPORT: SLOVAKIA

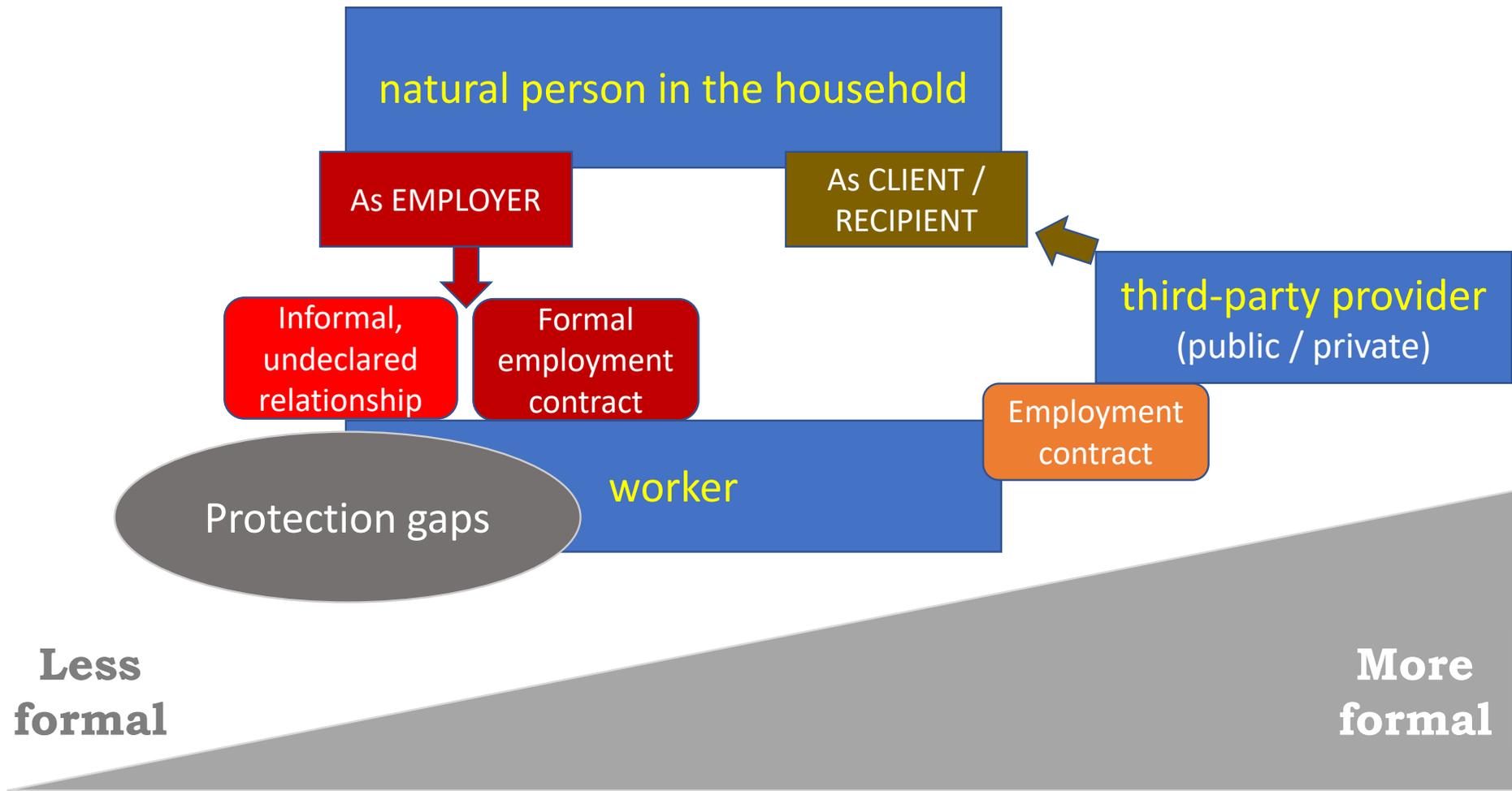
Mária Sedláková

Central European Labour Studies Institute

*Note: LTC system (green). Healthcare sector (orange). Social care services (yellow). Childcare services -part of social care - (yellow). Household activities (grey). PHS sector (blue).*

*Source: own compilation*

# employment status



# protection gaps

Analytical framework adopted in the German Report by Karen Jaehrling and Claudia Weinkopf.

Important to note that this happens in a **formal employment relationship**

Developed as part of a previous research project on precarious work (Grimshaw et al. 2016; Jaehrling et al. 2016 for Germany)

Four different types of protective gaps:

- **Employment protection gaps.**
- **Social protection gaps.**
- **Enforcement gaps.**
- **Representation gaps.**

# protection gaps: discrimination?

- from the Dutch Report (by N. Jansen & N.E. Ramos Martin):
  - Dutch Regulation contains some exceptions to normal employment law and social security for part-time domestic staff.
    - payment of wages during sickness is limited,
    - protection against dismissal is minimal,
    - there is no entitlement to the safety net of the Sickness Benefits Act, the Unemployment Act or the Work and Income (Capacity for Work) Act.
  - Since it is mostly women who work as domestic staff, the main impact of these exceptions is on women.
- **and this is indirect discrimination in a legal sense!**

How can legal regulation, public policy and social partners' action improve job quality and fight informality in PHS sector?



Strengthen collective voice. Association and collective negotiation are crucial.



Extend most employment law (minimum standards, employment protection) to domestic work

Every exception or exclusion should be well justified taking into account the principle of proportionality



Put in place incentives to declare and register (Social Security)



Improve inspection procedures and tools