



# Personal and household services (PHS) in Central and Eastern European Countries: Improving working conditions and services through industrial relations PERHOUSE

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SLOVAKIA – INITIAL FINDINGS – Barbora Holubová



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# Structure of the presentation

What we know about the PHS in Slovakia

- Structure of the PHS subsector
- Example of the PHS for elderly persons and persons with disabilities (PwD)
- Data related to the formal and family home caregivers

What we know about the demand for PHS (drivers and barriers) – survey from 2014

Initial view on the legislation and governance

What we know about the industrial relations and social dialogue in PHS – ways forward

Main social partners and social actors

Items for consideration

Trying to apply the concept of the protective gaps as a part of the analytical framework



# PHS IN SLOVAKIA – WHAT WE KNOW

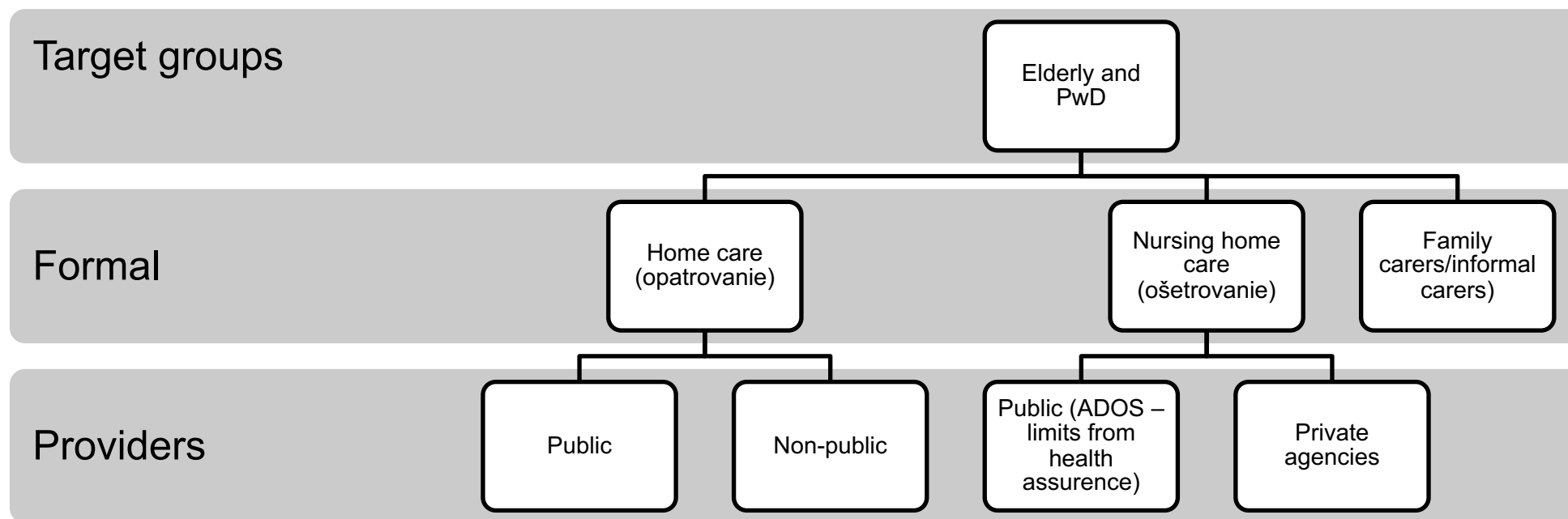
## Structure of PHS in Slovakia

- by type of activities/services: care + support/assistance and non-care
- by type of recipients/target group:
  - Elderly persons and persons with disabilities (PwD) (home/nursing care and personal assistance)
  - Children (0 – 3 years)
  - Households as such
- Diverse degree of formality and informality
- Providers: state/public social services, non-public (non-profit), profit providers (enterprises)
- PHS care services have a strong interrelation with the social system (parental leaves/allowances and ECEC; LTC)
- Non-care PHS providers (housekeeping, cleaning, repair and gardening, partly child-care, etc.) – agencies/platforms/enterprises, single self-employer and/or undeclared (grey economy)



# PHS IN SLOVAKIA – WHAT WE KNOW

## Example of PHS for Elderly and PwD



# PHS IN SLOVAKIA – WHAT WE KNOW

Formal Home care: Public or non-public provider is based on the social services Act.

## Public providers:

- Fall under the responsibility of cities and municipalities – obliged to provide home care (field) services for its residents.
- Public home carers are employees of municipalities – remunerated by the Act of Work in the public interest no. 553/2003 Call (sector-level collective agreement for all public employees, e.g. continual pay increase, benefits beyond Labour Code) – organised in trade unions
- Time and work arrangements = irregular hours (e.g. 3 hours per day), but only regular working days, for more households per day, care/assistance but also housekeeping (laundry, cleaning, ...) upon agreement - to be investigated
- Limited subsidised hours by municipality – family needs more – family by themselves or **undeclared/under-declared home carer (with limited social security and non-standard working time) (SOCIAL PROTECTION GAP)**

**Non-public providers:** Regulated and protected by the Labour Code; **not covered by collective agreements (REPRESENTATION GAP)**

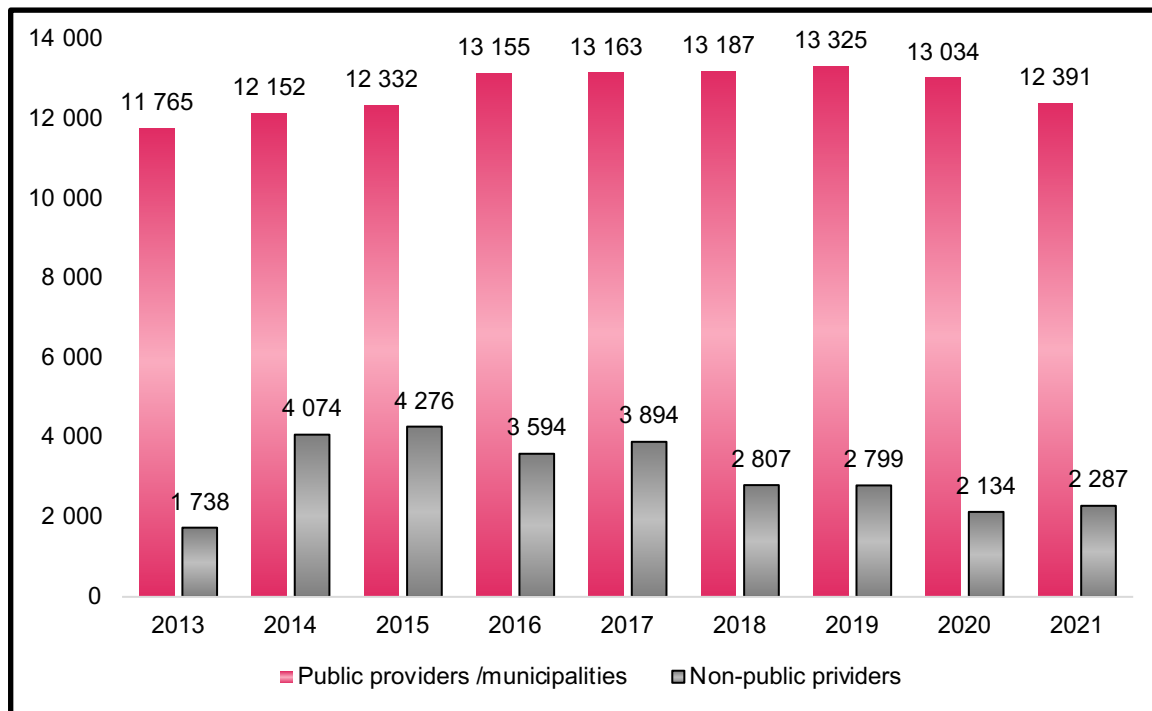
Formal home nursing care: Has to be certified health nurse – health qualification (member of chamber)

- ADOS – agencies of home nursing care (Ltd.) or individual nurses with licence or self-employed), contracts nurses



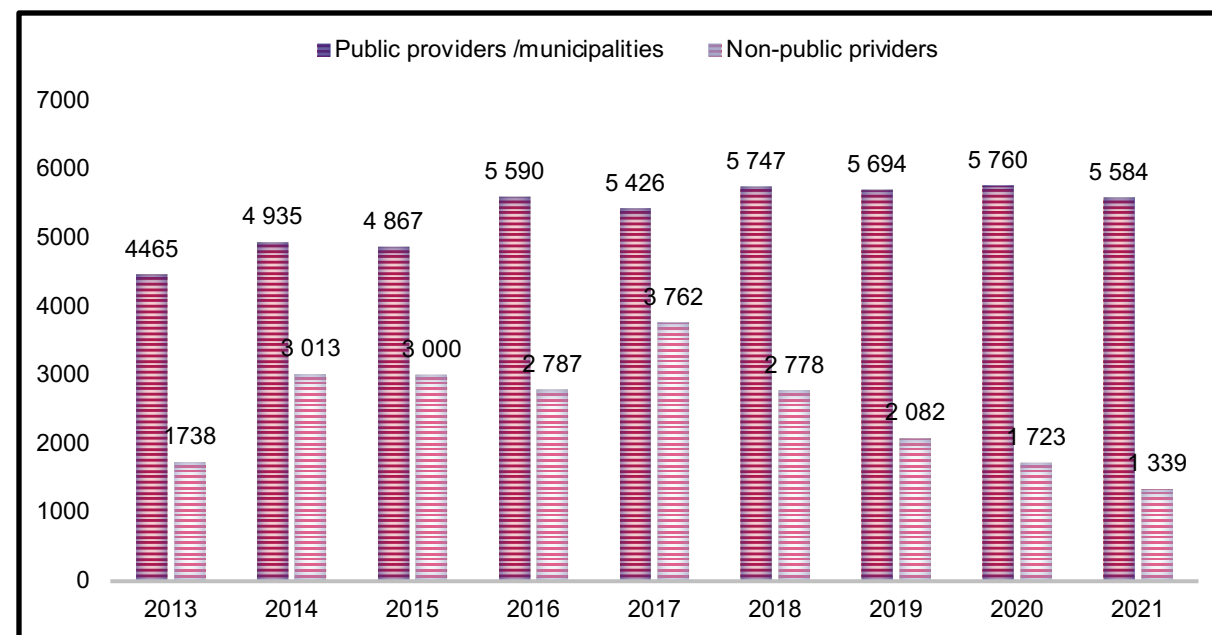
# Formal home care

Number of **home** care recipients



Source: The Ministry of Labour in its Report on the Social Situation of the Population of the Slovak Republic

Number of **home** care employees



Does not say anything about the home care services demand coverage.

# PHS IN SLOVAKIA – WHAT WE KNOW

Family (informal) caregiving:

- **Prevailing home care for dependent elderly or PwD** in Slovakia
  - By close persons or acquaintances in the home environment (28% intergenerational care, 19% partners' care)
  - The remaining half of caregivers comprise unmarried partners, siblings, parents taking care of a dependent child or caregivers without family ties.
  - Paid (?) - **compensated with cash allowances for care and personal assistance (income-tested)**
  - Family/Informal caregiving can have a **negative impact on the physical and mental health of caregivers.**
  - At the same time, these persons give up participation in the labour market,
  - This impacts their current and future income through a pension or savings.
  - Lower participation also has a negative impact on taxes and insurance premiums in the state budget
- 
- Providing informal care **should be a choice rather than a necessity.**
  - However, with the lack of formal services, family caregiving may often not be a choice.
  - Care options should therefore be more flexible, with enough outreach, community, consultation and respite services to partially relieve the burden caregivers. They will then be able to at least partially integrate into the labour market.
  - Space for consideration: **to transform the family/informal caregivers into regular employees**



# Family/informal care for elderly and PwD

Number of recipients of care allowance in 2020 and 2021

|  | 2020   | 2022   |
|--|--------|--------|
| Average number of recipients of care allowance per month | 61 734 | 62 917 |
| Average number of persons cared for per month            | 63 525 | 64 694 |
| Average amount of of care allowance per month (€)        | 363,13 | 399,32 |

*Source: The Ministry of Labour in its Report on the Social Situation of the Population of the Slovak Republic*

## ”Working conditions” of the family/informal caregivers:

- **EMPLOYMENT PROTECTION GAP**
- Receiving the care allowance in concurrence of retirement pension (?)
- Comparison of the amount of the care allowance to the statutory minimum wage (e.g. €3,5/hour/2021)
- ”Working time” arrangements (?)
- Respite service - to enable the caregivers to get the necessary rest to maintain their physical health and mental health and prevent deterioration; for max 30 days/year; during the provision of respite service, the municipality is obliged to provide/arrange the care (low uptake)
- **REPRESENTATION GAP** - eligibility gap as the family/informal caregivers are not recognised as work



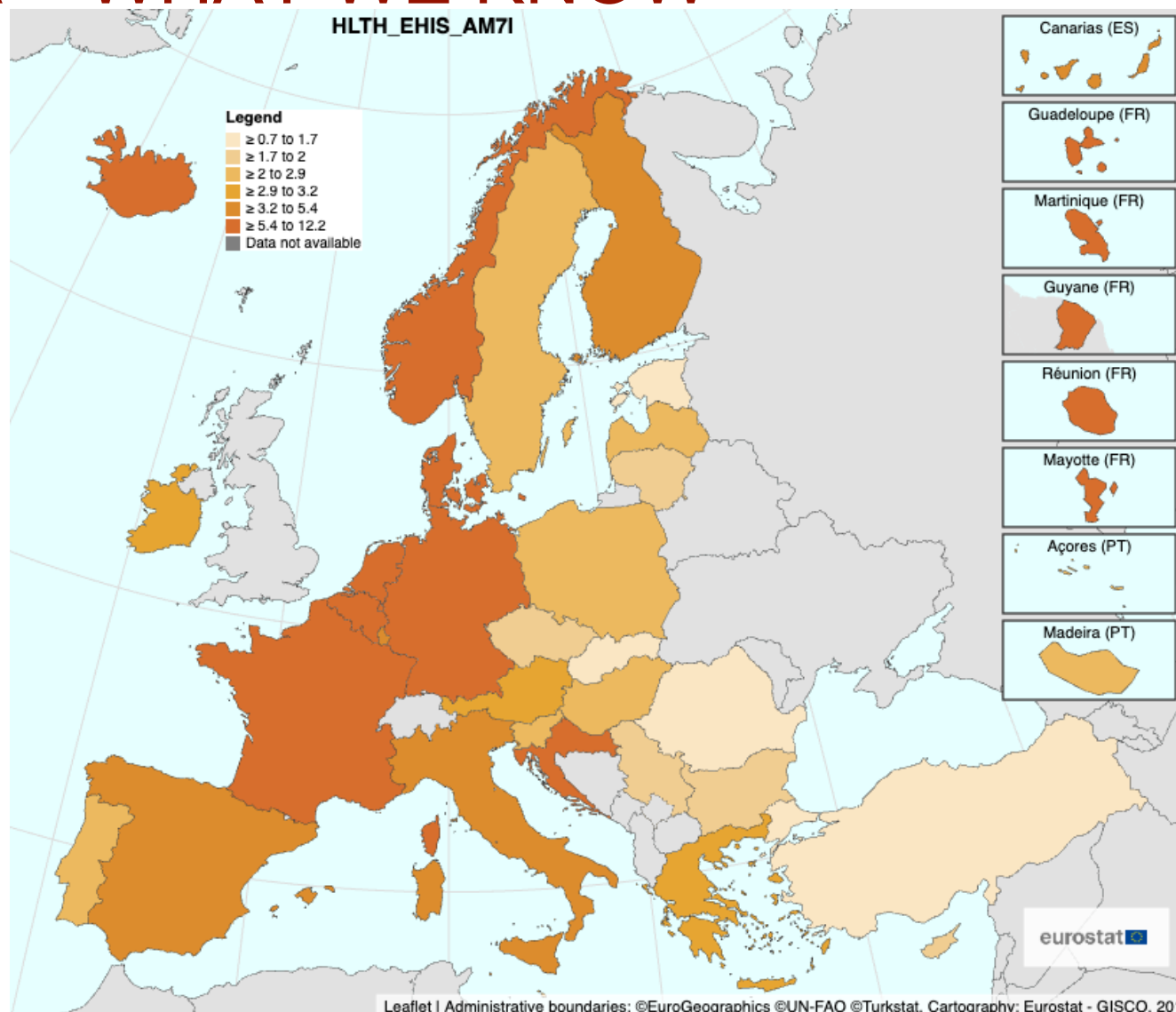
# PHS IN SLOVAKIA – WHAT WE KNOW

Demand side: Self-reported use of home care services by sex, age and income quintile (% , 2019)

Slovakia 1,3%, ranks 29 out of 31 countries  
EU-27 = 4,2%

| CEE countries | %   |
|---------------|-----|
| Bulgaria      | 1,7 |
| Czechia       | 1,7 |
| Estonia       | 1,4 |
| Croatia       | 5,4 |
| Latvia        | 2,0 |
| Lithuania     | 1,7 |
| Hungary       | 2,8 |
| Poland        | 2,5 |
| Romania       | 0,9 |
| Slovenia      | 2,6 |
| Slovakia      | 1,3 |

*Eurostat, European Health Interview Survey (EHIS); online code: Online data code:HLTH\_EHIS\_AM7I*



## OUTSOURCING DOMESTIC CHORES IN SLOVAK HOUSEHOLDS – PRECONDITIONS AND BARRIERS

Research on the process of outsourcing domestic chores in Slovak households

Volume of outsourcing and number of households which outsource certain activity (the **current state of outsourcing and compare it with so-called latent demand**, i.e. theoretical willingness of household to pay for certain service in the future)

To determine the main **factors which drive the outsourcing and identify main barriers** which prevent households from outsourcing domestic chores.

Sample of 1 142 households in Slovakia (data collection in 2014)

**11 types of domestic chores** in order to better understand consumer behavior of Slovak households in a group of market services which could replace the unpaid work done in households.

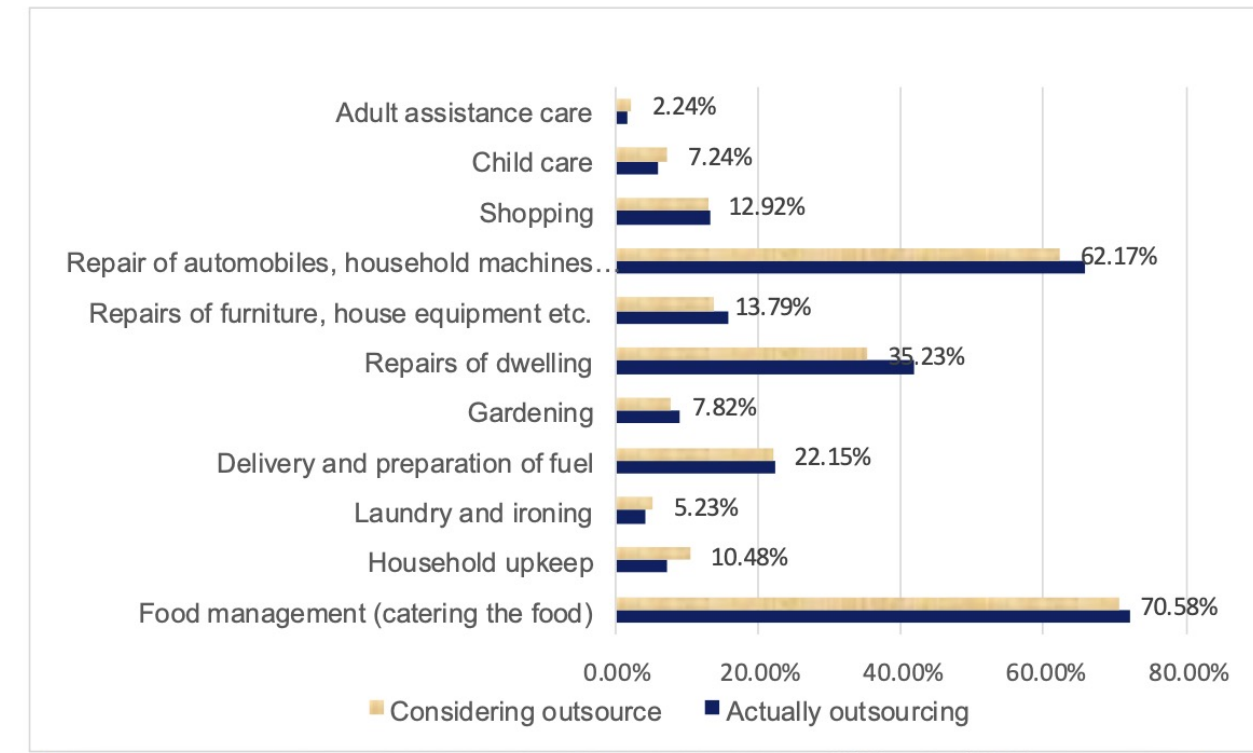
*Považanová, Mariana & Vallusova, Anna & Nedelová, Gabriela. (2016). OUTSOURCING DOMESTIC CHORES IN SLOVAK HOUSEHOLDS – PRECONDITIONS AND BARRIERS. 10.20472/EFC.2016.006.018.*  
[https://www.researchgate.net/publication/309571132\\_OUTSOURCING\\_DOMESTIC\\_CHORES\\_IN\\_SLOVAK\\_HOUSEHOLDS\\_-\\_PRECONDITIONS\\_AND\\_BARRIERS](https://www.researchgate.net/publication/309571132_OUTSOURCING_DOMESTIC_CHORES_IN_SLOVAK_HOUSEHOLDS_-_PRECONDITIONS_AND_BARRIERS)



# OUTSOURCING DOMESTIC CHORES IN SLOVAK HOUSEHOLDS – PRECONDITIONS AND BARRIERS



Actual and latent demand for substitutes of domestic services (% of households, 2014)



Považanová, Mariana & Vallusova, Anna & Nedelová, Gabriela. (2016). *OUTSOURCING DOMESTIC CHORES IN SLOVAK HOUSEHOLDS – PRECONDITIONS AND BARRIERS*. 10.20472/EFC.2016.006.018. ; The research was supported by the Grant Agency VEGA, project VEGA 1/0935/13 „Unpaid work as a potential source of socioeconomic development of society and the determinant of individual’s well-being”.



## OUTSOURCING DOMESTIC CHORES IN SLOVAK HOUSEHOLDS – PRECONDITIONS AND BARRIERS

Ranking of the reasons for outsourcing (the most outsourced/not care services) 1. place:

- These services **save our time** (catering the food)
- We are **not able to provide** these services by our own or within the family (repairs of dwelling)
- These services are **professional** and of good quality (repairs of household machines)

Ranking the reasons for **not outsourcing** four first places:

1. We are able to provide these services **within our household** or within the family
2. We are able to provide these services **reciprocally within our friends**
3. These services are **not affordable**
4. We **want to do** this work by our own

- Barriers to the outsourcing of domestic chores indicate the **strong orientation of Slovak households toward self-supply economy or toward informal help within the circle of friends** (including child care)
- High share of informal child care' provided without payment by relatives, friends and neighbourhood – relation to gender regime and gender role/attitudes
- The business sector is often seen as the last subject for securing household needs.
- **The business opportunity in the area of the services substituting domestic chores are limited, as no direct financial costs connected to self—provision are often preferable to service of any quality.**
- A major innovation would be necessary to increase trust of households and make the services attractive to them.



# Legislation – Governance



Housekeeping and other non-care PHS:

- Slovakia did not ratify the ILO Convention on domestic workers
- Slovak legislation does not define domestic work or the status of persons who perform domestic work (domestic employees) – explore more why and if the state authorities are considering any change

Legislation related to the working conditions (time arrangement, remuneration, etc.)

Formal home care services –

- Act No. 448/2008 on Social Services
- Act on the work in public interest
- Labour code (for formal/non public caregivers)
  
- Self – employed
- Regulation of intermediaries – work agencies, ADOS, etc.



# Industrial relations/social dialogue/civil dialogue



## Broad and narrow social dialogue



- Previous findings (2019/2020)
- No distinctive SD or CB for PHS as a whole
- Sub-sectors of the PHS sectors are to a certain extent included in the existing structures of social dialogue
- Fragmented representation according to the profession (nurses, home carers)
- PHS workers in household support non-care activities, such as cleaners or gardeners, lack any form of representation
- Main obstacle for SD/CB: domestic workers have not a clear labour market status
- Better mapping of the sector is needed

**Any change since then?** We will provide detailed description and point to the workers/people working in PHS and not being represented.



# Actors in PHS



| Actor  | Type  | Level     | Part of PHS sector<br>(care-related services, household support) | Member of tripartite committee YES/NO |
|--|---|-----------|--|---------------------------------------|
| <b>Confederation of Trade Unions in Slovakia (KOZ SR)</b><br>Konfederácia odborových zväzovo   | Trade union                                   | National  | All  | Yes                                   |
| <b>Trade union of employees in Helathcare and Social Services (SOZZaSS)</b><br>Slovenský odborový zväz zdravotníctva a sociálnych služieb        | Trade union<br>(member of KOZ SR)             | Sector    | Care-related services<br>(Healthcare)                            | Via KOZ membership                    |
| <b>Trade Union of Nurses and Midwives</b><br>Odborové združenie sestier a pôrodných asistentiek  | Trade union                                   | Sector    | Care-related services<br>(Healthcare)                            | No                                    |
| <b>Association of Professional Workers of Social Services</b><br>Asociácia odborných pracovníkov sociálnych služieb                              | Professional association/civic<br>association | Sector    | Care-related services<br>(Social care)                           | No                                    |
| <b>The National Union of Employers (RUZ)</b><br>Republiková únia zamestnávateľov   | Employers association                         | National  | All  | Yes                                   |
| <b>Association of Social Service Providers in the Slovak Republic</b><br>Asociácia poskytovateľov sociálnych služieb v SR                        | Employers association<br>(member of RUZ)      | Sector    | Care-related services<br>(Social care)                           | via RUZ membership                    |
| <b>Union of Social Service Providers in the Slovak Republic</b><br>Zväz poskytovateľov sociálnych služieb v SR, o. z.                            | Employers association                         | Sector    | Care-related services<br>(Social care)                           | N/A                                   |
| <b>Chamber of Care Workers of Slovakia (KOS)</b><br>Komora opatrovateliek Slovenska  | Professional association                      | Sector    | Care-related services<br>(Social care)                           | Not applicable                        |
| <b>Slovak Chamber of Nurses and Midwives (SK SAPA)</b><br>Slovenská komora sestier a pôrodných asistentiek                                       | Professional association                      | Sector    | Care-related services<br>(healthcare)                            | Not applicable                        |
| <b>Ministry of Labour, Social Affairs nad Family of the Slovak Republic</b><br>Ministerstvo práce, sociálnych vecí a rodiny Slovenskej republiky | State Authority                               | Natkional | Social care  | Yes                                   |



# For consideration

- **Strong gender dimension** – interaction with the gender regime/reproductive work - transformative measures – e.g. transforming the family caregivers into employees with all the protection and representation of standard employees (pros and cons)
- Domestic workers with **migrant background in Slovakia– Ukrainian** before the war/current situation – lack of data
- The undeclared or under-declared PHS workers and customers –are happy to lower the cost of the services - **resistance, unwillingness to change** – to transform into formal employment contracts
- **PHS workers do not mind if working non-standard and more hours than is regulated** - they prefer flexibility and working non-stop hours, even undeclared and in precarious working conditions







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