



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

Interim meeting 25 May, 2023

CELSI – afternoon session – Barbora Holubová



The project is funded by the European Union; Project No. 101052340

Sub-agenda

- Administration and reporting
- Discussion on the analytical framework
- State of art of the surveys
- Deliverables
- Future steps (timeline, deadlines, etc.)
- Final Conference (setting the date)
- AOB and next steps



Summary of the project activities

	TASK NAME	STATE OF ART
WP1:	Project management and coordination	
	A1.1 Management and communication	SET
	A1.2 Kick-off meeting (Slovakia)	Done
	A1.3 Interim project meeting (online)	Just happening
	A1.4 Online progress meetings	Fife online meetings (11/2022, 1 – 4/2023)
	A1.5 Quality control and reporting	In progress
WP2:	Analytical framework	
	A2.1 Literature review	Draft prepared and consulted within the consortium – to be finalised
	A2.2 Comparative data evidence	Possibilities discussed - to be developed by CELSI
	A2.3 Conceptual and analytical framework	Drafted- to be discussed and finalised; Consists also of methodologies: 2 online surveys – finalised; Interviews grid – to be finalised; Focus groups – to be finalised
WP3	Stakeholders views	
	A3.1 EU level interviews	Draft of the interview prepared – to be discussed and finalised Database on EU-level stakeholders prepared
	A3.2 Online demand survey	Demand survey prepared, translated into 12 languages and disseminated data collection phase)
	A3.3 Online survey among PHS stakeholders	Online survey prepared and finalised, translated into 12 languages –to be disseminated Contact database of national stakeholders for 12 CEE countries – structure prepared and contacts included (to be finalised)
WP4	National case studies	
	A4.1 Preparation of case studies	First topics on the national reports shortly presented as instruction for the initial finding at the interim meeting, annotated outline of the national report drafted - to be finalised
WP6	Dissemination	
	A6.1 Project website	Set project web-page and updated

Administration and reporting

Change of the administration and reporting in comparison to the previous EC projects

- Main change – continual reporting by each partner via the EC portal – CELSI will upload
- But coordinated and checked by CELSI project manager Sona Mikulíková
- CELSI developed and adjusted templates

The midterm reporting – after 12 month of implementation:

- Timesheet for the period of 1.8. 2022 - 31.7. 2023 for each persons working on the project needed by WPs and activity
- Signed by the authority (?)
- The final deadline for this task is **August 15th 2023, but can be submitted earlier – Feasible ?**

Attention – timesheets related to futher funding:

- If use of the previous prefinancing payment shows that less than 70% was used,
- the amount set out in the Data Sheet will be reduced by the difference between the 70% threshold and the amount used.

Please any quetions – approach Soňa Mikulíková (sona.mikulikova@celsi.sk)



Conceptual and analytical framework paper (D2.1): Outcome of the literature review

- Introduction (importance of the PHS sectors, under- researched in CEE)
- Objectives and rationale of the project
- Definition of personal and household services for the purpose of the project
- Sub-sectors = what make sense (care and non care; target groups, public/non-public, etc) – national diversity
- Estimation of the size of PHS (based on Eurostat data)
- Main characteristics of PHS in CEE region (reproductive work, interrelation to gender regimes, care-drain/care chain – CEE as sending and receiving countries)
- Analytical framework - main theoretical concepts and ways of the analysis
 - Research questions and sub-questions
 - Ways how to answer to the research questions - research design
 - Questions and data sources (E.g. description of the PHS in the country desk research; challenges in working conditions – interviews and focus groups, etc.)



Theoretical analytical framework – work in progress

Based on the previous studies on PHS, the sector(s) is typical for non-standard, low-paid jobs, unfavourable working conditions and propensity to undeclared or under-declared work stemming from the limited regulations and effective enforcement, interrelated to the representation gaps and lack of social dialogue in the sector.

The analytical framework for identifying the challenges of working conditions in PHS use the approach to the precarious employment as multidimensional concept (Kahancová, et al., 2020) and precise in the concept of “Precarity gaps” into one analytical frame (Grimshaw et al. 2016; Jaehrling and Weinkop, 2016).

Dimensions of precarious employment:

1. **Income:** This dimension of precarity relates to the incidence of low income (threshold)
2. **Job security:** Along this dimension, precarity refers to lower job security as in a standard employment relationship (SER), i.e., in terms of flexible work arrangements, seasonal fluctuations in work
3. **Social security:** Precarity derives from limited or no social security entitlements, including constrained holiday and collective benefit entitlements, depending on the specificities of work arrangements (small contracts, zero hours, self-employment, and similar).
4. **Working time:** Precarity derives from unpredictable working hours and overall working time, meaning excessive and often unpaid overtime.
5. **Autonomy at work:** Precarity may originate from the lack of appropriate working conditions, including limited access to training and skill development, lack of career opportunities, greater exposure to work-related stress.
6. **Collective interest representation:** precarious work demonstrates a lack of interest in workers’ collective representation. Traditional trade unions often lack the capacity to organise precarious workers, or precarious workers cannot demand interest representation.



Employment protection gaps (in-work regulatory gaps) derive from the fixing of low minimum standards and exclusive eligibility rules (e.g. in marginal part-time jobs or in temporary jobs);

- Minimum standards gaps (minimum wages, maximum hours, paid holidays, sick pay, pensions)
- Eligibility gaps (employment status/age/length of job/hours or income thresholds)
- Upgrading gaps (regulated pay progression in line with the cost of living)
- Integration gaps (fragmentation due to outsourcing; limited rights to move to stable contracts or change hours)

Representation gaps occur where there are absent or weak institutional arrangements for representation via unions or works councils, as well as employer engagement in collective employers' organisations.

- Institutional gaps (lack of unions, works for councils at the workplace, social dialogue at sector or supply chain)
- Eligibility gap (lack of access to institutions due to employment status/ contract/ hours/ location)
- Involvement gaps (lack of organising efforts, or efforts to involve in institutions or access to managers)

Enforcement gaps denote a lack of measures ensuring that statutory rules and collective agreements are abided by. This may be because workers lack information about their rights, or are fearful of contesting the issue, or face considerable constraints where the work is organised in the informal economy. The enforcement gaps could involve:

- Mechanism gaps (gaps in access, process, inspections, sanctions, whistle-blower protection)
- Awareness gaps (gaps in knowledge about rights, gaps in transparency)
- Power gaps (fear of loss of job or residency, fear of exclusion from unemployment support, lack of access to the employer)
- Coverage gaps (extent of unregistered workplaces, informal and illegal employment)

Social protection and integration gaps deprive workers from, for example, unemployment benefits, maternity leave and pensions.

- Entitlement gaps (length of job/ hours or income thresholds)
- Contribution gaps (state subsidies - minimum out-of-work benefits/ in-work benefits/ employer subsidies)
- Integration gaps (access to housing/credit etc, linked to employment status and security as well as income)

The concept of protective gaps is based on the understanding that these **different types of gaps are combined and interact with each other in various ways**, depending on legal, societal and economic conditions, and create different types and degrees of precariousness across all forms of employment (including standard employment).

Theoretical analytical framework (AF) - work in progress

AF of industrial relations and social dialogue

1. Actor-oriented approach – focus on resources and actions

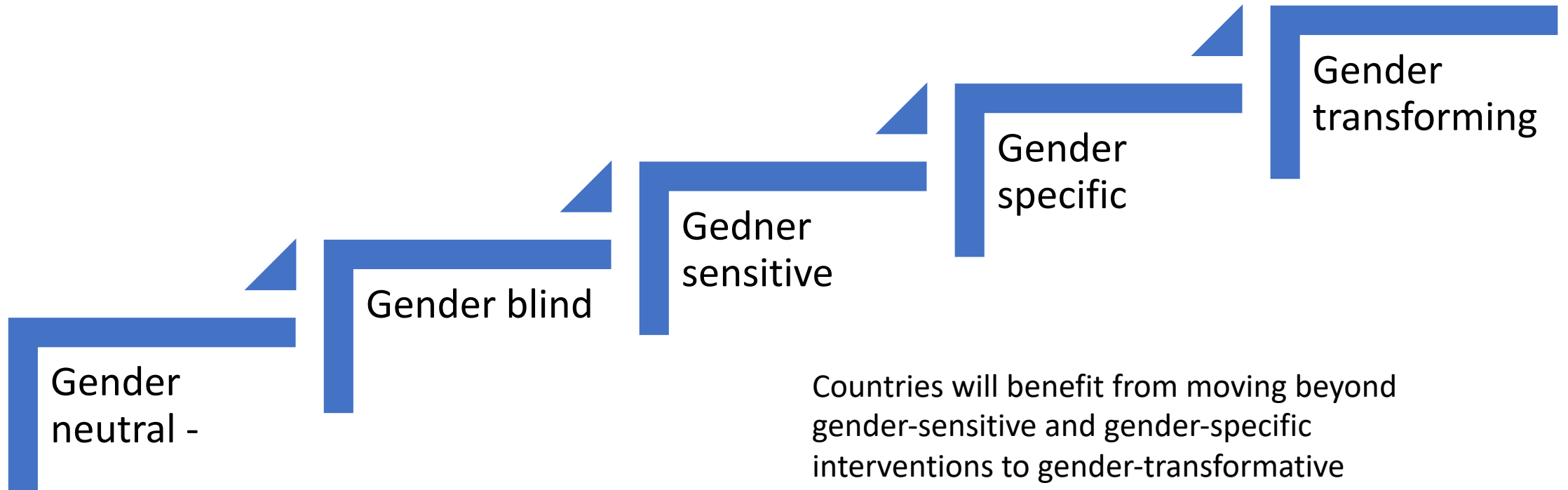
- **Resources:** institutional, structural, organisational
- **Actions:** collective bargaining, litigation, mobilisation, media campaigns, policy dialogue innovative coalition (beyond traditional social dialogue – civil dialogue)
- To understand and distinguish particular resources of social partners that drive their willingness and ability to advocate for workers' interests or certain policy domains. Three interrelated sets of resources have been identified in the academic literature: institutional, structural and organizational resources (Doellgast et al, 2018; Gumbrell-McCormick and Hyman, 2013; Trif et al 2018). These resources equip trade unions and other actors with power and facilitate their operation from various interrelated perspectives.

2. Social partners approaches to coverage/membership

- **Inclusion/exclusion/separation** of the representation (who is covered)
- Who is “worth” to be represented/defended and why (e.g. only standard-workers, formal carers) - barriers/facilitators of inclusion of PHS workers (capacity, low power, distrust, ...)
- **Potential of expansion** of non-standard workers (agency home carers, informal/family carers, domestic non-care workers, migrant home carers, nannies workers, self-employed homer carers and other PHS workers)



Approach from/incorporated the gender dimensions



Countries will benefit from moving beyond gender-sensitive and gender-specific interventions to gender-transformative policies.

Surveys – where we stand

Demand survey

- Data collection phase since second half of May
- FB posts with survey links and boosting campaign created in 11 CEE created (except of **NM**) – till June 1.
- Second phase of FB boosting - 2 June – end of June (improve the targeting)
- CELSI linkIn account - in English (to choose the language)

Results as of May 24

Answer Choices	Responses	
Bulgaria	1,73%	3
Croatia	1,16%	2
Czechia	4,05%	7
Estonia	7,51%	13
Hungary	5,20%	9
Latvia	1,73%	3
Lithuania	0,00%	0
North Macedonia	31,21%	54
Poland	20,81%	36
Romania	1,73%	3
Slovakia	21,39%	37
Slovenia	1,16%	2
Other	2,31%	4
	Answered	173

VEGYEN RÉSZT A HÁZTARTÁSI SZOLGÁLTATÁSOK FELMÉRÉSÉBEN, ÉS SEGÍTSEN NEKÜNK JAVÍTANI AZOK MINŐSÉGÉT!



Tasks for partners:

- To boost the survey in their networks
- Find FB informal groups for home care, repairs, parenting, etc.



Surveys – where we stand

Social dialogue survey

- Translated into 12 languages and checked in survey data collection system
- Links will be generated for each country
- Partners will approach the contacts from the database – the more personal invitation the better
- CELSI will disseminate the survey in BG, HR, LV, LT, HU and RO (help is welcome)
- Interconnection with the interviews – draft to be shared on the drive – please comment
- Min. number of survey respondents is 5; ten interviews
- Data collection by the end of June (?)

PERHOUSE - PHS: National Social Partners and other stakeholders - CONTACT DATABASE and INTERVIEW TRACKING SCHEME								
CONTACT DATABASE								
COUNTRY (click on the arrow in each row and choose from drop-down menu)	NAME OF THE ORGANISATION (ENGLISH)	NAME OF THE ORGANISATION (IN NATIONAL LANGUAGE)	TYPE OF ORGANISATION (click on the arrow in each row and choose from drop-down menu)	NAME OF THE REPRESENTATIVE	PERSON'S ROLE	E-MAIL ADDRESS	TEL. NUMBER	WEB LINK OF THE ORGANISATION
Hungary	Ministry of Interior	Belügyminisztérium	State organisation/agency	Fülöp Attila	State Secretary for Social Affairs	fulop.attila@bm.gov.hu		www.kormany.hu
Hungary	Ministry of Interior	Belügyminisztérium	State organisation/agency	Csizi Péter	Deputy State Secretary for Social Affairs	csizi.peter@bm.gov.hu		www.kormany.hu
Hungary	National Association of Local Governments	TÖOSZ - Települési Önkormányzatok Országos Szövetsége	Municipality			toosz@toosz.hu		http://toosz.hu/
Hungary	Trade Union of Social Workers	SZTDSZ - Szociális Területen Dolgozók Szakszervezete	Trade union	Migács Tibor	President	sztosz.info@gmail.com	Mobil: 06/70-645-7580	http://www.sztosz.hu/
Hungary	Hungarian Chamber of Health Care Professionals	MESZK - Magyar Egészségügyi Szakdolgozói Kamara	Professional association	Dr. Balogh Zoltán	President	meszk@meszk.hu	Tel: +36 1 323 2070	https://meszk.hu/
Hungary	Trade Union Cooperation Forum	SZEF - Szakszervezetek Együttműködési Fóruma	Trade union	Csóti Csaba	President	einok@szef.hu	Tel: +36706852675	https://szef.hu/hirek/
Hungary	Hungarian Trade Union Confederation	MSZSZ - Magyar Szakszervezeti Szövetség	Trade union	Zlati Róbert	President	zlati.robert@szakszervezet.net	Tel: +36 30 933 6494 +36 70 331 4243	http://www.szakszervezet.net/
Hungary	Democratic Trade Union of Health and Social Care Workers	MSZ EDDSZ - Egészségügyi és Szociális Ágazatban Dolgozók Demokratikus Szakszervezete	Trade union	Dr. Cser Ágnes	President	eddsz1@t-online.hu	06-1/269-1235	https://www.eddsz.hu/
Hungary	National Federation of Associations of Disabled	MEOSZ - Mozgáskorlátozottak Egyesületeinek	Client/consumer organisation			meosz@meosz.hu	Telefon: 06-1-388-7387 / 06-1-388-7388	http://www.meosz.hu/



DELIVERABLES AND DEADLINES



	NAME OF THE DELIVERABLE	DUE DATE	
		Project month	Calendar month
WP1:	Project management and coordination		
	D1.1. Kick-off meeting (Bratislava, Slovakia)	M1 (M3)	10/22
	D1.2. Interim meeting (online)	M10	5/23
	D1.3. Feedback questionnaire	M24	7/24
	D1.4. Reports to the European Commission - CELSI	M12, M24	7/23, 7/24
WP2:	Analytical framework		
	D2.1. Working paper on conceptualization of PHS sector in CEE due to 7/23	M6	1/23
	D2.2. Methodological tools (survey, interviews, focus groups, outlines) due to 7/23	M6	1/23
WP3	Stakeholders views		
	D3.1 EU Stakeholder views study	M18	1/24
	D3.2. Policy brief on stakeholder views	M18	1/24
WP4	National case studies		
	D4.1 National case studies in 6 CEE countries	M18	1/24
	D4.2 Policy briefs in 6 CEE countries	M18	1/24
WP5	Comparative report		
	D5.1 Comparative report	M20	3/24
	D5.2 Comparative policy brief	M20	3/24
WP6	Dissemination		
	D6.1 Project website	M24	7/24
	D6.2 National policy workshops (6 countries)	M16	11/23
	D6.3 Final online conference	M23	6/24
	D6.4 Interactive video documentaries (6 countries, 1 comparative)	M23	6/24
	D6.5 Country leaflets on PHS sector (in national language and EN; for 6 countries)	M17	12/23

Work packages and deliverables III.

Deliverables due to 7/2023

D2.1. Working paper on conceptualization of PHS sector in CEE

The paper is based on the **literature review** and will encompass all the main findings and set the PHS sector's central concept and future analysis. The aim of the working paper is to provide a **comprehensive framework** of the upcoming research activities of the consortium. The format is electronic, English language).

D2.2. Methodological tools (survey, interviews, focus groups, outlines)

This deliverable contains all data collection tools for the tasks in WP3 and WP4:

- **Questionnaire for demand survey + dissemination strategy**
- **Questionnae on social partners + dissemination strategy**
- **Interview guide for EU-level stakeholders (CUNI)**
- **Interview national-level stakeholders;**
- **Outline of the national case studies.**
- **Three focus groups interview guides for domestic workers**



Future steps - thinking ahead (timeline, deadlines, etc.)

National cases – national reports

D4.1 National case studies in 6 CEE countries + translation into 6 languages: due to M18/**JAN24**
(max 40 pages?)

D4.2 Policy briefs in 6 CEE countries in six languages M18/**JAN24** (4 pages ?)

Drafts of the national report need to be prepared earlier – deadline (?)

D6.2 National workshops in 6 countries due to **11/2023 (at the beginning of NOV)**

The workshops aim to discuss and disseminate the findings.

The workshops will be held in 6 languages: Polish, Czech, Slovak, Slovenian, Macedonian, Estonian in the partners' countries.

It will be one-day workshops per 20 participants.

The national partners will provide invitations, agenda, presence list.



Draft outline of the national reports – to be amended – extent of the report

INTRODUCTION

1.PHS SECTOR(S) IN THE COUNTRY

1.1.Structure

1.2.Supply and demand

1.3.Regulations/governance (including interrelation to the social system and public care/social services)

1.4.Employment contracts

1.5.Job quality - wages, working time, working conditions (concept of quality employment and/or decent work)

2. INDUSTRIAL RELATIONS IN PHS SECTORS

2.1.Context. - overall picture on the IR in the country and in the PHS sectors

2.2.Social actors in the PHS (state, social partners, social actors)

2.3.Social dialogue in PHS current status and potential

2.4. Interrelation with the EU level social partners

3. CONCLUSIONS AND RECOMMENDATIONS

REFERENCES

	TASK NAME	START MONTH	END MONTH	DURATION (MONTHS)
WP1:	Project management and coordination			
	A1.1 Management and communication	1	24	24
	A1.2 Kick-off meeting (Slovakia)	3	3	1
	A1.3 Interim project meeting (online)	10	10	1
	A1.4 Online progress meetings	3	22	19
	A1.5 Quality control and reporting	1	24	24
WP2:	Analytical framework			
	A2.1 Literature review	1	6	6
	A2.2 Comparative data evidence	1	6	6
	A2.3 Conceptual and analytical framework	1	6	6
WP3	Stakeholders views			
	A3.1 EU level interviews	7	12	5
	A3.2 Online demand survey	8	14	6
	A3.3 Online survey among PHS stakeholders	8	14	6
WP4	National case studies			
	A4.1 Preparation of case studies	6	14	8
	A4.2 Preparation of national policy briefs	8	18	10
	A4.3 Focus groups	6	14	8
WP5	Comparative report			
	A5.1 Comparative report	15	19	4
	A5.2 Comparative policy brief	15	19	4
WP6	Dissemination			
	A6.1 Project website	1	3	2
	A6.2 National policy workshops	16	19	3
	A6.3 Final conference	22	23	2
	A6.4 Documentaries – national results	20	22	3
	A6.5 Documentary – comparative results	21	22	2
	A6.6 Country leaflets	20	21	2

Work packages I.



	TASK NAME	START CALENDAR MONTH	END CALENDAR MONTH
WP1:	Project management and coordination		
	A1.1 Management and communication	8/22	07/24
	A1.2 Kick-off meeting (Slovakia)	10/22	10/22
	A1.3 Interim project meeting (online)	5/23	5/23
	A1.4 Online progress meetings	10/22	6/24
	A1.5 Quality control and reporting	8/22	7/24
WP2:	Analytical framework		
	A2.1 Literature review	8/22	1/23
	A2.2 Comparative data evidence	8/22	1/23
	A2.3 Conceptual and analytical framework	8/22	1/23
WP3	Stakeholders views		
	A3.1 EU level interviews	2/23	7/23
	A3.2 Online demand survey	3/23	9/23
	A3.3 Online survey among PHS stakeholders	3/23	10/23
WP4	National case studies		
	A4.1 Preparation of case studies	1/23	9/23
	A4.2 Preparation of national policy briefs	4/23	1/24
	A4.3 Focus groups	1/23	9/23
WP5	Comparative report		
	A5.1 Comparative report	10/23	2/24
	A5.2 Comparative policy brief	10/23	2/24
WP6	Dissemination		
	A6.1 Project website	8/22	10/22
	A6.2 National policy workshops	11/23	2/24
	A6.3 Final conference	5/24	6/24
	A6.4 Documentaries – national results	3/24	5/24
	A6.5 Documentary – comparative results	5/24	6/24
	A6.6 Country leaflets	3/24	4/24

Final conference - setting the date in advance

- Organisation of final online conference by **EASPD**.
- The conference will aim to discuss research findings and policy recommendations for the PHS sector in CEE countries with relevant EU level stakeholders.
- The conference will gather 80 participants from relevant EU level institutions, PHS sector national and EU level stakeholders and project researchers.
- The conference will be held in month 23 of the project.
- An evaluation online questionnaire will be provided by EASPD to all the participants.

Activity 5/24 - 6/24

Due date: JUNE 2024

Deliverables:

D1.3. Evaluation questionnaires, due date 6/2024

Electronic, in English. Provided after the final conference and disseminated by EASPD



Next steps

- MK2025 - interim meeting minutes, presentations, etc. for reporting (end of May)
- CELSI finalised the AF and LR (draft D2.1) – partners comment – finalised end of June latest
- CELSI draft the national interviews grid (connect to the survey) – partners will comment (end of May)
- CELSI finalised the outline of the national report - partners comment (June 5)
- CELSI draft the focus group scenario – partners will comment (June 5)

All partners

- Included contacts to stakeholders database (on drive)
- Boost the dissemination of the demand survey
- Start to approach stakeholders and invite them to interview/survey (second half of June)
- Reporting issues – approach CELSI project manager
- Monthly meeting in JUNE – doodle (?) (June 19 onwards...)





**THANK YOU FOR YOUR
ATTENTION!**

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