



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

Monthly meeting 20 April, 2023, online



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Agenda

- Translations on the demand survey and dissemination
- Contact database
- **Stakeholders survey**
- Annotated outline of the national reports
- Interim meeting agenda in May
- AOB and next steps

Translations of the demand survey

- 12 languages (BG forthcoming)
- Adjusting translations (e.g. educational categories)
- Min. 50 respondents per country (for the partners country more is expected)
- Dissemination strategy
 - CELSI – FB campaign – budget for it - 2 months - to boost the response rate
 - Sharing the link with partners - to choose the language of the survey (easy to administrate the languages mutations) - appealing invitation email - adjustment
 - Other possibilities - LinkIn, ect.
- Centralised data collection – CELSI will report weekly on the number of the the respondents

Contact database

- Categories – missing anything? (e.g. surname and name)
- Type of stakeholders:

Clients/consumer organisation
Employers' organisation
Individual expert
Municipality
Nongovernmental organisation
Intermediary agency
Professional association
Research institute/university
Service provider
State organisation/agency
Trade union
Other

Public/State authority

Expanding the pool of stakeholders:

- Labour inspectorates
- Advocacy NGOs
- Etc.

- Personal details – only publicly available data (emails, contact)
- Available on online drive or offline and then merging into one?

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.

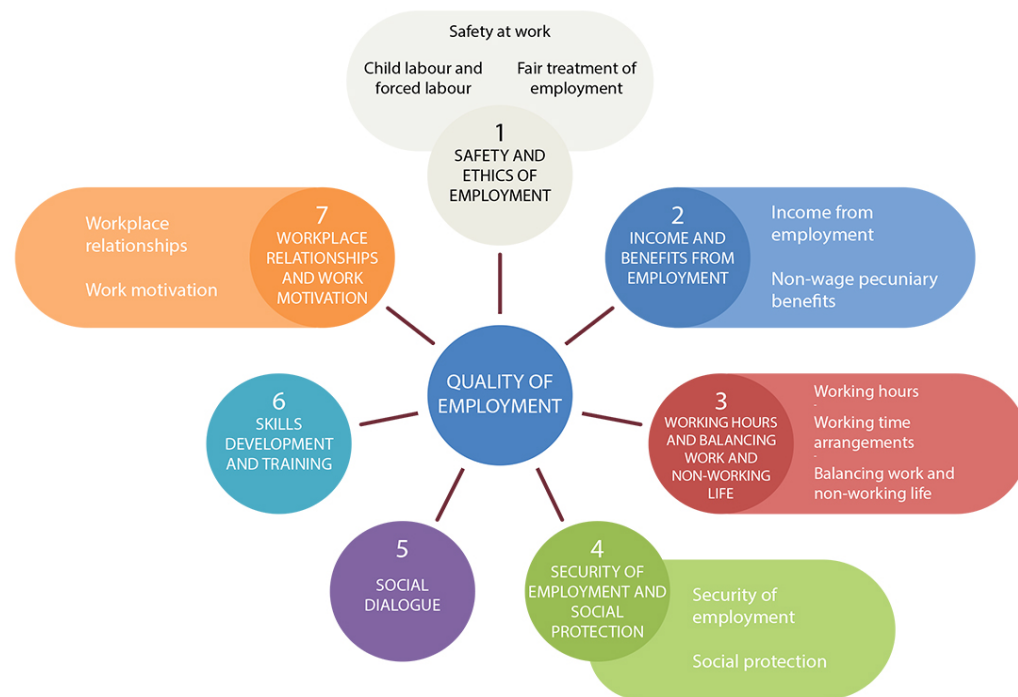
- 2. Social partners approaches to coverage/membership

- **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 home carers and other PHS workers)

Analytical framework(s) of job quality in PHS

- UNECE framework of employment quality

Dimensions of quality of employment



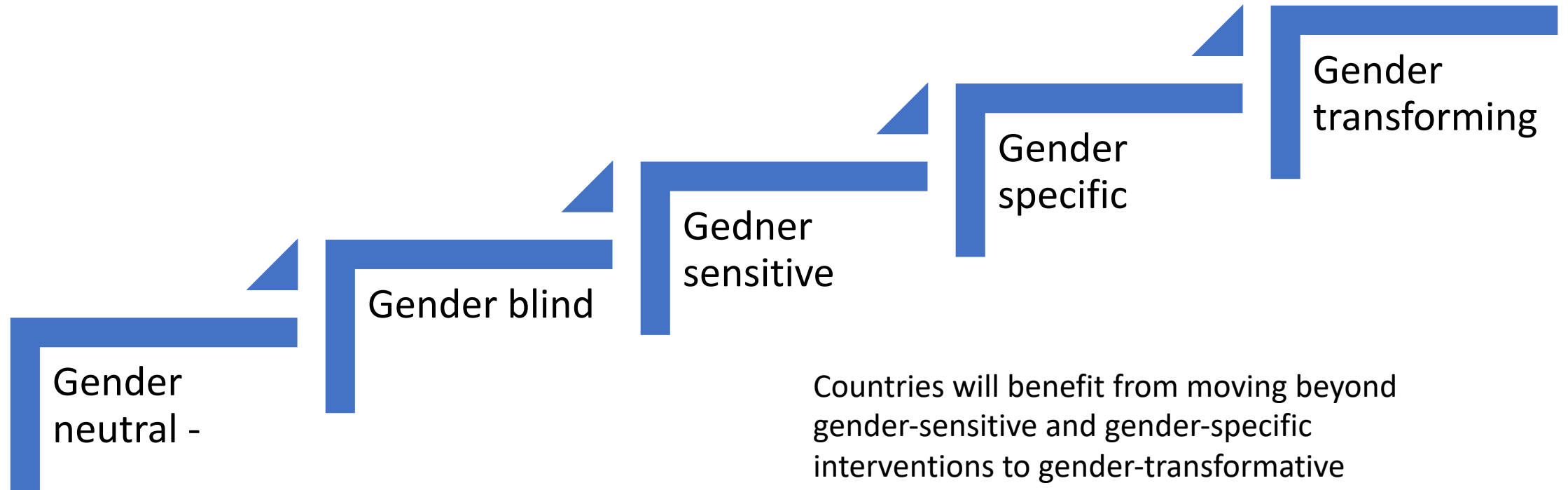
Framework of precarity of work: Kahancová (et al, 2020) multidimensional concept and identifies the six dimensions:

- 1. Income:** This dimension of precarity relates to the incidence of low income identified as income below two-thirds of median gross hourly wages. The concept of income captures the fact that on-demand platform workers often work on service contracts not regulated by relevant labour codes and are thus formally not in an employment relationship with wage entitlements.
- 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 and fluctuations directly derived from customer ratings and evaluation systems by the platform, and lack of employment protection in case of firing.
- 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 also 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 capacities required to organise precarious workers, or precarious workers themselves are not able to demand interest representation (Kahancova et al. 2020).

Stakeholders survey

- See the link on drive share with the draft survey

Approach from/incorporated the gender dimensions



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

WHO (Caregiving impacts on informal carers' health and well-being – a gender perspective, <https://eurocarers.org/publications/caregiving-impacts-on-informal-carers-health-and-well-being/>)

Outline of the national reports

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/soc

1.4.Employment contracts

1.5.Job quality - wages, working time, working conditions (concept of quality employment a

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

Interim meeting agenda in May

- Macedonia 2025 in charge
 - Online of **25 May 10:00 – 16:00 CEST**
 - Invitations
 - Chairing
 - Minutes
- Eleonore Kofman – feedback (will join during the day)
- Agenda:
 - Work done so far
 - First findings – what is possible to present?
 - Short presentation from each partners
 - Next steps – discussing national meetings, videos and final conference

AOB and next steps

- Dissemination of the demand survey (21 April onwards – 21 June)– all partners
- Finalising in the upcoming weeks:
 - lit- review and all the methodologies:
 - Demand survey – translations
 - Stakeholders survey - translations
 - Stakeholders database
 - Interviews national/EU
 - Focus groups – framework scenario
 - Outline of the national report
 - Analytical framework paper