PROMOTING THE INTEGRATION OF MIGRANT DOMESTIC WORKERS IN EUROPE

International Labour Office

MODULE VIII
Data Sources
and Statistics

ITC
International Training Centre

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Module VIII – Data Sources and Statistics – OBJECTIVES

To learn methods and concepts useful for detecting domestic workers through statistical tools and assess domestic workers' position in the labour market and their job quality

To be introduced to methods of assessing demand for domestic workers in national and sub-national contexts

To be able to outline roles and mandates of different government agencies and terms of references for private contractors involved in the design and implementation of surveys focusing on domestic workers. These include national and local authorities, national statistical institutes, research institutions and surveying companies

To be able to identify how to represent gender sensitive criteria, in defining quantity and quality of employment aspects, in occupational sectors generally dominated either by women (house-keeping services and elderly care workers) or by men (gardeners)

To be able to forecast needs of foreign workers in order to ultimately draw scenarios of labour market requirements both in the short, and in the medium to long term

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Module VIII – Data Sources and Statistics – KEY MESSAGES

The peculiar aspects of the employment relation of domestic work require an additional effort to spell out and define the employers and workers involved.

A very peculiar employer: the household

- Domestic work: work performed in or for a household or households.

- Domestic worker: any person engaged in domestic work within an employment relationship / being employed by and providing services for a private household. A person who performs domestic work only occasionally or sporadically and not on an occupational basis is not a domestic worker.

- Domestic work is included in the UN System of National Account (SNA) (corresponding industry category: ISIC – Division 95). Domestic work is a subgroup of employees (see ICSE): persons who work providing domestic services paid in cash or in kind in one or more housing units. Labour Force Surveys (LFS) and other household surveys are the best data collection instruments for this purpose. Time use surveys (TUS) are very useful to capture activities performed in the domestic realm (reproductive activities) and activities performed in the labour market (productive activities). They provide more accurate estimates of hours worked in total and in each activity, and more comprehensive information on multiple activities performed simultaneously or not. But they do not provide as much information as LFS do on the quality of employment. TUS are expensive and few countries have conducted surveys of this type.

- The strong linkage between migration and domestic work may be seen as centred on the following combination of facts: an increasingly large share of national women participate in salary work; this creates the demand for services previously supplied within the household; this demand exceeds supply by nationals who are often reluctant to engage in an occupation that is poorly paid and protected, with long working hours, with scattered access to social security and characterized by job and income insecurity.

- Two factors can counter the deterioration of wages and working conditions: an increase in the demand for elderly care (caused by the ageing of Europe) and the fact that European societies are rooted on social justice, thus creating an environment for social enterprises and organizations to flourish, representing rights of domestic workers and migrant domestic workers.

Difficult to detect

- Domestic workers are invisible, working behind closed doors, in the intimate spheres of households. This makes them difficult to detect, especially if they are in the informal economy. In principle, however, LFS and other household surveys are designed to capture all forms of employment, regardless of whether such work is registered with the authorities or not, irrespective of whether it is in the informal or formal economy, and whether it is carried out on a part-time or full-time basis.

- Sample surveys should be designed in such a way that the yardsticks of quality of employment of domestic workers are detected by interviewing not only the members of the household employing the domestic worker, but first and foremost the worker, preferably in his/her own dwelling, and in any case making sure that the responses are not monitored by her/his employer. This is particularly difficult considering that domestic workers often live and work in the same household employing them. It is not generally clear, however, whether domestic workers should be considered household members in the first place, even if they live in the same dwelling unit as their employer. The SNA defines a household as a group of persons who share the same living accommodation, who pool some, or all, of their income and wealth and who consume certain types of goods and services collectively, mainly housing and foods. Arguably, few employers share their income and wealth with domestic workers in the same way that they do with family members. So, in most cases, the "live-in" domestic worker is not considered as a member of the employer household.

Hard to interview

- Any research initiative on the domestic work sector should embed the study of different sources: to detect decent work deficits the quality of jobs in the sector should combine study of households both in their capacity of employers and in the capacity of units where domestic workers live, taking into account that a share of domestic workers live and work in the same household.

- It is difficult for interviewers to have an unbiased opinion about job quality if the worker is not given the possibility to express her/himself freely and confidentially. It follows that survey designers should develop techniques to conduct a separate interview with the worker out of the household, i.e. asking him/her to conduct the interview in the premises of a local association or trade union.

- In some cases, it will be also difficult to conduct a two stages interview as described above, as the worker may be a victim of forms of forced labour, which restrict: i) their free movements; ii) their capacity to assess and judge some aspects of the quality of their job. The survey designer will take into account the following aspects of forced labour which may prevent domestic workers from answering: abuse of vulnerability, deception, restriction of movement, isolation, physical and sexual violence, intimidation and threats, retention of identity documents, withholding of wages, debt bondage, abusive working and living conditions and excessive overtime.[1]

1. Because they work in households	2. Because it is difficult to objectively estimate the monetary economic value of their services	3. Because migrant workers are over-represented in the sector and this exposes them to the informal economy

The difficulty to detect these workers makes domestic workers difficult to count. Estimates of both domestic workers and economic equivalents of the services they provide are key to:

1. Assessing labour market needs by national and local authorities;	2. Providing skills needs assessment for those occupations requiring standards of educational attainments and vocational competencies;	3. Assessing needs of foreign workers vis-a-vis specific patterns of national and local labour force participation;	4. Designing of accreditation and contracting training systems for Vocational Education and Training providers.

1. ILO Indicators on forced labour, Special Action Programme to Combat Forced Labour, Geneva 2013

Understanding evidence from domestic workers surveys

This module outlines the cycle leading policy makers, social partners organizations and civil society practitioners to:

- Identify research and policy questions,

- Assess existing statistical sources of information,

- Extract information from statistics of administrative sources,

- Design ad-hoc surveys to fill-in information gaps,

- Appraise statistics of domestic workers based on relevance,

- Identify consistent criteria.

Statistics should be actively used in the design of census, survey and administrative data sources. Even if they are not statisticians or quantitative economists by background, the variables identified through questionnaire design, the way questions are phrased in local language and the bottlenecks the sampling process may be subject to, are aspects that should be controlled by not only statisticians but by the institutions / researchers who will conduct the analysis of the data.

Identify Research Questions

Institutional set-ups

The first issue to be addressed relates to the scope and coverage of the research to be conducted. Experience proves that policy-oriented studies, that have an impact on policies and institutions, have to be closely designed with local decision-makers, with the view of ensuring local "ownership" of the study.

For studies on domestic workers, it is important to involve the following in the definition of the terms of references:

- the Ministry of Labour, as well as the agency in charge of vocational education and training;

- the Ministry of Interior;

- Social partners and civil society organizations which represent domestic workers and international migrants.

Whatever the geographical coverage of the study (national, subnational), the issues to be addressed are often revolving around the same questions, while the sources of information may differ. National sample surveys, from which official statistics are calculated, usually provide information related to quantity (ie. demand for domestic labour workers) composed of two main factors:

– number of workers currently employed for domestic work
– additional demand for domestic workers over a given period of time, ranging from 1 to 15 years in policy-oriented studies

The incidence of informality of labour in domestic work invites analysts to distinguish between formal and informal stock of domestic workers. Informal employment is characterized by the lack of basic social or legal protection, or employment benefits (see ILO definition), and can be computed from Labour Force Surveys (LFS) and other household surveys. Formally-employed domestic workers can be counted in different ways:

• First, the number of persons identified as domestic workers in a certain country/region/municipality in a direct way through sample surveys (people declaring to be employed in this sector);

• A second estimate can be drawn by looking at how many households declare to employ domestic workers, and how many hours of work households-employers declare. The estimate should be calculated by hours equivalent, given that the same domestic worker can perform services for different households. The estimate should be working hours by type of service / occupation and can be reconverted into "number of workers" equivalent depending on average yearly, monthly, weekly and daily hours. The latter depend on national and local contexts.

• The third estimate can be drawn by using administrative data, and in particular the number of contracts registered by authorities (tax authorities, for instance) within a year, adjusted by accounting for labour turnover implications in the sector. Labour turnover implications are studied by looking at how many labour contracts are registered within a year for the same worker, for instance working for different households. This is required, again, to control for the several cases in which the same worker may be providing labour services in two households in the same year, or may have two separate simultaneous employment relations with more than one household during the same year.

Overall, however, it should be noted that LFS and other household surveys should be the preferred data collection instruments to capture both formal and informal domestic workers. It is also important to keep in mind that it is impossible to capture informal domestic workers from administrative records.

Previous studies suggest that it may be useful to compare the employment patterns of workers directly employed by a household with those of workers employed by social cooperatives of domestic workers managing their time in different households. The joint study of these employment patterns may be useful to reach a synthetic figure to express this component of the demand for labour, both headcount (number of persons/workers formally-engaged in domestic work) and number of hours required by the overall sector, by selected typologies of household and by occupational class (elderly care, child care, housekeeping, gardening, driving services, etc.).

Formal estimates have to be appraised and adjusted looking at the incidence of informality in the labour market of domestic workers. To assess unobserved phenomena such as informality of work in the household, techniques may vary depending on the context. LFS and other household surveys are considered by the ILO to be the best instruments to measure informal employment accordingly.

Operational definitions of domestic workers

The two central elements defining domestic work are: it is performed within an employment relationship and in or for a household (i.e. regardless of the specific tasks that the domestic worker performs).

Additionally, in this section, we look at the notion of labour equivalent of services "conducted in households which are different from that of the worker". In order to arrive at a reliable and verifiable estimate for the number of domestic workers in a certain country or in a certain sub-national territory, the following criteria have to be spelt out:

- Institutions and authorities involved have to clearly define the term. Three important issues have to be addressed. Firstly, clarity in the definition of the term "domestic worker" has to be achieved, and this definition needs to be translated into statistical terms. There already exists a statistical definition of domestic workers which corresponds to the definition of the Domestic Workers Convention No. 189 (2011).

- Secondly, suitable data sources have to be identified, eventual gaps have to be translated in data collection plans, and statistics need to be gathered.

- Thirdly, based on a solid methodology that takes into account the data gaps arising from informality of labour in certain local contexts, national figures need to be aggregated to obtain sectoral estimates and other figures capable of informing policy decisions.

Translating the term "domestic workers" into an operational, statistical definition enables us to compile data which are comparable to those of other analyses conducted in other countries/regions. This helps analysts move from statistic to indicators, which means: moving from a mere figure expressing a quantity to another qualifying the magnitude of an issue vis-à-vis similar/other contexts.

Domestic workers are not a homogenous group – they perform tasks as varied as cleaning, looking after elderly people or children, guarding the house, chauffeuring, gardening and cooking, among others. Nevertheless, in spite of the heterogeneity of tasks performed, all domestic workers share the feature that they work for a private household.

As stated above, the two central elements of this definition are that domestic work is performed within an employment relationship and in or for a household (i.e. regardless of the specific tasks that the domestic worker performs).

To ensure comparability across time it is important to maintain a definition which is comparable with that used in previous surveys, but similarly it is important to adopt a definition which helps authorities to draw policy implications to adapt policies and programmes that succeeded in countries with similar circumstances. There may be a trade-off between comparability with previous data and alignment with standards adopted elsewhere, and statisticians, analysts and decision makers have to be aware of that.

The International Standard Industrial Classification (ISIC), in its still widely-used Revision 3.1, matches the concept well. Its Division 95 "Activities of private households as employers of domestic staff" includes:

[...] the activities of households as employers of domestic personnel such as maids, cooks, waiters, valets, butlers, laundresses, gardeners, gatekeepers, stable-lads, chauffeurs, caretakers, governesses, babysitters, tutors, secretaries etc. It allows the domestic personnel employed to state the activity of their employer in censuses or studies, even though the employer is an individual.

The main advantage of this approach is that it draws on the common characteristic of all domestic workers, i.e. that they are employed in or by a household, rather than on the type of task they perform. In fact, many of the occupations listed above can also be performed outside the home. Although some occupations are predominantly performed within households, this makes it difficult to distinguish domestic workers from other workers solely on the basis of their occupation. Another advantage of the industry-based approach is that it imposes relatively low requirements on the level of detail of statistical data (a disaggregation at the

one- or two-digit level is sufficient). One digit statistics provide broad sectors, such as managers, clerks, technicians, whereas two digits disaggregation describe more precisely the type of work performed often with reference with the specific industry the worker is engaged in.

The main drawback of the industry-based approach is that domestic workers who have an employment contract with a service agency, rather than with a household, are in theory, excluded from the scope of Division 95. This is a serious concern in some European countries where the work schedule of domestic workers is often organized by social cooperatives or other types of social enterprises. However, in practice, domestic workers deployed by an agency to a private household are often included in this division due to the lack of a suitable alternative category. Therefore, the risk of undercounting this particular group of domestic workers is small (statistical agencies tend to use Division 95 to classify agency workers).

There are alternative ways of identifying and counting domestic workers, namely, the task-based approach, the status-in-employment approach and the household-roster approach. A serious analysis should take these into consideration, especially in contexts as complex as the European ones, where the sector is organized in complex ways; the status-in-employment approach is useful, and for many countries delivers the same results as the industry-based approach, but the distinction between domestic workers and other employees is not commonly made outside Latin America. The household-roster approach can be used to identify domestic workers who live in their employer's household. However, it does not capture live-out domestic workers, who do not stay with their employer, but have their own household and commute to work.

Once data are collected in official household surveys, such as the national Labour Force Surveys, statisticians are in charge of making them available from cross-tabulations of total employment by branch of economic activity and sex, which are found in national statistical databases and publications from official institutions. These refer to the main job-holding of all currently employed persons, and it is important to bear in mind they exclude some categories of workers such as occasional tutors or babysitters, as well as all those engaged in domestic work in second-jobs.

Data Sources

A discussion about sources is also of critical importance, as data provided by NGOs or other ad-hoc surveys differ by definition from those which may be available in official sources.

For most countries, tabulated data from labour force surveys (LFS) and other household sample surveys are available as sources. In some instances, detailed employment data by economic activity were only found in census reports, mainly dating back to the last round, and taking into account that censuses are conducted every ten years, some of these data may be of very limited use for policy design.

It has to be noted that the high incidence of migrants over total domestic workers may call analysts to integrate analysis with implications drawn from administrative records, such as statistics from work permits, social security databases and other registers such as border control. Undocumented migrant workers are a potential source of underestimation of domestic workers. These workers might not be captured in surveys that rely on household registration data to build their sample frame, and even when they are sampled, they might be reluctant to provide any information that would reveal their irregular status to a government official and may therefore refuse to participate in an interview.

Labour force surveys and other household surveys – the main data sources – have the advantage that they are based on a representative sample of all households in a country, and are designed to capture all forms of employment – regardless of whether such work is declared or not, irrespective of whether it is in the informal or formal economy, and whether it is carried out on a part-time or full-time basis. However, a possible weakness of household surveys is that interviewers might fail to recognize domestic workers as such (and believe misleading answers such as "This is just a cousin"). This backdrop can be mitigated by inserting specific modules on domestic workers in some of the rounds of the LFS. This gives the chance to go in to details about aspects of quality of employment, which are peculiar of the sector and at the same time not needed in all rounds of LFSs.

Detecting quality of domestic workers' working conditions through a labour force survey

Health Care Domestic Work Case Study *

A. Role play

The objective of the Role Play is to help participants familiarize with the process behind the collection of statistics. Statistics collected through sample surveys are aggregated from interviews, usually run at the households' level. The interview follows a questionnaire. Participants will better understand how important is that decision makers properly formulate the questions to be run to respondents; they will also experience the challenges encountered by interviewers through a role play simulating the interview process.

The case studies are taken for the health care sector, encompassing cases of multiple employment relations, forms of irregularity of employment and other forms of decent work deficit. In one of the case studies, the employee is also engaged in tasks belonging to different occupational classes, performing both elderly care and housekeeping tasks.

Participants are split into two groups, each focusing on one fictional domestic worker case study. Each group has two sub-groups:

Group 1: Svetlana	
Group 1A studies the profile of Svetlana	Group 1B studies the labour force questionnaire
Group 2: Mel	
Group 2A studies the profile of Mel	Group 2B studies the labour force questionnaire

Facilitators help participants from groups 1A, 2A to familiarize themselves with their respective domestic worker profiles. At the same time, facilitators help participants from groups 1B, 2B to familiarize themselves with content of the questionnaire.

This should take 20 minutes.

Once the groups are ready, the role play can begin. The role play consists of the simulation of an interview between a domestic worker and an interviewer.

Each sub-group nominates a representative who will act in the role play (for example, one person from group 1A acts as Svetlana while one person from 1B acts as the interviewer).

The simulation starts with an introduction sentence in which the interviewer, someone from one of the sub-groups B, explains to the domestic worker, someone from one of the sub-groups A, the objective of

* Tailor made for European countries and other countries running a Labour Force Survey.

the survey (to better understand domestic workers' sector, improve its conditions of work, mechanisms of recruitment, etc.).

The interviewer then acts out the interview, question-by-question, with the domestic worker answering the questions.

Having studied their case profile, the person acting as the domestic worker is entitled in answer the questions as realistically and pragmatically as possible, taking into account the particular background of the profile they are representing. If the circumstances call for it, it may be appropriate for the domestic worker to lie or withhold information from the interviewer (for example, if the person is partially engaged in undeclared work, they may not want to mention it). This is a factor that real statistical analysts have to deal with.

This should take 30 minutes.

B. Survey analysis

After the role play has taken place, the two groups discuss the findings of the interviews, with the interviewers leading the discussions. Among the things they should highlight are:

- Which were the questions most relevant to detecting conditions of work?

- Which were the questions that did not apply in certain cases?

- Are there missing questions which are important and not considered in the questionnaire?

- How can a national system of professional certification be a barrier to achieving decent work of migrant domestic workers?

This will also be the appropriate moment for the persons who acted as domestic workers to reveal which, if any, were the questions in which they chose to withhold information. Discuss among the group, why certain questions were withheld, and how can survey analysts take this into account in their work?

Groups are to write down their findings on a flipchart.

This should take 20 minutes.

C. Group discussion

Each group then presents their findings to the whole class by means of flipcharts. A discussion then follows on from each of the groups' findings.

Among others, issues to be discussed could be:

How selected questions should be adapted to different national contexts based on the experience of participants in their own country (for instance, in some countries, the presence of social cooperatives and standard contracts for domestic workers require to adapt the question on the hours of work, which can be detected daily or weekly. The same for the question on wages: in some countries, for some categories of workers, the wage rate is fixed hourly, for others monthly).

This should take 20 minutes.

Cases

Svetlana	
Sex	Female
Status	Migrant worker from Moldova in an irregular situation
Age	45
Employer(s)	One employer
Tasks	She cooks, cleans and takes care of a 65-year-old woman who lives alone in the household
Contract(s)	Svetlana has no written contract
Working hours	She is always on call. She has one day off a week. So in theory 144h/week.
Wages	€600/month + accommodation and meals provided
Qualifications/experience	She was a teacher in her country of origin
Family situation	Her family stayed in Moldova
Support network	She recently joined a Trade Union
Other facts	She is living in the household of her employer. Recently, the Government of Middle Land has announced that it will proceed to regularize all irregular migrant workers in the country.

Mel	
Sex	Male
Status	Migrant worker from the Philippines in a regular situation
Age	35
Employer(s)	Several employers
Contract(s)	With one employer Mel has a contract, with other he does not
Tasks	For one employer he takes care of an 80-year-old person 25h/week (contract). For the other he takes care of a 92-year-old person and also cooks and cleans the house where he works part-time - around 10h/week (no contract)
Working hours	+/- 35h/week in total (but partly declared)
Wages	€9/hour for both employment relationships
Qualifications/experience	He gained the Health Related Professional (HRP) qualification by the Middle Land Ministry of Health
Family situation	He lives in Arcadia province with his family
Support network	Belongs to an association of community services led by a group of Filipino domestic workers

Questionnaire

In previous parts of the questionnaire, the person declared to be a domestic worker in the elderly care sector.

Introduction by interviewer:

Dear Sir/Madam, This questionnaire is anonymous and will be used to improve policies and labour market governance, and specifically the quality of domestic workers like you.

1. Sex:

M ☐;   F ☐;

2. Age

|___|___|

3. Place of birth

- Province di Arcadia ☐
- Other province of Middle Land ☐
- Outside Middle Land ☐
- If outside Middle Land, please specify

....

4. Highest educational attainment achieved:

- No title or primary school ☐
- Lower secondary education ☐
- Vocational training degree ☐
- Higher secondary education ☐
- Tertiary education ☐
- Post terrtiary education ☐

5. ONLY FOR FOREIGNERS.

How many years of schooling are necessary in your country of origin to obtain your highest educational attainment?

|___|___|

6. Current job:

6.a Title:

- Basic Assistant (BA) ☐
- Health Related Professional (HRP) ☐
- Other (foreign certification) ☐
- No formal title ☐

6.b Type of contract:

- Permanent ☐
- Fixed term ☐
- No written contract ☐
- Other (specify)

....

6.b For how many employers do you work for?:

- Permanent ☐
- Fixed term ☐
- No written contract ☐
- Other (specify)

....

7. Hours of work

7.a Average weekly hours of work (including hours additional to core hours in the contract)

|___|___|

7.b How many hours would you like to work every week (with proportional variation with income. More hours, more income, same wage rate)?

|___|___|

7c How long does it take to reach your workplace (in minutes, one way only)

|___|___|___|

7.d Hours additional to those agreed in the contract worked per week.

|___|___|

7.e Are additional hours paid?

|___|___|

7.f Weekly days of work

|___|

7.g Number of months of work during the year, included annual leave, if paid

|___|___|

8. Do you work in shifts?

- Yes, always
- Yes, sometimes during the year
- No

9. Monetary compensation (with reference to the past 12 months)

9.a What is the net income receive per month?

€ |__|__|__|__|

9.b How many monthly wage do you receive over the past year (last 12 months)?

|__|__|

9.c If you are paid on a wage

10. Past work experience

10.a Years at work for the same household

|__|__|

10.b Years at work for other household in Middle Land

|__|__|

10.c Year at work for professional health care institutions in or outside Middle Land

|__|__|

10.d Other years of experience developed in other health related professions (hospitals, etc.)

|__|__|

10.e Total years of professional experience

|__|__|

11. Career prospects

11.a Do you have a HRP?

Yes ☐   No ☐

11.b (If BA) Do you plan to obtain a HRP?

Yes ☐   No ☐

11.c (If HRP) How do you judge the difference in monetary and non-monetary compensation since you have obtained the HRP qualification?

1. Unsatisfactory |__|
2. Satisfactory |__|
3. Good |__|
4. Very good |__|

11.d (HRP) What is the difference in net wage since you obtained the HRP?

|__||__||__||__|

12. Job search

12.a Are you looking for a job?

Yes ☐   No ☐

12.b if Yes, why?

- Fear to lose this job   ☐
- Precarious contractual arrangements   ☐
- Lack of paid annual /sick leave   ☐
- Looking for a better paid job   ☐
- Looking for a job responding to my qualifications   ☐
- In this job i do not learn   ☐
- I do not like this job   ☐
- This job is too tiring   ☐
- Too long hours   ☐
- I do not like how my employer treats me   ☐
- I look for a job that can better reconcile my family responsabilities   ☐
- I have problems with other domestic workers in the household ☐
- I am looking for an additional job   ☐
- Other (specify)...
  ....

13. Are you member of a Trade Union?

- Yes (go to 14)   ☐
- No, but I want to enrol (go to 14)   ☐
- No, but I was a former member (go to 15) ☐
- Yes, but next year I will cancel my enrolment (go to 15)   ☐
- No (go to 15)   ☐

14. Why are you enrolled or you want to enrol (one answer only)?

- Because the union protects my labour rights   ☐
- Because all my friends and colleagues are enrolled   ☐

15. If you are not enrolled, why? (One answer only)

- Because the union does not protect my labour rights   ☐
- Because the union is more interested in politics rather than protecting members' rights   ☐
- Because there is little democracy or participation in the choices of claims   ☐
- Because I prefer to negotiate with my employer independently ☐
- Because I am unsatisfied by the national contract   ☐

16. Middle Land has a contract for Health care domestic workers. Do you know it?

Yes ☐   No ☐

17. Could you share with us the reasons why you chose to be a domestic worker and specifically to work on health care services?

(1= not important;
2= of little importance;
3= fairly important;
4= important;
5= very important)

- I am interested in working in this industry (health care in private households ☐
- When I found the job, I know friends working in this industry ☐

- I used to know the family I am working for ☐
- I liked the way the family treated domestic helper ☐
- It is coherent with my prefessional qualification ☐
- I could learn a lot ☐
- Working conditions (working hours, flexibility) offered could help me reconcile work with family and personal interests ☐
- I needed a job and this was the only possibility (or the best) I was offered ☐
- I was attracted by the monetary compensation by the career chance to get a job in a public health care institution ☐
- It was safe stable job ☐

Conclusions

After the role play, participants will have:

- Familiarized with the process of data collection, consisting in running a structured questionnaire to a respondent to detect certain aspects of their working life.

- Identified a number of issues in the management of labour survey relating to a specific sector – the domestic workers' care sector – which is often over-represented by migrant workers and constitute one of the key socio-demographic challenges ahead in the decades to come.

- Get acquainted with techniques to detect working and living conditions vis a vis skills patterns and accreditation of skills system. Reflect on aspects of informality of employment, such as irregular work, undeclared hours of work, lack of protection by the Labour Code, as well as tasks performed by domestic workers which are considerably different from those in the job description (cleaning, housekeeping for health care professionals) and their impacts on data collection.

Module VIII – Data Sources and Statistics – FACT SHEET

This section of the module is aimed to consolidate the issues and recommendations learned throughout the module.

Statistics on domestic workers

- Not only statisticians should be able to control the design of research initiatives on domestic workers, but questions of interests should be identified in a participatory way with social society organizations and with the civil society;

- Research questions and sources to be used should be closely identified with decision makers, so as to ensure that analytical findings have a chance to be translated in to changes in policies, institutions and lower levels national and local mechanisms of recruitment;

- National sources provide estimates of domestic workers useful to understand the incidence of the sector over total employment;

- They provide data disaggregated by age and sex, nationality (national/foreigners/foreign born) and sub-occupational classes to understand composition of sectoral labour markets, such as age and gender specific decent work deficits;

- In addition to official statistics, the Government, the social partners and the civil society may be interested in strengthening the evidence on domestic workers, to understand how to better design policies and programmes, amend high level legislative framework and lower levels procedures and regulations to improve the formulation of specific interventions in targeting programmes to individualized needs, as well as employment and social services;

Questions to be addressed in designing ad-hoc data collection initiatives

- How many workers will be needed by the sector in the short (12 to 18 months) and in the long term (5 to 15 years);

- Short term labour market needs assessment tools should combine employers (in this case households employers) surveys which combine retrospective with forecasting approaches. The former relates to the needs experienced by sector in the past 12-18 months, the latter to the needs households foresee they will experience in the next 12-18 months; these assessment tools have to be combined with macro approaches to align skills needs (usually detected by micro surveys) with more general implications on quantity of employment (usually best assessed through official statistics in national sample surveys (Labour Force Surveys and Household Budget Surveys in Europe);

- Long term labour market needs assessment tools should embed a country specific strategy to translate ageing and socio-demographic factors in to demand of domestic workers, using both number of workers and hours of work proxis as outcome variable;

- Given the overwhelming incidence of international migrants on total number of domestic workers, analysts should provide estimate of needs for foreign labour embedded in the projections and forecasts of domestic workers;

- Specific data collection initiatives should control for quality of employment indicators, such as wages, disposable income before and after taxes and transfers, working conditions, rights at work and, specifically for the domestic workers sector, exposure to exploitative forms of work such as forced labour and trafficking (template questionnaire attached to the group work);

- Questions to understand differences in quantity and quality of employment of domestic work should be able to provide information on the employment relations and on the intermediaries involved in the recruitment (foreign and national), employment relations (private employment agencies, social cooperatives), private and public training providers, as well as other the Labour Inspectorate, the Public Employment Services and the institutions in charge of Vocational Education and Training;

- Questions should be included to understand the coverage of national labour market institutions such as the social security, the standards on occupational health and safety, and all other deemed relevant according to local and national circumstances;

- Mechanisms of coordination between different local, national and international institutions should be enhanced to disseminate good practices and align concepts and methods for mutual comparability and institutional learning.

Strong sampling and analysis of results to increase the credibility of results in policy dialogues

Italy

The Municipality of Modena developed a survey on domestic workers which the appraisal of 18 dimensions of working conditions most relevant for domestic workers. Synthetic indicators on working conditions are calculating using fuzzy techniques, weighting relevance of each yardstick of quality of employment based on the specific employment relation of the domestic work sector. Analysis is conducted controlling for different subsamples of domestic workers i) engaged in free lance employment; ii) contracted through social cooperatives managing the time of domestic workers; iii) contracted through Private Recruitment Agencies; iv) casual domestic workers performing their duties as a secondary economic activity. Another interesting aspect of this survey is that the population of interest is drawn as a subset of households from the Bank of Italy household survey. This proved to be effective in advocating the credibility of results with local authorities and social partner organizations.

Assessing gender based gaps in gainful employment of Domestic Work

EUROSTAT conducted an analysis on some sub categories of domestic workers to better understanding gainful employment between women and men in the sector.

As mentioned in previous parts of the seminar, time allocation findings may be useful to understand employment gain, and consequently career prospects of the persons engaged in domestic work. To provide an example, it is interesting to see the findings of a study, which matches results in the sector with a broader view on gender- and age- implications for career prospects of these workers.

The categories chosen are household work, errands, do-it-yourself, care of children and of adults. Results show that economic activities in these sub-occupational classes take up more time than gainful work/study in Belgium, France, Estonia and Hungary and less time in Norway, the United Kingdom and Finland.

The fact that the age group of the population surveyed is different is also a factor influencing the results.

In the countries where the survey is restricted so that very young and very old persons are excluded, the average time for gainful work/study is higher, pointing at an age-based factor of discrimination under the criteria of "equal monetary remuneration for equal work". This is the case especially for Sweden and to some extent for Denmark (Sweden age 20 - 84 and Denmark age 16 - 74).

In Sweden, on an average day over a whole year, 49% of men and 37% of women perform gainful work and the corresponding figures for Denmark are 45% and 37%, while the percentages for other countries are generally lower.

For women and men the division of the time between the two types of work is very different. In all the countries, men devote more time to gainful work/study than to domestic work. On the other hand, the time used for domestic work of women is on average higher than the time in gainful work/study in almost all the countries, except for Denmark and Norway, where this time is nearly the same.

Note that these divergences reflect partly differences between men and women in employment and part-time employment rates in the various countries. Estonia, Hungary and Slovenia show the highest time for domestic work - in particular among women.

Understanding future trends in demand for Domestic Workers based on macro socio-demographic trends

France

The PSED is an initiative on Economic Demography, jointly organized by the Department of Economic Demographic at INED, University Paris 1 - Paris School of Economics and University Paris-Dauphine with the support of the Labex OSE- Ouvrir la Science Économique, the Chaire "Transitions démographiques, transitions économiques" and the Chaire ENSAE-Groupama. The demand for domestic workers should not be appraised together with usual industry-based extrapolations of results from past estimates of workers in a industry (retrospective economic approach), but rather by exploring changes in society, society ageing profile and labour force participation patterns brought about by new mechanisms of family formation and disruption.

1. When conducting sample surveys, statisticians should preferably conduct interviews with domestic workers

   a. In their own dwelling

   b. In the household employing them

   c. In the presence of their employer

   d. Without the presence of their employer

2. Survey designer should take into account the aspects of forced labour which may prevent the domestic workers from answering

   a. At all times

   b. Only when there is reasonable suspicion that forced labour may be occuring

   c. Never, as surveys are not helpful for detecting instances of forced labour

3. Estimates of both domestic workers and economic equivalents of the services they provide are key to:

   a. Assessing labour market needs

   b. Provide skills needs assessment for those occupations requiring standards of educational attainments and vocational competencies

   c. Assessing needs of foreign workers vis-a-vis specific patterns of national and local labour force participation

   d. All of the above

4. Formal domestic workers can be counted in which of the following ways:

    a. In a direct way through sample surveys (people declaring to be employed in this sector)

    b. By looking at how many households declare to employ domestic workers

    c. By adding-up the total number of people registered with a domestic worker's union

    d. By using administrative data, and in particular the number of contracts registered by authorities

5. Tabulated data from labour force surveys (LFS) and other household sample surveys are available as sources

    a. In most countries

    b. In a few countries

    c. Every year

    d. Every 10 years

Responses to the quiz

1. The correct answers are a) and d)
2. The correct answer is a)
3. The correct answer is d)
4. The correct answers are a), b) and d)
5. The correct answers are a) and d)

Notes

European Commission

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