

European Dossier Series

## Domestic work in Europe: a fast-growing sector



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DOMINA Domestic Work Observatory

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Domestic work in Europe: a fast-growing sector

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## **Introduction**

*by Lorenzo Gasparrini, General Secretary of DOMINA – National Association of Domestic Work Employer Families*

Domestic caregivers are a crucial resource. The pandemic has furtherly underscored what domestic work employer families and providers in the sector already knew: the caregiving sector is critically important. The chances brought by longer life expectancy, difficult work-life balance, low birth rates and the increasing presence of women in the workforce have once again underlined the indispensability of caregivers.

This phenomenon does not only characterize the Italian panorama but it is widespread throughout all European Union societies: data show that this sector has acquired relevance both at the national and European level. Having witnessed such an expansion of the phenomenon and thanks to our positioning of privileged observer within the sector, we decided to widen the aim of the DOMINA National Observatory research project so as to include in our analysis all European Union member states. Widening the scope of the study allows for more far-sighted and informed strategy-making.

Our objective is to build a dataset that allows for comparison within the sector and enables the study of different European welfare systems in order to identify good practices to be applied nationally. Furthermore, such data will support foreseeing incoming challenges in the domestic work sector related to demographic and social changes.

The 189 ILO Convention on Decent Work for domestic workers (2011) still represents today a milestone for setting the standards of domestic workers' occupational conditions internationally. Since the ratification of the Convention, a stronger light has been shed on issues related to the domestic work realm. Nevertheless, its sector is still in turmoil as it is deeply impacted by demographic, social, migratory and economic shifting dynamics. The evolution of domestic work, considering its workforce, the costs for European families and the concerning legislation, makes it mandatory to intervene on multiple fronts and thus overcome national borders in order to address its international aspects.

Such "revised" research will build on from some key elements: How are European countries'

welfare systems structured? Which demographic shifts impact on the sector? What are the elements of the public social expenditure? To what extent does the domestic work sector affect the European economic scenario?

Our Domestic Work Employer Association wishes for this research project to become a new tool useful for all those parties who are either directly or more subtly connected with the European domestic work sector. The aim is to grow stronger together while respecting human, as well as workers' and families', rights and dignity.

## **Abstract**

*by Massimo De Luca, Lawyer – Director of DOMINA Observatory on Domestic Work*

The effort of comparing domestic work internationally faces a first obstacle in the fact that welfare and caregiving services acquire different connotations according to the different welfare systems and socio-economic contexts. Put differently, we can say that differences among various welfare models, due to specific social, economic, and cultural contingencies, arise on national policies. This report wishes to underscore the differences and characteristics of the various European systems relating to the management of the caregiving sector.

The Report illustrates four main European welfare models: all EU countries belong to either one of these identified “frameworks,” allowing for a more schematic and simplified view of some common characteristics.

In fact, European countries show different situations at the demographic, economic and social level. On average, if the European population is projected to decrease by 5.2% within the next 50 years, northern and continental countries display a less marked trend compared to eastern and Mediterranean countries. Inevitably, this will also affect the overall population structure with an increase of the elderly population in southern and eastern European countries.

Such a change is going to imply a different management of assistance and caregiving services. In Mediterranean countries extended family networks and traditional house ownership makes it preferable for elderly to be assisted at home. Furthermore, as welfare is strongly entrusted to families, domestic work is more widespread in such countries. On the contrary, in Northern Europe, the different role of public institutions and the distinct familial organization make domestic work less common.

Overall, in 2020, in the EU27 there were almost 11 million caregiving workers, representing 5.5% of the total workforce. The most consistent group is constituted by non-residential family assistants (4.9 million), followed by residential workers (4.0 million). Domestic workers were 1.9, thus representing 1% of the total workforce.

At the economic level, in 2020 the domestic work sector has produced and added value of 39.4 billion of euro, which is 0.33% of the total of EU27 area, with the highest peaks in Italy and Spain.

The detailed analysis of each European country is provided by the 27 national infographics and it offers a complete and updated framework of the European scenario.

## Methodological note

One of the main difficulties in the European domestic work analysis lies in the differences among workers in the various contexts and, consequently, in the disparate “categorization” of workers given by national datasets. For example, as in some countries domestic workers are hired by intermediary agencies – or, more recently, through digital platforms – the comparison of the phenomenon among countries becomes more problematic.

At the international level, the International Labour Organization (ILO) has implemented a project of homogenization and monitoring of the various realities starting from the endorsement of the 2011 Convention on domestic work. That is why the international comparison offered in the first chapter is based on ILO’s reports.

The EU area is also visibly diversified. The description of the different welfare models takes after a study carried out from 2018 to 2020 by the Ad-PHS European project that shed light and identified the welfare systems in 21 European countries. Whereas, the present study stretches its aim to include all 27 EU member countries, identifying for each of them a welfare reference model.

Considering what has been elucidated above, it has been decided that the data analysis summarized in the 27 countries’ infographics should be based on the Eurostat database so to obtain and provide homogeneous and comparable data.

Data concerning the resident population provide an idea, until 2021, on the variegated panorama related to the number of residents and foreign population within the European panorama<sup>1</sup>.

The demographics projections of 2070 are set on the “baseline projections,” meaning that it has been realised considering current birth, death and migration rates<sup>2</sup>.

Lastly, the most delicate aspect concerns the comparison among domestic workers of the different European countries. As previously underlined, domestic work is markedly widespread

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<sup>1</sup> Member states communicate their data to Eurostat by 31 December of each respective year, according to the 1260/2013 regulation on European demographic statistics. Data are then conventionally published by Eurostat as population of 1 January of the following year (respective year + 1).

<sup>2</sup> The EUROPOP2019 demographic projections are the last Eurostat demographic projections produced at the national level for the 31 countries: the 27 European Union member states (EU) and the four European Free Trade Association (EFTA) countries. Projections extend from 2019 to 2100.

in countries characterized by a Mediterranean welfare, whereas in other realities is it less prominent and it is thus more difficult to observe. The study included workers with at least 15 years in the T97 sector, namely "Activities of domestic employer families." For a comparison with other workers in other care services, the Q87 sector, concerning "Residential care services," and Q88, "Non-residential care services" have also been taken into consideration.

In each country's infographics, the annual data concerning the European Union workforce survey (EU-LFS) are compared. In particular, workers belonging to different NACE<sup>3</sup> codes are juxtaposed for comparison. Q87 workers are analysed herein, that is, those employed in residential care services, workers employed in residential health care services associated with nursing, supervision or other services, according to the needs of residents. Workers employed in non-residential assistance (Q88), namely all services that do not entail board and lodging and domestic workers managed by domestic employer families (T97). Likewise, to analyse the economic impact of the sector, the Added Value stemming from sector T, "Activities of domestic employer families," was used to be compared with the Added Value of all economic activities.

Table 1 summarizes the three categories of workers in the care and assistance sectors considered by this report. Although it is possible for some care workers have not been included in these analyses (for example, autonomous workers rendering their services in families), nevertheless, we can argue that more than 90% of care and assistance workers are covered by these categories.

The Eurostat dataset allows for a comparison among countries. However, it is possible for values originating from national datasets to differ. For instance, in the Italian case, in the INPS domestic workers dataset the statistical unit of measurement is represented by the domestic worker who has received at least a pay contribution in the year and that such contribution has been certified by a payment or compulsory reporting (for reference see the DOMINA Annual Report on Italian Domestic Work<sup>4</sup>). Data analysed in this report originate from the European Union Labour Force Survey (EU-LFS). It is the broadest sample survey of the official European statistics and the main source of information on the workforce. The survey has the aim to obtain insights on the labour market through a series of individual interviews to families. It is the worker to self-declare his or her own occupation. Thus, the results of the two datasets (EU-LFS and INPS) are not

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<sup>3</sup> NACE is the standard European classification for productive economic activities. It is a general classification system used to systematize and standardise definitions concerning economic/industrial activities of the European Union member states.

<sup>4</sup> <https://www.osservatoriolavorodomestico.it/> - English version

comparable as they derive from different sources, a sample one and an administrative one. However, European countries’ data originating from the same source (Eurostat) still offer a viable ground for comparison.

An estimate of the number of domestic workers has been used – based on national data – for those countries where the domestic workers’ figures are not available. The lack of such data is due to the scarce presence of workers managed by employer families and therefore the focus will not shed light on the characteristic of domestic workers but rather the evolution of workers in residential and non-residential assistance. Lastly, data concerning the social expenditure trace back to the Eurostat ESSPROS<sup>5</sup> dataset, while those regarding the added value originate from Eurostat national accounts<sup>6</sup>.

**Tab 1. Workers’ categories of caregiving sectors**

RESIDENTIAL ASSISTANCE (Code Q87)	Provision of residential health care services associated with nursing, supervision or other services, according to the needs of residents.
NON-RESIDENTIAL SOCIAL ASSISTANCE (Code Q88)	Social counselling, social assistance and similar services for the elderly and the disabled, whether at home or elsewhere, provided by public or private organisations operating at the national level or in local self-help groups, as well as by specialists providing advisory services. Childcare services; day care for disabled children.
DOMESTIC WORK (Code T97)	Domestic staff (domestic workers, cooks, waiters, cloak room attendants, butlers, laundresses, gardeners, concierges, grooms, drivers, caretakers, housekeepers, nannies, caregivers, tutors, and secretaries both hired by families and cohabitations, including co-tenants).

<sup>5</sup> ESSPROS data on expenditures and income, data on net social protection benefits and data on pension beneficiaries for the total schemes.

<sup>6</sup> National accounts are a set of macroeconomic indicators that provide a general framework on the economic situation. They are widely used for the analysis and economic forecast, and the elaboration of policies.

## 1 Domestic work in the world

It is difficult to contextualize the domestic work sector at the international level, mainly for two reasons. Firstly, the definition of "domestic worker" is not unequivocal. As such, in countries displaying a different welfare system and a distinct social structure the types of workers that are categorised as "domestic" can change. Secondly, labour force survey systems are not homogeneous among countries. While in countries belonging to the Eurostat system, the item "Activities with households as domestic employers" is taken into consideration, and in developing countries the situation is much more varied.

The definition of "domestic work" more widely used internationally is that offered by Art. 1 of the ILO Convention no. 189/2011 on decent work for domestic workers<sup>7</sup>:

- a) the term, "domestic work," means work provided to one or more families;
- b) the term, "domestic worker," means any person involved in an employment relationship within the domestic work framework;
- c) a person who performs domestic work occasionally or infrequently, namely who is not a professional, is not to be considered a domestic worker.

Although such a definition clarifies the working environment (the family), employment and hiring modalities, as well as contractual forms and payment methods vary.

According to ILO estimates<sup>8</sup>, the domestic work sector includes about 70 million workers worldwide, of which 73% women and 17% migrants. Furthermore, domestic work comprises a significant share of informal working relationship, thus real figures are considered to be higher<sup>9</sup>.

In addition to its social relevance, this sector contributes to the economic growth also through the family members' stronger participation in the labour market, as they can rely on the domestic worker's support in the households' and caregiving activities. The importance this economic sector has for industrialized countries is also noteworthy, characterised by higher or lower levels of societal ageing. Although domestic work does not limit its service provision to the elderly, it goes without saying that an increase in the elderly population creates an expansion in the demand for household and domestic workers.

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<sup>7</sup> [https://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO::P12100\\_ILO\\_CODE:C189](https://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO::P12100_ILO_CODE:C189)

<sup>8</sup> [https://www.ilo.org/rome/approfondimenti/WCMS\\_776563/lang--it/index.htm](https://www.ilo.org/rome/approfondimenti/WCMS_776563/lang--it/index.htm)

<sup>9</sup> [https://www.ilo.org/global/topics/domestic-workers/publications/WCMS\\_802553/lang--en/index.htm](https://www.ilo.org/global/topics/domestic-workers/publications/WCMS_802553/lang--en/index.htm)

The ILO Convention No. 189/2011 on decent work for domestic workers has initiated a process to ensure domestic workers the same rights and protection granted to other categories of workers. This international code on labour includes fundamental principles and rights on work, right on information, transparency regarding terms and conditions of work, right to equal treatment in terms of pay, working hours, health and safety at work, social protection and other rights, including specific terms for the most vulnerable workers, such as under-age workers, migrant workers and those residing in the workplace. It also offers a key role to legislation and collective bargaining in ensuring fair and dignified working conditions.

Ten years after its adoption, Convention No. 189 for Domestic Workers has been ratified by more than 90 of the ILO member countries, acting as a driving force for national legislative reforms and domestic labour policies.

The COVID-19 pandemic<sup>10</sup> has caused unprecedented upheaval worldwide, with its devastating impact on public health, employment and livelihoods. Governments and workers' and employers' organisations around the world have taken swift measures to tackle the crisis, preserve jobs and protect incomes, although these initiatives have been different in terms of both scope and generosity between different countries. These interventions were crucial to mitigate the effects of the crisis, but all countries have nevertheless suffered a sharp contraction of employment and national income, which has aggravated pre-existing inequalities, as also reported by studies carried out by the European Commission<sup>11</sup> and it is likely to produce long-term negative effects for workers and businesses.

This has also had an impact in the world of domestic work and care, at least in three respects:

- Decline in household income. Compared to 2019, 114 million workers lost their jobs and became unemployed or left the workforce. Had there not been a pandemic, the number of jobs would have increased by 30 million globally by 2020. This means that the global employment deficit generated by the pandemic is 144 million jobs in 2020. As a result, the reduction in household income led to an immediate cut in assistance and care work;
- Strong presence of informal workers. Informal workers have also been disproportionately affected by the crisis. About 2 billion workers - or 60.1% of workers employed globally - were working informally in 2019. In addition, because of their

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<sup>10</sup> [https://www.ilo.org/rome/pubblicazioni/WCMS\\_824942/lang--it/index.htm](https://www.ilo.org/rome/pubblicazioni/WCMS_824942/lang--it/index.htm)

<sup>11</sup> <https://publications.jrc.ec.europa.eu/repository/handle/JRC118959>

informal status, they were less likely to benefit from social protection systems. As many of these workers have lower savings capacities, they face a greater risk of falling into poverty. Their disadvantaged situation at the outset, and the interruption of their working status risk jeopardising their future trajectory in the labour market. Informal work is particularly prevalent in the domestic sector, so much of this crisis has also been felt in the caregiving sector.

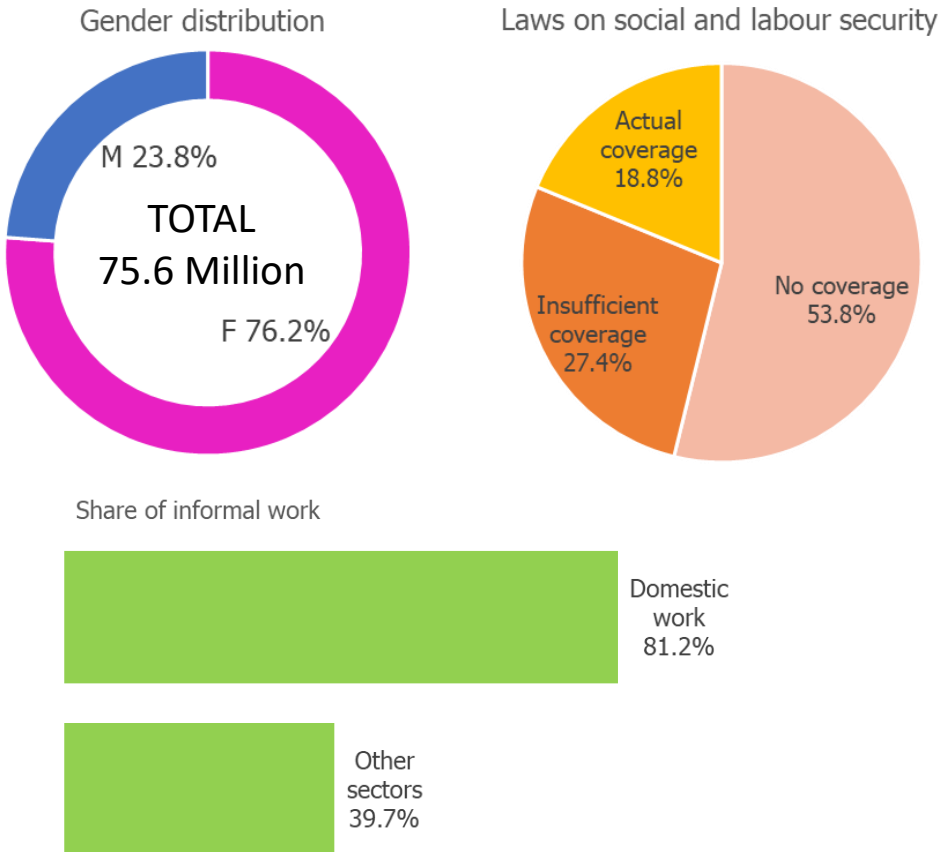
- Strong presence of immigrant workers. The COVID-19 crisis further highlighted the vulnerable situation of migrant workers. Many migrant workers have experienced a sharp interruption of their work along with the missed or delayed payment of wages. At the same time, they often did not have access to social protection benefits necessary to compensate for the experienced loss of income. Here, too, care work is, in many situations, largely entrusted to migrant workers.

Within the next few years, ILO<sup>12</sup> foresees an increase in the need for care and assistance in Europe. For this reason, in 2018 it promoted a "Framework for Decent Work in the Area of Personal Assistance and Care," with some recommendations: Recognise, reduce and redistribute unpaid assistance and care work; Encourage paid work through the promotion of decent work for workers; Ensure that workers can be represented, and promote social dialogue and collective bargaining.

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<sup>12</sup> [https://www.ilo.org/wcmsp5/groups/public/---europe/---ro-geneva/---ilo-rome/documents/genericdocument/wcms\\_633412.pdf](https://www.ilo.org/wcmsp5/groups/public/---europe/---ro-geneva/---ilo-rome/documents/genericdocument/wcms_633412.pdf)

**Fig 1. Domestic workers in the world (2021)**



DOMINA and Leone Moressa Foundation elaboration on ILO data

## **2 Welfare systems and domestic work in Europe**

The demand for personal and family services (care and more) is rapidly growing in Europe, particularly in response to the ageing population. However, there are still differences in protection terms between domestic workers and workers belonging to other sectors.

In the 2010-2020 disability strategy, the European Union is committed to the transition from institutional to community care assistance.

Moreover, various socio-economic factors make domestic care and assistance growingly important:

- The ageing population, with the increase of the elderly component of society and of dependent individuals and the decrease of the working-age population;
- The increase in the percentage of women in the labour force, with a need to balance family and working life;
- The fight against irregular work, particularly in households, which is difficult to control;
- The growing immigrant presence in many European countries, with a willingness to work in care and assistance services.

On the one hand, these factors lead to an increase in the need for assistance and care services, while, on the other hand, to an accentuated presence of a workforce (especially women and immigrants) available to carry out those tasks.

Studies indicate that through the boosted development of the sectors involved in care activities, 5 million new jobs could be created.

However, through the analysing of the EU countries' scenarios, the different welfare models cause deep differences in the management of care and assistance work.

Within this research framework, it is interesting to analyse the results of the Advancing Personal and Household Services (Ad-PHS)<sup>13</sup> project that, between 2018 and 2020 has gathered various key actors of the sector, such as the European Association of Service Providers for Persons with Disabilities (EASPD), Goethe-Universität Frankfurt am Main Institute for Economics, Culture and Labour (IWAK), European Federation for Services to Individuals (EFSI), European Federation for

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<sup>13</sup> <https://ad-phs.eu/>

Family Employment and Home Care (EFFE), UNI Europa, European Federation of Food, Agriculture and Tourism Trade Unions (EFFAT), and DIESIS COOP.

The project, funded by the European Union, analysed the situation in 21 Member States. The classification of the welfare regime has long been used to group European countries and explain their behaviour with regard to policies and their results according to shared traditions and characteristics. This typology can also be useful to try to understand the challenges facing the development of domestic work activities in different EU Member States as well as their tendency to address these challenges with the help of different types of policies and tools.

In particular, what varies is the relationship between the main actors involved: State, Market and Families. It should be remembered that the public actor operates at different levels: the central State, the Regions, the Local Authorities, which interact with private individuals, associations and businesses. A different social fabric, together with different policies and choices, lead families to address differently all the issues related to "domestic management and loved ones."

The literature on welfare regimes classifies European countries as follows:

- The **Nordic** regimes (Denmark, Finland, Sweden and the Netherlands) are characterised by a strong state, focused on redistribution measures, based mainly on general taxes, in support of equality and social cohesion. They present a high level of employment and gender equality, strong welfare support systems and broad family support policies.
- The **Continental** regimes (Germany, France, Austria, Luxembourg and Belgium) tend to be corporatist, linking benefits to strong but often rigid labour market participation. They have strong unions and a well-established tradition of encouraging the family model in which the male figure is the sole head of the family. However, these countries tend to have strong social support systems and moderate to high levels of redistribution, based on social contributions from different social security schemes or general taxes.
- The **Mediterranean** regimes (Spain and Italy) are characterised by a strong focus on family care, which can lead to significant gender gaps in employment. They show less redistribution and less attention to poverty reduction, as well as social support systems.
- The **Anglo-Saxon** regimes (Ireland and Malta) are characterised by a lax attitude towards welfare. Their social security systems are not extensively developed and social benefits remain scarce, with a high incidence of means testing (assessment of sources and levels of income).

The other countries, mainly in Central and Eastern Europe, have less developed welfare policies. Post-communist social states cannot be traced back to any of the types of social states or any other known categorization because their development trajectories are markedly different. Even in these countries, however, there are some similar elements with the predominantly "family" (similar to the Mediterranean model) or "market" model (Scandinavian model).

The main mechanism used by the Nordic countries are tax reductions and benefits, which can be explained by the relatively low wage differences between skilled and unskilled work and the need to make care activities accessible. In this case, the general law on exceptional medical expenses is a strongly regulated tool, which requires users to declare who they hire and what services they will be performing. This regulation helps to ensure the support of formal employment through these monetary instruments.

The Mediterranean countries, on the other hand, tend to have fewer social services managed by the State. In such circumstances, there has been a longer and more uninterrupted tradition of non-assistance domestic workers and even undeclared and informal work. Care activities, for example, are generally left to the family to manage, who in many cases rely on caregivers, often informal.

In Italy, domestic assistance work is carried out mainly by immigrant women, often undocumented at the time of arrival in the country, in many cases living together with the beneficiary's family. The so-called "immigrant family" model shows the spread of non-welfare work and even cohabitation work. Countries such as Italy and Spain have introduced regulatory plans for undocumented workers, many of whom carry out undeclared assistance activities.

For non-assistance services, Continental European countries share the strong focus of Nordic countries on developing tools that reduce undeclared work arrangements and develop low-skilled jobs. However, like the Mediterranean countries and the Netherlands, Germany and Austria also tend to focus more on assistance and have developed instruments that favour direct working arrangements for non-assistance domestic services. In France, in the case of direct employment, no distinction is made between workers who provide care services and those who offer non-assistance services. As in the Netherlands, cash-for-care tools in these countries are better regulated in order to support formal working arrangements. Belgium's tools, on the other hand, focus on non-assistance activities and promote the use of intermediary agreements, thus showing a certain parallelism with the Nordic countries. Continental Europe's tools tend to use as many mechanisms as possible, combining tax relief, adjustment of social contributions, mechanisms that facilitate the purchase and payment of services through vouchers and the

development of special mini-job contracts. France has also developed mechanisms for the certification of the quality of services. Sustainability is a crucial challenge for this regime, as its programmes tend to rely heavily on state subsidies.

### **3 Demographic dynamics: the present panorama and future projections**

The population living in the post-Brexit EU is slightly under 450 million, of which 23.5 million non-EU citizens and 13.7 million EU citizens residing in a country other than their country of origin. The most populous countries are Germany (83 million), France (68 million) and Italy (59 million).

While foreigners account for an average of 8.4% of the population in the EU-27, the figure reaches 47.1% in Luxembourg. Austria, Estonia, Malta and Cyprus have a foreign component of more than 15% of the population. Among the large countries, the foreign presence exceeds 11% in Spain, Germany and Belgium. An incidence of around 8% is recorded in France, Italy, Greece and Sweden. Eastern European countries, on the other hand, are mainly emigration countries, thus the foreign presence is very low (Poland, Romania, Hungary, Croatia).

Analysing data on foreign presence, however, it must be considered that each country has its own law on citizenship, so the concept of "foreigners" is not homogeneous.

**Tab 2. Resident population in the EU27 and foreign residents**

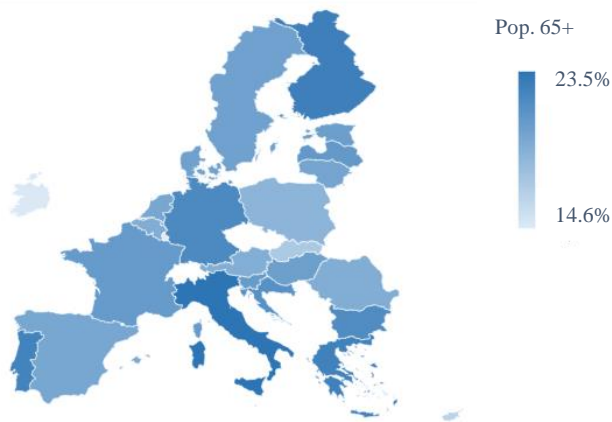
<b>Country</b>	<b>2021 Population</b>	<b>EU27 Foreigners</b>	<b>EU27 Extra</b>	<b>Tot. Foreigners</b>
EU27	447,336,900	3.1%	5.3%	8.4%
Germany	83,155,031	5.4%	7.4%	12.7%
France	67,656,682	2.2%	5.5%	7.7%
Italy	59,236,213	2.4%	6.4%	8.7%
Spain	47,398,695	3.7%	7.7%	11.3%
Poland	37,958,138	0.1%	0.9%	0.9%
Romania	19,201,662	0.3%	0.4%	0.8%
Netherlands	17,475,415	3.4%	3.2%	6.7%
Belgium	11,566,041	8.2%	4.5%	12.7%
Czech Rep.	10,701,777	2.3%	3.6%	5.8%
Greece	10,678,632	1.6%	7.1%	8.6%
Sweden	10,379,295	2.9%	5.6%	8.5%
Portugal	10,298,252	2.0%	4.4%	6.4%
Hungary	9,730,772	0.8%	1.2%	2.0%
Austria	8,932,664	8.9%	8.1%	16.9%
Bulgaria	6,916,548	0.2%	1.5%	1.6%
Denmark	5,840,045	3.7%	5.4%	9.1%
Finland	5,533,793	1.8%	3.2%	5.0%
Slovakia	5,459,781	1.1%	0.4%	1.5%
Ireland	5,006,324	7.0%	6.0%	13.0%
Croatia	4,036,355	0.5%	1.9%	2.4%
Lithuania	2,795,680	0.3%	2.5%	2.8%
Slovenia	2,108,977	1.0%	7.0%	8.0%
Latvia	1,893,223	0.3%	13.0%	13.3%
Estonia	1,330,068	1.5%	13.5%	15.1%
Cyprus	896,007	10.8%	7.7%	18.5%
Luxembourg	634,730	38.5%	8.6%	47.1%
Malta	516,100	8.3%	11.8%	20.1%

DOMINA and Leone Moressa Foundation elaboration on Eurostat data

As the DOMINA Observatory on Domestic Work<sup>14</sup> has repeatedly pointed out, the European population as a whole is going through a "demographic winter" combined with high falling birth rates, specifically, the general decrease in birth rates for women under 30 years of age but with an increase for women over 30, decrease in the total population and increase in the elderly component<sup>15</sup>.

Currently, the incidence of the over-65 population in EU-27 countries is 20.8%. The highest figure is recorded in Italy (23.5%), while the lowest is recorded in Ireland and Luxembourg, with less than 15% of the total population. The countries with the oldest population are those of Mediterranean Europe (Italy, Greece, Portugal) but also Finland and Germany.

Fig 2. Over-65 population in EU-27



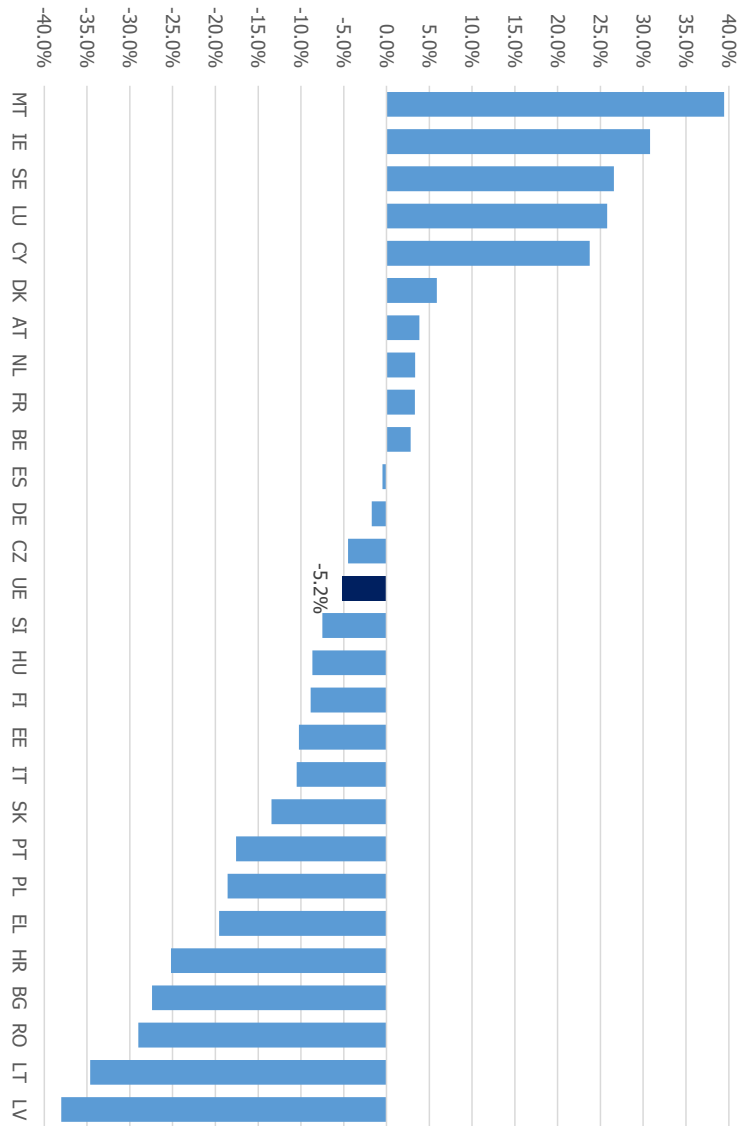
<19% Over-65 Pop. / Total	19-21% Over-65 Pop. / Total	>21% Over-65 Pop. / Total
Malta, Poland, Slovakia, Cyprus, Ireland, Luxembourg	Latvia, France, Slovenia, Estonia, Hungary, Czech Rep., Denmark, Sweden, Lithuania, Netherlands, Spain, Romania, Belgium, Austria	Italy, Finland, Greece, Portugal, Germany, Bulgaria, Croatia

DOMINA and Leone Moressa Foundation elaboration on Eurostat data

<sup>14</sup> <https://www.osservatoriolavorodomestico.it/rapporto-annuale-lavoro-domestico-2021>

<sup>15</sup> [https://www.oecd-ilibrary.org/social-issues-migration-health/society-at-a-glance\\_19991290](https://www.oecd-ilibrary.org/social-issues-migration-health/society-at-a-glance_19991290)

**Fig 3. 2020-2070 demographic projections: Change in population**



DOMINA and Leone Moressa Foundation elaboration on Eurostat data

Looking at the total population, Eurostat presents the demographic projections in 2070, according to the baseline demographic projections (indicators of birth, mortality and migration in line with current values). According to these projections, the population of the European Union is set to decrease by 5.2% over the next 50 years (Fig. 3).

This figure represents the average between very different situations in various countries. In five countries (Malta, Ireland, Sweden, Luxembourg and Cyprus) the population is expected to increase by more than 20%. Five other countries are expected to record a certain degree of population growth, albeit less than +6% (Denmark, Austria, the Netherlands, France and Belgium). In the other 17 countries, however, a demographic decline is expected. The figures vary considerably: some cases display negligible decreases, as for Spain (-0.5%) and Germany (-1.7%). More significant are the declines of some Mediterranean countries such as Italy (-10.5%), Portugal (-17.6%) and Greece (-19.6%), while some Eastern countries are projected to show a fall of 25 percentage points.

4 The public social expenditure in Europe and its components

The demographic and economic situations in the different European countries lead to a different management of social expenditure. On average, social spending in the EU is 8,408 euros per capita per year, with a very wide range between 1,412 euros in Bulgaria and 21,799 euros in Luxembourg.

Tab 3. EU countries by social spending classes, euros per capita (2019)

Euro	Country
>13,000	Luxembourg, Denmark
10,000-13,000	Finland, Austria, Netherlands, Sweden, Germany
8,000-10,000	Belgium, France, Ireland, Italy
8,408	EU-27 average
4,000 - 8,000	Spain, Slovenia, Portugal, Cyprus, Greece, Malta
3,000 - 4,000	Czech Rep., Estonia, Slovakia
2,000 - 3,000	Poland, Croatia, Lithuania, Latvia, Hungary,
<2,000	Romania, Bulgaria

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The value in euros depends on many factors, including the average living costs, which is known to be the highest in northern Europe. For this reason, in order to have a more complete view of the implications of these values it is important to observe the impact on GDP. In this case, social spending averages 26.9% of GDP in the EU-27. The lowest figure is assessed in Ireland (13.0%), while the highest in France (31.4%).

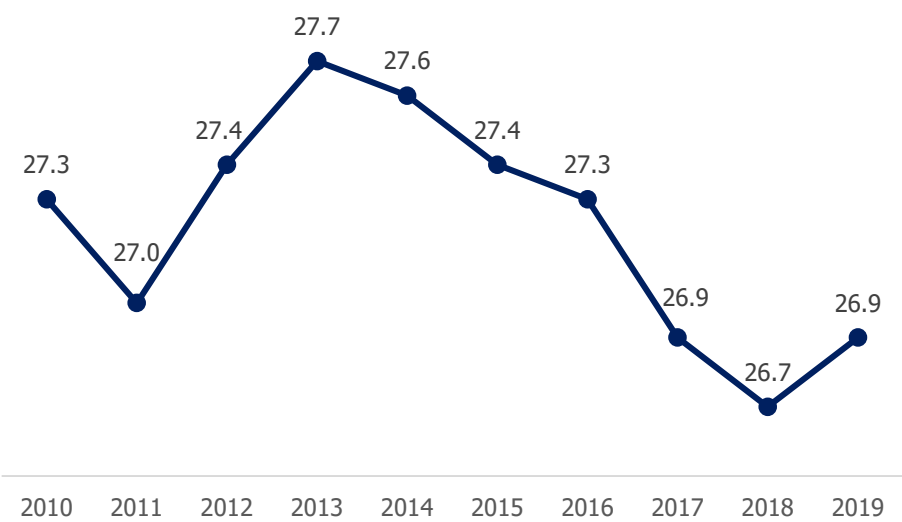
**Tab 4. EU countries by social spending classes, % GDP (2019)**

<b>% GDP</b>	<b>Country</b>
>29%	France, Denmark
27-29%	Finland, Germany, Austria, Italy, Belgium, Sweden, Netherlands
<b>26.9%</b>	<b>EU-27 average</b>
23-26%	Greece, Spain, Portugal
20-23%	Slovenia, Croatia, Luxembourg, Poland
17-20%	Czech Rep., Cyprus, Slovakia
<17%	Hungary, Bulgaria, Estonia, Lithuania, Latvia, Malta, Romania, Ireland

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Social spending in Europe has fluctuated around 27% of GDP over the last ten years. From 2011 to 2013, it has recorded a decrease that subsequently has stretched to the maximum peak of 27.7%. Since 2013, there have been five years of progressive decline and the public expenditure touched its minimum peak of 26.7% in 2018. In 2019, there was a slight rise bringing its relative value to 26.9%.

**Fig 4. Social public spending in EU-27, % GDP (time series 2010-2019)**

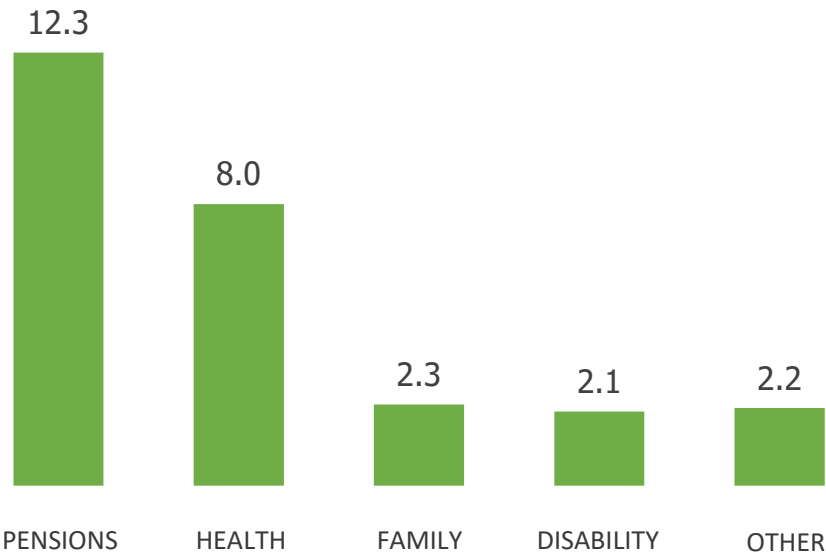


DOMINA and Leone Moressa Foundation elaboration on Eurostat data

In addition to the overall value, it is important to analyse the composition of social expenditure. Ageing of the population means that more than 20 points of the GDP, among the 26.9 of social expenditure, are allocated to Pensions (12.3%) and Health (8.0%), the two items most impacted by the elderly component. Whereas, the items Family and Disability absorb just over 2% of the GDP.

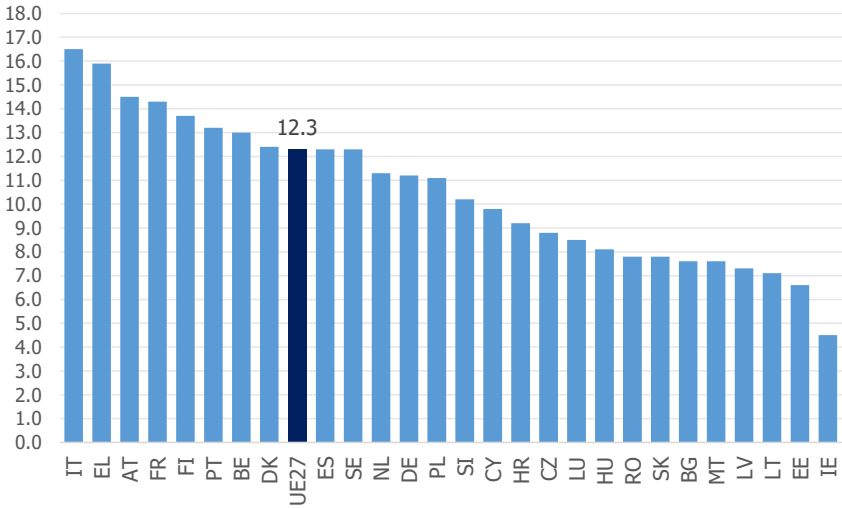
In this case, too, there is a strong disparity among European countries: pension expenditure reaches 16.5% of the GDP in Italy, while it falls below 10% of the GDP in Eastern Europe and in those countries with an Anglo-Saxon model (Ireland and Malta).

**Fig 5. Public social spending composition in EU-27, % GDP (2019)**

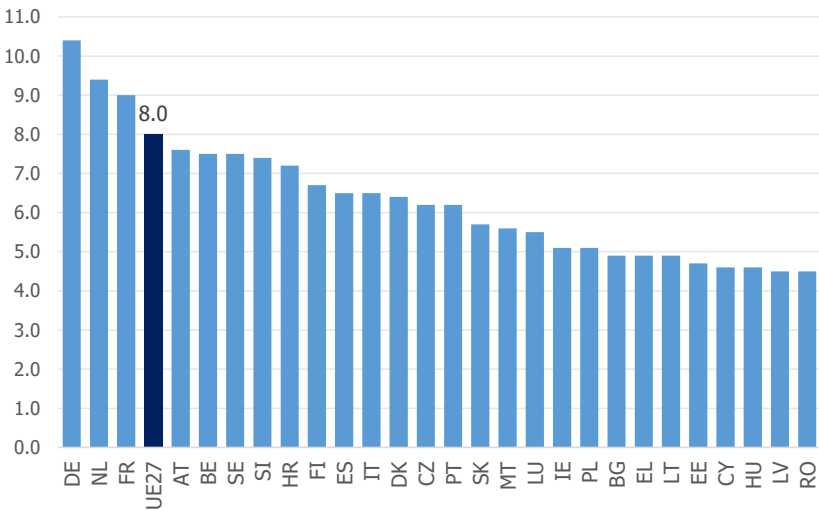


DOMINA and Leone Moressa Foundation elaboration on Eurostat data

**Fig 6. "PENSIONS" component of social spending, % GDP (2019)**

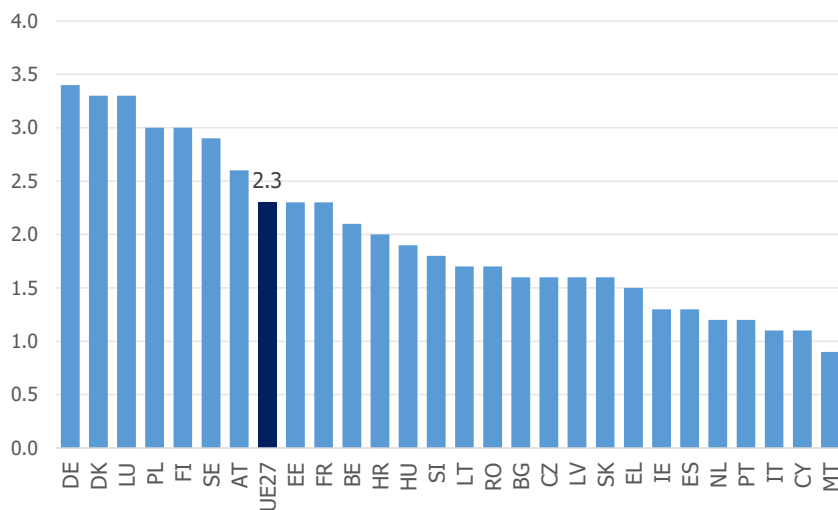


**Fig 7. "HEALTH" component of social spending, % GDP (2019)**

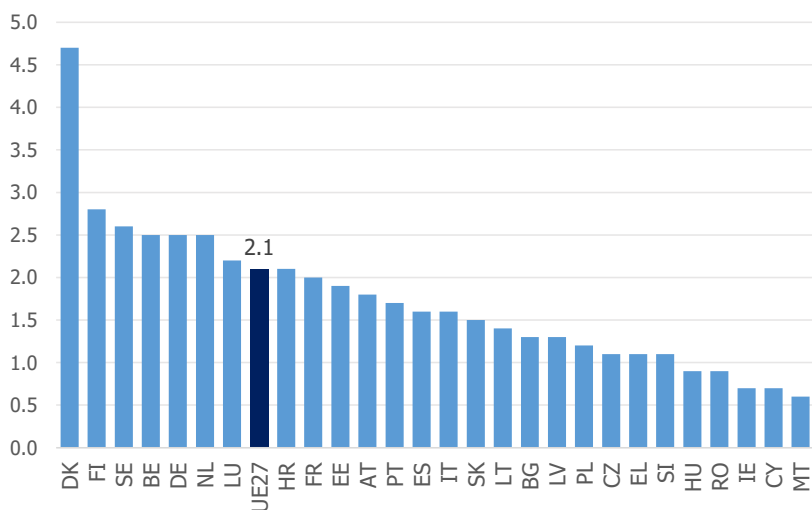


DOMINA and Leone Moressa Foundation elaboration on Eurostat data

**Fig 8. "FAMILY" component of social spending, % GDP (2019)**



**Fig 9. "DISABILITY" component of social spending, % GDP (2019)**



DOMINA and Leone Moressa Foundation elaboration on Eurostat data

## **5 The workforce in the caregiving sector: direct management or residential assistance**

As previously anticipated, the management of care and assistance services varies according to the countries' type of welfare model. Family structures also play an important role: in Mediterranean countries the widespread family network and the traditional presence of home ownership make it preferable to take care of the elderly at home. Moreover, in these countries, welfare is strongly entrusted to families, thus domestic work is generally more widespread. On the contrary, in Northern Europe, the different role of public institutions and the different family organisation make domestic work much less prevalent. Care-related workers may be included in residential care (nursing homes, convalescence centres), non-residential care or services provided by public bodies or private organisations visiting elderly people and disabled adults, support for daily activities, nursery management or day care for children with disabilities. Nevertheless, if the domestic worker is employed directly by the family, its positioning falls into the category of *activities and cohabitation of domestic work employer families* (ATECO sector), hereinafter referred to as "domestic worker".

In total, there are almost 11 million care workers in the EU-27 in 2020, representing 5.5% of total employment. The largest group consists of non-residential care (4.9 million), followed by residential care workers (4.0 million). Domestic workers are 1.9 million, or 1% of the total workforce.

As shown in Figure 11, the three groups have followed different trends over the last ten years. Domestic workers are declining, from 2.53 million to 1.90 million (-25%). Residential care workers have registered a progressive increase up to 2019, before decreasing in 2020 also due to the Covid-19 pandemic. Overall, the number of workers in this sector increased by 9% from 2011 to 2020. However, non-residential assistance workers have maintained a rising trend, as they recorded a figure of +28% in 2011. Yet, among non-residential care workers we must consider the presence of workers hired by agencies that still carry out their activities in households.

**Tab 5. Workers in care sectors in EU27 (2020)**

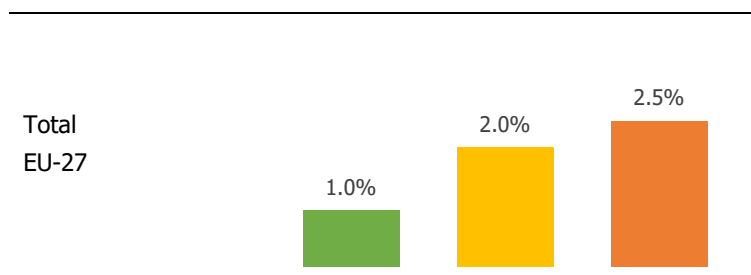
Sectors	No. employed	% Incidence on tot. employed
Domestic workers	1,898,000	1.0%
Residential assistance workers	4,029,300	2.0%
Non-residential assistance workers	4,934,100	2.5%
Tot. Care employed	10,861,400	5.5%
Tot. Employed	197,282,100	100.0%

DOMINA and Leone Moressa Foundation elaboration on Eurostat data

**Fig 10. Workers in the care sectors, EU average (2020)**

Incidence on total employed

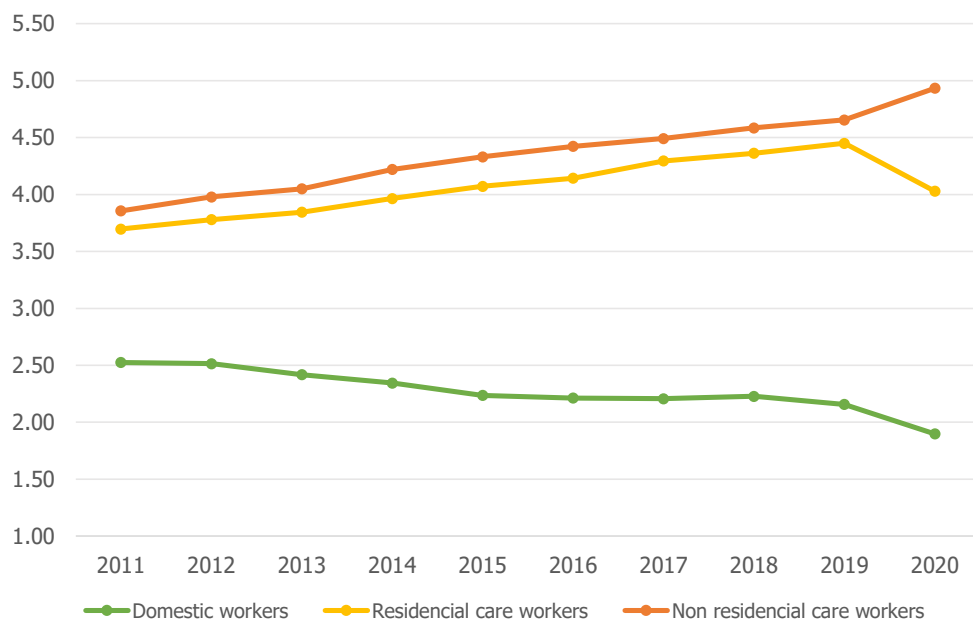
■ Domestic workers; ■ Residential assistance workers; ■ Non-residential assistance workers



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**Fig 11. Workers in the care sectors in EU27 (2011-2020)**

In millions



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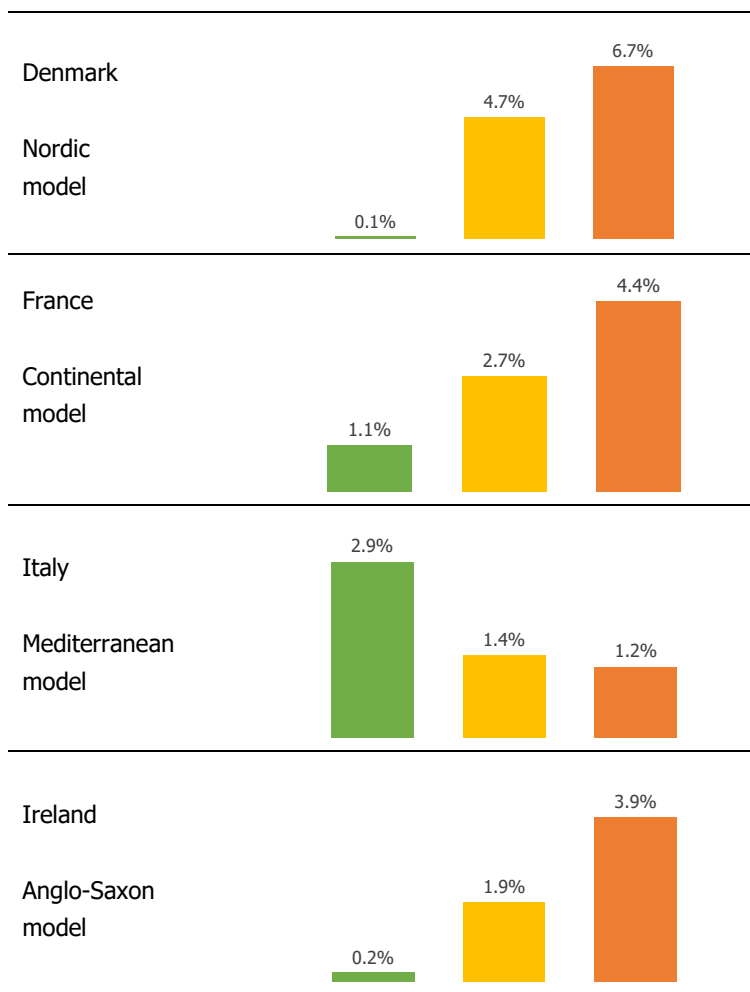
Looking at some countries representing the four main models of welfare, we note a similarity among the Nordic, Continental and Anglo-Saxon regimes, with a low presence of domestic workers and a greater presence of care workers, both residential and non-residential.

The Mediterranean model is the only one displaying a predominant presence of domestic workers (Italy, Spain, Portugal). These three countries alone, in fact, account for about 1.3 million domestic workers, or about 70% of the European total.

**Fig 12. Workers in care sectors, by countries (2020)**

Incidence on total employed

■ Domestic workers; ■ Residential care workers; ■ Non-residential care workers



DOMINA and Leone Moressa Foundation elaboration on Eurostat data

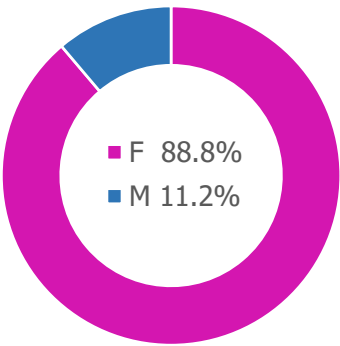
Overall, there is a clear prevalence of women (88.8%) out of the almost 2 million domestic workers in the EU-27.

Among the EU countries, ten have more than 15 thousand domestic workers. More than 60% of the total is concentrated in Italy (34.9%) and Spain (28.3%). These 10 countries include mainly Mediterranean regimes (in addition to Italy and Spain, also Greece and Portugal) but also France and Germany. Considering these countries, the female component exceeds 90% in four out of ten countries, reaching a peak in Portugal (99.3%).

It is possible to assess a concentration of the elders by looking at the distribution of domestic workers by age group in the EU-27. 50% of domestic workers are over 50, and 17.3% are over 60. Yet, among workers of all sectors, in EU-27 the component with at least 50 years of age reaches 34%, and that with at least 60 reaches only 9.3%.

The group between 40 and 49 years old is similar between domestic workers (26.5%) and workers from all sectors (26.0%), while among domestic workers those under 40 represent a smaller share (23.2%, against 40.1% of the total sectors).

**Fig 9. Domestic workers in EU-27, by gender (2020)**



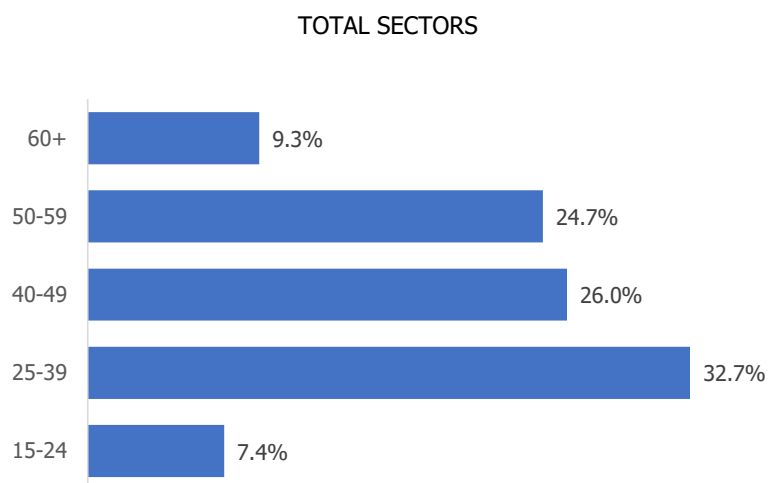
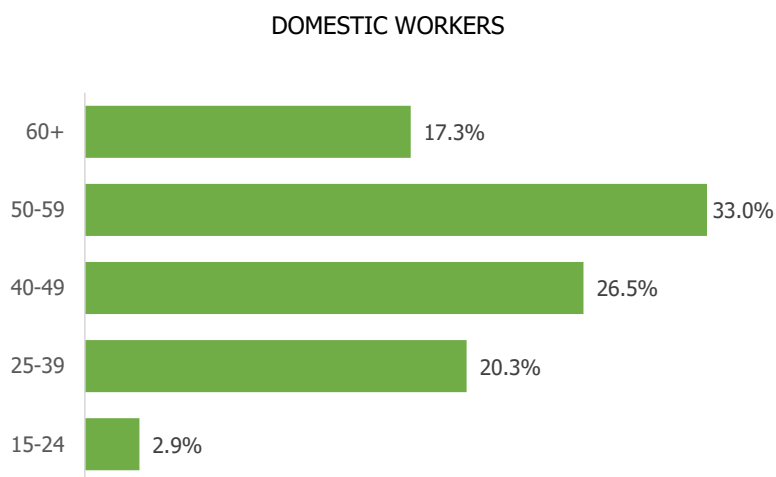
DOMINA and Leone Moressa Foundation elaboration on Eurostat data

**Tab 6. Women incidence in countries with at least 15 thousand domestic workers  
(2020)**

	<b>Domestic workers (thousands)</b>	<b>Distribution %</b>	<b>% F</b>
EU-27	1,898	100.0%	88.8%
Italy	663	34.9%	87.6%
Spain	538	28.3%	87.5%
France	287	15.1%	88.9%
Germany	158	8.3%	93.6%
Portugal	109	5.8%	99.3%
Romania	27	1.4%	83.1%
Greece	22	1.1%	93.1%
Netherlands	16	0.8%	80.7%
Poland	16	0.8%	82.6%
Cyprus	16	0.8%	96.2%

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**Fig 10. Workers in EU-27, by age-class (2020)**



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6 The economic impact of domestic work in Europe

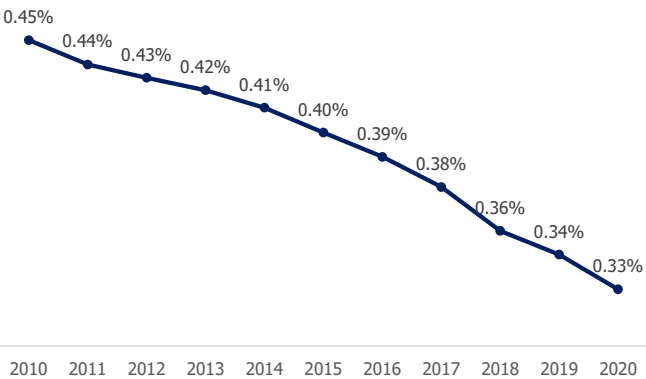
At the economic level, in 2020, the domestic work sector produced an Added Value of 39.4 billion euros, equal to 0.33% of the total in the EU-27 area. In absolute terms, the countries with the highest Added Value in the domestic sector are Italy (16.3 billion), Spain (9.0 billion) and Germany (7.5 billion). In particular, Italy and Spain alone produce more than 60% of the domestic work Added Value, representing a sign that in countries with a Mediterranean welfare model the phenomenon is remarkably more economically relevant than elsewhere.

The same results are obtained by analysing the impact on the total Added value of each country: in the Mediterranean countries (Italy, Cyprus, Spain, Portugal, Greece), the Added Value of the domestic sector exceeds the total by 0.4% the total, with peaks over 1% in Italy and Cyprus.

Overall, the weight of the domestic sector has been steadily decreasing in recent years in the EU-27 area, from 0.45% in 2010 to 0.33% in 2020.

Comparing the Added value of domestic work with that of the two care sectors (residential and non-residential), as shown in Figure 12, it emerges that Italy is the only country in which the Added Value of domestic work is higher than that of the other two care sectors. In the rest of Europe, however, the incidence of the two sectors, Q87 and Q88 respectively, is more pronounced, reaching more than 4% in some countries.

Fig 11. Domestic work Added value in EU-27 (2010-2020)



DOMINA and Leone Moressa Foundation elaboration on Eurostat data

**Tab 7. Added value in the domestic sector (2020)**

Top-10 countries by Added Value

<b>Country</b>	<b>Added Value (Billion euro)</b>	<b>% GDP</b>
EU-27	39.4	0.33%
Italy	16.3	1.09%
Spain	9.0	0.88%
Germany	7.5	0.25%
Portugal	1.1	0.66%
Netherland	0.9	0.13%
France	0.8	0.04%
Greece	0.7	0.45%
Denmark	0.6	0.21%
Poland	0.5	0.11%
Belgium	0.5	0.11%

DOMINA and Leone Moressa Foundation elaboration on Eurostat data

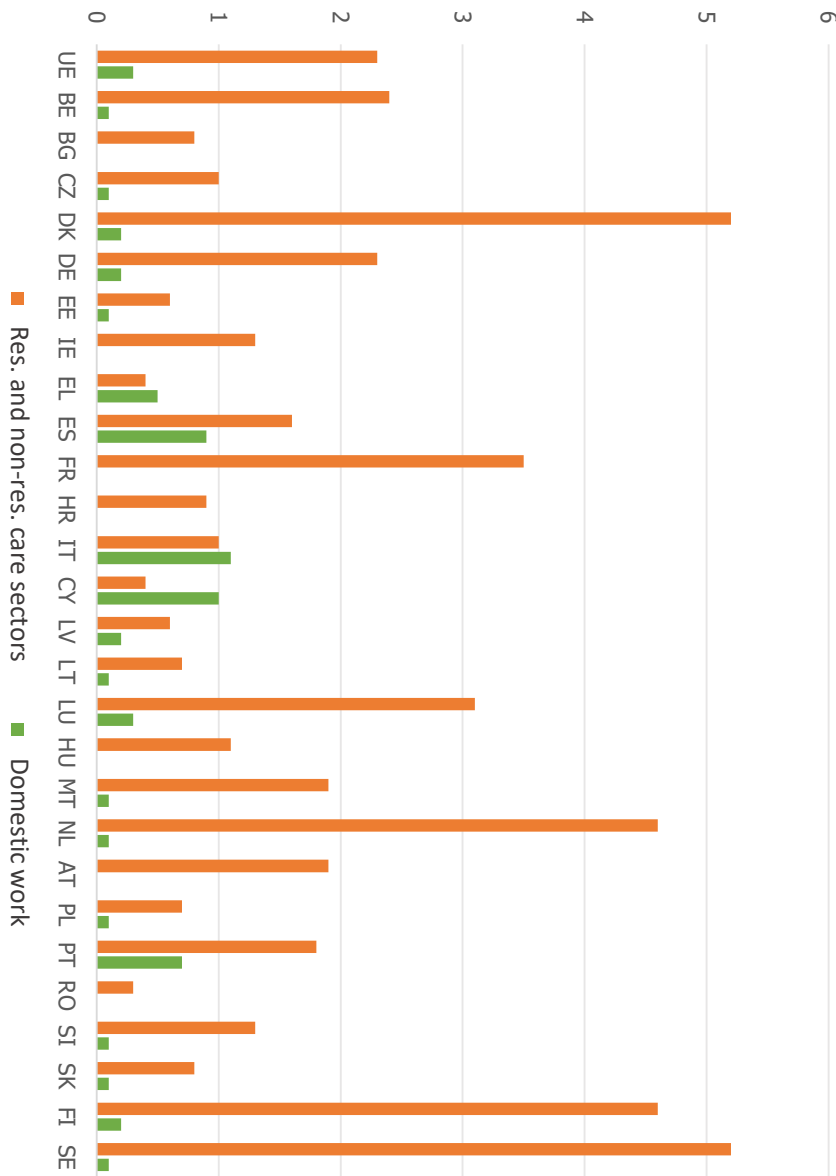
**Tab 8. Added Value in the domestic sector (2020)**

Top-10 countries by % on GDP

<b>Country</b>	<b>Added Value (Billion euro)</b>	<b>% GDP</b>
EU-27	39.4	0.33%
Italy	16.3	1.09%
Cyprus	0.2	1.01%
Spain	9.0	0.88%
Portugal	1.1	0.66%
Greece	0.7	0.45%
Luxembourg	0.2	0.26%
Germany	7.5	0.25%
Denmark	0.6	0.21%
Finland	0.4	0.17%
Malta	0.0	0.13%

DOMINA and Leone Moressa Foundation elaboration on Eurostat data

**Fig 12. Added value incidence by sector, comparison among care sectors (2020)**



DOMINA and Leone Moressa Foundation elaboration on Eurostat data

## **7 The contribution of universities: projects and researches in the care work**

The DOMINA Observatory's research represents the attempt carried out by national employers to boost "culture" and "debate" around the topic of domestic work. While the DOMINA Observatory has played an authoritative and credible role in analysing domestic labour phenomena at the national level for years, there is still a long way to go for what concerns the European level. For this reason, the DOMINA Observatory has decided to include in this dossier the contributions of European universities researching this field. This is intended to further broaden the debate by raising awareness about domestic work and the role of employer families.

### **7.1 Domestic and Care Work Regulation in Italy: Is this still an unsolved Problem?** 16

*By Luisa De Vita and Antonio Corasaniti – Sapienza Rome University*

The domestic work sector retains some critical issues, especially in terms of regulation. In Italy, the scarce presence of public support has left the issue of regulation primarily in the hands of families, leading to an atomization of regulation and full recognition of these workers, also in terms of rights. The general objective of the research was to analyse the characteristics of domestic work within the Italian context. First, at a general level, this sector is increasingly at the centre of a progressive process of marketization that sees domestic work increasingly entrusted to private entities. This trend does not yet appear to be fully consolidated, and domestic work continues to be kept firmly within households. The importance of domestic work conducted within the family has stimulated a rich debate focused mainly on highlighting the critical issues related to working conditions and regulation of the sector. Many scholars have underlined the low value historically attributed to domestic and care activities and how, according to other scholars, the feminization of care activities has contributed to keeping wages low and employment conditions precarious. At the same time, analyses have highlighted how

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<sup>16</sup> De Vita, L., & Corasaniti, A. (2021). Regulating domestic and care work in Italy: Assessing the relative influence of the familistic model today. *Critical Social Policy*. doi:10.1177/02610183211064597. What is presented in this document is a short excerpt.

challenging it is to effectively target these workers, especially when they are immigrants. Considering these problematic aspects, it is interesting to analyse the strategies and actions undertaken by the various regulatory actors. The mobilization of the traditional actors is in fact crucial, especially when new stakeholders (such as immigrant workers or dependent elderly people, for instance) find themselves in a position of less power and voice. The social partners are pressured to compensate for the new actors' inability to mobilize them, either by pressing for increased regulation of the sector and by reinforcing the demands for care within the political agenda.

Starting from these findings, we found it interesting to analyse the strategies and actions undertaken by the different actors of regulation in Italy. Through a series of in-depth interviews with trade unions, employer associations, non-profit associations and training institutions carried out between the end of 2018 and the end of 2020, the research analysed the actions taken, reconstructing if and how the different parties have worked on shared strategies, the nature of the care model supported and the actions, if any, to qualify the sector and reduce dependence on family resources. The results of the research seem to confirm the pivotal role of families in the management of domestic and care work. What also emerges is the essential role played in recent years by the various players in the arena of representation. Unions, in particular, seem to be highly active, especially on the servicing side. The widespread presence of trade unions in the various territories and the wide range of services offered are certainly unique in Europe. In the case of domestic and care workers, consisting of a predominantly foreign population, the meeting with the union is not necessarily linked to the worker's condition but more generally concerns useful activities for socialization and access to services (language courses, services related to regularization practices, access to social benefits, etc.). However, trade union action is weakened by at least two orders of factors. The first – external – is linked to the mechanisms of downward competition, while the second – internal – depends on the composition of the internal interests of representation. Specifically, the external criticalities are linked to the recent proliferation of a series of "pirate" contracts, signed by poorly representative organizations, that tend to stipulate fewer safeguards and lower minimum wages than those guaranteed by the contract drafted or signed by the most representative associations, with the effect of making it more difficult to comply with the minimum standards laid down in the Collective Agreement for

the sector. As several union actors pointed out in the interviews, the expansion of the domestic labour market has also led to the emergence of multiple private intermediary agencies that provide families with domestic workers whose services are available at a lower cost. Critical internal issues, on the other hand, concern the presence of a sort of conflict of interest linked to the fact that trade unions represent both employers (e.g., retirees who are members of a union and have hired domestic workers) and workers who may have recourse against their employers. On the employer side, the interviews confirm the pivotal role of these actors within the sector. The great activism of these actors, even with respect to the bilateral bodies, seems to have played a key role in the overall increase of the level of regularization and professionalization of the sector. The role of training is also central. Through the action of the bilateral agency, the efforts of the employers are aimed, above all, at making the domestic work sector as homogeneous as possible throughout the country, thus avoiding territorial asymmetries that have important repercussions on the quality of work offered to families.

In addition, therefore, to the problem of informality, the action is aimed at activating mechanisms for skills certification, which, through specialized training recognized uniformly throughout the country, can assure families the possibility of choosing the professional qualification best suited to their needs. However, the interviews also highlight the relative ineffectiveness of these actions without a coordinated and direct action from the State to accompany and inform families. Overall, the research reveals a system under pressure. If, on the one hand, for the unions the possibility of intercepting workers is not immediate, on the other hand, the employers' associations, while acting in the sense of improving qualifications and, therefore, working conditions, still need to protect, above all, families, and, in any case, suffer from weaknesses tied to the absence of greater public regulation. Due to the lack of external intermediation between workers and families, the current system tends to be unbalanced towards the family, which therefore maintains a certain discretion (on hours worked, pay, etc.) even with respect to the application of the contract, with greater weight given to it in the bargaining phase. Domestic workers, on the other hand, not only face the challenges of low labour costs, but also those of low social esteem. This aspect also emerged during the pandemic period, when domestic workers were first excluded from the emergency measures adopted at the beginning of the first lockdown and, even when they were later included, coverage was only

partial. The most recent version of the Collective Bargaining Agreement guarantees better working conditions and encourages workers to obtain better qualifications. However, this improvement depends on the economic conditions of the family, which would face higher costs without any form of public subsidy. Employers are therefore likely to find the Collective Bargaining Agreement too costly, prompting them to turn to market players that offer more economically affordable options, but often at the expense of workers' rights and protections. The main challenge facing the domestic work market is therefore still a lack of ability to conceive of care as a collective and public responsibility. Despite the commitment of trade unions and employers, their efforts are hindered by the fact that it is still the families that must manage the work relationships with their own economic and relational resources. What results is an inequitable and asymmetrical model, both for those who provide care and those who receive it.

## **7.2 Executive summary of the “Comparative Study on Health and Safety at Work in the Personal and Household Services Sector. Fair Work and Equality Law Clinic”**

*By Léa Caner, Nino Aleksandria, Vasilia Riga, Zora Geertsema<sup>17</sup> - University of Amsterdam*

### **7.2.1 Subject Matter**

This report provides a comparative study on health and safety at work in the personal and household services (PHS) sector in Belgium, Italy and the Netherlands.

### **7.2.2 Purpose of the Report**

To provide a comprehensive study of the health and safety at work in the PHS sector in Belgium, the Netherlands and Italy, four main questions were asked in this report:

1. How is health and safety at work in the Personal and Household Services sector regulated in the cases of Belgium, the Netherlands and Italy?
2. Are there any gaps in the protection of workers in the Personal and Household Services sector regarding health and safety at work in the three countries under study?
3. Can we identify and describe “best practises” / “innovative initiatives” in these three countries aimed to improve the protection of workers in this sector concerning health and safety at work?
4. What has been the situation of workers in the Personal and Household Services sector regarding health and safety at work during the COVID-19 pandemic?

To effectively approach these questions, the report first examines the definition of personal and household services (PHS), followed by an investigation of the intrinsic characteristics of this sector of employment. The comparative study analyses international and domestic legislation, as well as policy measures and initiatives introduced and implemented in each country studied to protect the health and safety of workers in the PHS sector. The report also investigates how

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<sup>17</sup> <https://student.uva.nl/law/content/news/2022/05/domestic-workers-in-the-netherlands-prone-to-labour-exploitation.html?origin=eNsNi6ILQVYUWJs0VNd13Q> .

the ratification of the ILO Domestic Workers Convention, 2011 (No. 189)<sup>18</sup>, or lack thereof, contributes to safer working conditions for PHS workers.

### **7.2.3 Results**

a. Regarding the health and safety regulation of domestic workers in Belgium, Italy, and the Netherlands:

The scope of domestic work, despite it constituting a significant proportion of the national workforce, has been persistently undervalued and under regulated. The ILO Domestic Workers Convention, 2011 (No. 189) was created to enhance the work conditions attributed to domestic workers. Accordingly, the Convention, alongside various other instruments, contributes to the preservation of fair and just working conditions, as well as the elimination of discrimination; an area which is relevant to domestic workers due to the majority being of immigrant status. In addition, within this line of work, numerous risks may arise, consisting of, but not limited to, hazardous exposures and psychosocial risks—which may remain unaddressed.

Belgium ratified the ILO Convention No. 189 in 2015, wherein Article 13 of the Convention (right to a safe and healthy environment) expanded the scope of the Well-Being Act to apply to domestic workers. Moreover, the Labour Contracts Act of 3 July 1978, and the Well Being Act of 4 August 1996 display measures to guarantee health and safety in the work sphere; demonstrating more advanced and sufficient regulatory procedures in relation to the other countries under study. The introduction of the National Strategy on Well-Being at Work 2016-2020 in Belgium has allowed for further addressing health and safety concerns whilst, simultaneously, acknowledging certain issues faced by domestic workers, such as language barriers.

Italy ratified the ILO Convention No. 189 in 2013 which has raised awareness for domestic workers' rights and guided the employer's organisations, such as DOMINA<sup>19</sup>, to contribute to the health and safety of the domestic workers.

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<sup>18</sup> International Labour Organisation (ILO) Convention Concerning Decent Work for Domestic Workers [2011] C189.

<sup>19</sup> National Association of Families as Employers of Domestic Workers, a signing body of the National Collective Labour Agreement (CCNL) on Domestic Work.

The Netherlands has not ratified the ILO Convention No. 189 due to the obligations laid out in the Convention in opposition with their domestic legislation, namely the 'Regeling Dienstverlening Aan Huis' (RDAH)<sup>20</sup>. Health insurance, training possibilities and/or risk mitigation are, most of the time, not available. The employment relationship is often informal between domestic workers and their employer. As a result, domestic workers are exposed to exploitation as they are highly dependent on their employers. The RDAH lacks incentive to ensure health and safety in comparison to the other countries under study.

b. Regarding the gaps in legislation of the protection of workers in the PHS sector in Belgium, Italy, and the Netherlands:

Employees within the PHS sector are prone to encounter more dilemmas than regular employees due to the informality of the sector. Even in countries where there are sufficient safeguards to health and safety in the workplace, or who have ratified the ILO Domestic Workers Convention, 2011 (No. 189), inevitable gaps still arise. Indeed, the countries under study have demonstrated certain similarities in the matter, such as the inability to conduct inspections and monitoring on the premises (since these are private households). Regarding the attribution of liability, it remains of a rather ambiguous nature; establishing a negligent criterion when injuries ensue would raise complexities in each jurisdiction. Similarly, case-law is rather absent in this field, which may be the result of domestic workers being disincentivized from bringing forth claims. In addition, other gaps have been addressed for each country.

Belgium has revealed its significant competence in sufficiently regulating the PHS sector through the implementation of the Service voucher system. However, the monitoring of health and safety working conditions for domestic workers is limited by the Royal Decree failing to recognise the circumstances of domestic workers, such as having numerous workplaces. The National Employment Office (NEO) asked employers to be well informed on the specific health and safety risks of domestic workers.

In Italy, as the National Collective Labour Agreement on Domestic Work (CCNL)<sup>21</sup> is not applicable to undeclared workers, this has left a huge gap in the legislation. If the CCNL does

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<sup>20</sup> Regeling Dienstverlening Aan Huis, 30-09-2015

<sup>21</sup> National Labour Collective Agreement (CCNL)

apply to domestic workers there is still insufficient protection for 'live in'-domestic workers, as it leaves them vulnerable to exploitation in terms of working too many hours.

In the Netherlands, a lack of recognition of domestic workers as 'real workers' and their situations not being considered in domestic legislation, such as the RDAH and the Law on Working Condition (Arbowet)<sup>22</sup>, caused these ruptures in the system and leaving workers exposed to exploitation and other hardships especially in times like the Covid-19 pandemic.

c. Regarding the "best practices"/innovative initiatives aimed to improve the protection of workers in this sector concerning health and safety at work in Belgium, Italy, and the Netherlands:

When attempting to improve the legal protection of domestic workers through the Service voucher system, Belgium made a significant development, especially regarding issues such as discrimination occurring in the PHS sector. Allocating payment and social security contributions, as well as ascertaining health and safety in the workplace fall under the scope of obligations of the service voucher company. Tax reduction is another benefit service users can receive which has been one of the most successful inducements for Belgium's PHS sector to stay regularised. Another mandatory feature in Belgium's domestic legal framework is training consisting of, for instance, technical training, soft-skill training, and motivational factors. Awareness campaigns on the complexities and risks associated with the work are undertaken to encourage domestic workers to take pride in their employment, which could, altogether, enhance their work abilities. In Italy, EBINCOLF, the National Bilateral Agency of the Section of Employers and Family Collaborators, is an authority created in the framework of the National Collective Agreement on Domestic Work<sup>23</sup>.

Training is provided, in a manner as to strengthen the workers' abilities to combat potential risks arising from their employment and the awareness of their particular role for the care recipients and society. Organisations in Italy, simultaneously, have an obligation to inform employers on the legal obligations, regularisations and formalisation of the employment relationship, whilst providing domestic workers with relevant information. Furthermore, organisations in Italy advise

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<sup>22</sup> Arbeidsomstandighedenwet 1-07-2021.

<sup>23</sup> Ad-PHS - Advancing Personal and Household Services, 'Country Report – Italy' (2020), 8.

employers on how to fulfil their legal obligations, regularisation, and formalisation of the employment relationship. Information has been published regarding inspection of labour and social legislation through the report – updated in 2019 – of the statistical archives by the National Labour Inspectorate, which has been very beneficial in protecting domestic workers.

The ILO Domestic Workers Convention, 2011 (No. 189) has not been ratified in the Netherlands as their domestic legal framework does not comply with the Convention. Therefore, the Dutch government has currently not adopted any innovative approach ensuring health and safety of domestic workers. Awareness campaigns initiated by the central government do however exist, consisting of information on the RDAH. The website of the central government provides useful data regarding the obligations employers have like providing insurance and contracts to domestic workers.

d. Regarding the situation of workers in the PHS sector on health and safety at work during the COVID-19 pandemic in Belgium, Italy and the Netherlands:

Upon the emergence of the COVID-19 pandemic, numerous restrictions arose limiting the ability for employment to be pursued in a regular manner. That is to say, alongside the lockdowns, employment was generally put to a halt, or transferred to an online capacity. For domestic workers, an online nature was inevitably unfeasible, and contracting the virus in their work environment was an increasing concern and risk. This raised questions in numerous countries on whether domestic workers should be recognized as “essential workers.” Simultaneously, the unregulated nature of part of the workforce complicated the matter in terms of ensuring health and safety.

In Belgium, domestic workers were classified as essential workers, and were therefore compelled to continue their employment obligations in personal households. However, pursuant to health and safety concerns related to the risks posed by the virus, unemployment benefits were temporarily offered by the Belgian Federal Government. Furthermore, PPE equipment was distributed to workers in the PHS sector. Lastly, domestic workers during the beginning of the pandemic could receive their full salary when refusing a job if they had health concerns.

Italy suffered the highest amount of coronavirus loss in the entire European Union. Domestic work was explicitly excluded from the ‘Cura Italia’ Decree No. 18 (2020) implemented at the

start of the pandemic which consisted of the wage guarantee fund and the ban on dismissals. Thus, domestic workers were susceptible to potentially being dismissed from their employment. Emergency income support measures improved the situation of domestic workers slightly. Both undocumented and documented workers were impacted by COVID-19 in the Netherlands. The little legal protection given by the Dutch legislation (the RDAH) to domestic workers, such as being exempted from receiving social security benefits, meant that, many of them were left empty handed during the pandemic. The health crisis, however elucidated the situation of domestic workers in the country, creating potential for improvements for the current situation of the PHS sector.

## 8 National infographics: domestic work in EU-27

Summing up what has been presented so far, we can say that differences among different welfare models, linked to specific social, economic and cultural factors, are reflected in national welfare and care policies.

In this section, we present the salient features of some countries, representative of the main welfare models, whose details will then be illustrated graphically in the 27 national infographics.

The *Continental* system is extremely rigid and tied to the labour market participation. **Belgium** belongs to such as model and its analysis of the evolution of domestic workers since 2011 shows that they are numerically declining since 2014, although they had already shown a decrease since previous years. In fact, in Belgium there are job vouchers (*titres-services*) for domestic work undertaken both at home and elsewhere. These vouchers are partly financed by the State and partly by authorized companies. In this way, private individuals do not establish any contractual relationship with the service provider, thus creating a three-way relationship between the employee, the employer (authorised company) and the customer/user (persons/households). This is the reason why there are only a few domestic work employer families, while enterprises engaging with the care sectors are on the rise. *"To give an idea of the importance of the titres-services system as a generator of new employment, it should be considered that during 2011, 149,827 individual workers were employed for 164,789 jobs. In other words, titres-services companies represent 4.3% of total employment in Belgium, with an increase of 9.4% of employed service providers between 2010 and 2011."* As such, the contribution of employer families in terms of GDP is only 457 million euros, or 0.11% of the GDP in 2020. All these countries with a *Continental welfare* system try to promote systems of assistance more bound to "services" rather than "employer" families, facilitated by tax reductions thanks to vouchers, or tools such as insurance management.

The same applies to **Germany**, which has introduced compulsory social insurance for assistance in the event of non-self-sufficiency since 1995. It is this compulsory insurance that covers the management of non-self-sufficient subjects. This explains why there is more employment in care services (5.7%) than domestic workers run by households (0.4%). Over the years, the phenomenon of domestic work with employer families has decreased, reaching 7,506 million euros in 2020 (0.25% of the GDP). In **Luxembourg**, too, workers are insured for sickness and eventual future care needs. In **France**, another country with a Continental welfare model,

although domestic workers (1.1%) are in a minority compared to other workers related to assistance (7%), they are more present than in the previously observed countries. Again, the reason lies in the way services to people are managed. In the French system, since 2006, the CESU has come into effect, namely a particular voucher partially paid by the State which makes it inconvenient to recruit workers irregularly. There are two types of vouchers: the CESU *déclaratif*, a voucher directly used by individual employers to buy home services. Its compensation cannot be lower than the minimum wage but has strong tax relief guaranteed by the State that reduces the gross cost for the employer, as well as the CESU *préfinancé*, a voucher financed by the employer (public or private) bound to company benefits.

Then there are the *Nordic* regimes, not only related to the participation of the labour market but also characterized by a strong state, focused on redistribution measures in support of equality and social cohesion. Support for families is extremely preponderant in these countries. **Denmark** shows employment rates well above 70% for women and there are almost no domestic workers employed by households (0.1%). 11.4% of workers find employment in care services. Public social expenditure accounts for 30%, the cost of assistance is almost entirely borne by the state and subsidized by high taxes. A similar situation can be found in **Finland**, both in terms of employment levels and social expenditure. There is a tendency to prefer non-residential care. In fact, there are 133 thousand workers in this sector, compared to 92 thousand in the residential sector and only 8 thousand domestic workers in households. In the **Netherlands**, too, the presence of domestic workers is residual (0.2% of total workers) but it has showed growing trends in recent years. There are many services in the territory that deal with non-self-sufficient subjects both in a residential (447 thousand workers) and non-residential (310 thousand) way, all thanks to public contributions. **Sweden** is the Nordic system par excellence: the employment rates of the population are very high (76.9 M, 72.7 F), as well as taxation. Tax revenues are used to provide services to citizens, particularly families and the elderly. Personal services are considered a right and not a luxury. Services to families are paid entirely by the community that uses them and they are managed through the taxes collected by the City, while supplemented benefits can be requested by families. Families never assume the role of domestic work employers but rely on public or private services. In order to give an estimate of domestic workers, reference had to be made to the national accounts, as there were no other official data on the still modest phenomenon. It is reported that "a family can hire workers but these are exceptions and not a recurrent event<sup>24</sup>." This is the reason why the

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<sup>24</sup> Personal services in Europe. Country infographic: Sweden.

country's infographic does not report domestic workers' figures but rather those of residential and non-residential assistance. These are over 406 thousand workers (8% of the total), a shrinking share since 2017, year in which the peak was recorded (442 thousand). In most cases these workers are female (78%) and the percentage of under 40 (44.1%) is high even compared to the older age group (36.3% over 50).

For what concerns the *Mediterranean* regimes, they are characterized by a lower presence of services provided by the State and a greater presence of families managing personal assistance. These countries are characterized by a low rate of female labour participation, less redistribution and attention to poverty reduction. This is the case of **Greece**, which in 2020 registered almost 22 thousand domestic workers, a sharp decrease since 2011, probably as a result of the economic crisis that the country is still going through. Since 2011, 179,000 occupational positions have been lost, a collapse that has also affected the domestic sector. Residential care employs fewer workers (10 thousand) than workers hired by households. Domestic workers are mostly women and, given the low female employment rate (44.7%), the sector represents for them an important occupational opportunity. In **Italy** too, the welfare system is of a Mediterranean type and assistance is mainly managed by families. The State contributes in cases of non-self-sufficiency with small sums of money, which the family can independently decide how to use. There are also welfare services but they are less widespread than those employed by families. In our country there is also a strong use of informal work, facilitated also by the freedom that families have to manage state aid and the high cost of formal work. The importance of domestic work in Italy patently emerges from the contribution on the GDP: in 2020 the added value produced amounted to 16.3 billion or 1.09% of GDP and in the coming years, given the ageing of the population, its economic value is destined to grow. In **Spain**, assistance varies greatly from region to region. Monetary participation is also planned in this country. In fact, nationally, there are 538 thousand domestic workers employed directly by families, while only 327 thousand workers are employed in residential services and 250 thousand in non-residential ones. This high presence of workers in the domestic sector produces almost 1% of the Spanish GDP, or 9 billion in 2020. It is interesting to note that in countries with a Mediterranean welfare system, social expenditure for the family slightly exceeds 1% of the GDP, while in almost all Nordic-regime countries it is around 3% of the GDP.

The *Anglo-Saxon* regimes have highly developed social security systems, while social benefits are scarce. The typical Anglo-Saxon system is the liberal English one with little tax pressure. The States present in the European community with these characteristics are **Ireland** and the island of **Malta**. In both countries, there is a low presence of employed persons in the domestic

sector managed by households, while there is a greater presence of workers in residential and non-residential care. In addition, public social expenditure is rather modest: 13% in Ireland and 15% in Malta. Many physical and social checks (means tests) are provided for access to care services and in any case the economic participation of the family or the assisted person is required.

Finally, the countries of Central and Eastern Europe have less developed welfare policies but at times similar to those of other European countries. In **Austria**, for example, there are few domestic workers employed by families, while there are workers who deal with residential care and in areas not related to personal services. Social spending is very high, particularly for the family. The opposite situation takes place in **Cyprus**, where there are 16,000 domestic workers managed by families, a figure that has boosted if compared to 2016. In 71% of cases, these workers are under 40 years old and can produce 1% of GDP, while other services are almost negligible. In Baltic countries (**Estonia**, **Latvia** and **Lithuania**), the domestic work phenomenon is practically non-existent, to such an extent that it is possible to offer an estimate only through the national accounts. For this reason, the respective panoramas related to the data on workers in residential and non-residential care have been further investigated. In these countries, the participation of women in the labour market is noticeable (like countries with Nordic welfare) but social public spending is rather low (like Anglo-Saxon welfare countries).



JUNE 2022  
DOMESTIC  
WORK IN  
EUROPE

**OSSERVATORIO  
MINA**  
SUL LAVORO DOMESTICO

DOMESTIC  
WORK  
OBSERVATORY

FOCUS  
ON  
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EUROSTAT DATA

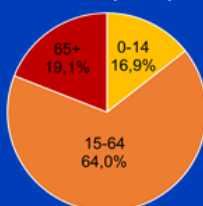
## ★ DEMOGRAPHICS

POPULATION  
01.01.2021  
**11,566,041**

01.01.2021

**8.2% FOREIGNERS EU27**  
**4.5% EXTRA EU27**

POPULATION  
BY AGE (2021)



## BASLINE

## ★ PROJECTIONS

2020-2070

TOTAL **+2.7%**  
15-64 Y/O **-7.6%**  
65+ Y/O **+49.9%**

## ★ LABOUR MARKET

EMPLOYED (>15 Y/O) **4,802,200**  
OF WHICH **10.5%** FOREIGNERS **504,100**

EMPLOYMENT RATE  
15-64 Y/O (2020)  
**68.0% M 60.8% F**

WELFARE SYSTEM  
(AD-PHS PROJECT DATA)  
→ CONTINENTAL

EUROSTAT DATA (2020)

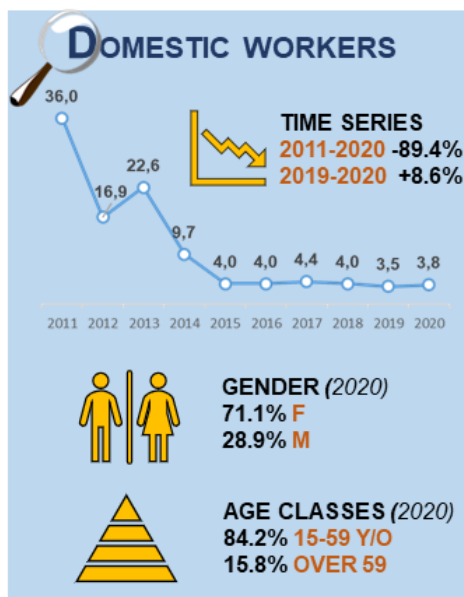
## ★ 383,000 EMPLOYED IN THE THREE CARE SECTORS



**182,900**  
(47.8%)  
RESIDENTIAL  
ASSISTANCE  
(FACILITIES)

**3,800**  
(1.0%)  
DOMESTIC  
WORKERS  
(EMPLOYED BY  
FAMILIES)

**196,300**  
(51.3%)  
NON-RESIDENTIAL  
(INCLUDING  
AGENCIES)



EUROSTAT DATA

## ★ PUBLIC SOCIAL SPENDING (2019)

**11,380** EUROS PER CAPITA  
**27.5%** INCIDENCE % GDP

12.9% PENSIONS  
7.5% HEALTH  
2.1% FAMILY  
2.5% DISABILITY  
2.4% OTHER  
**27.5% TOT. SOCIAL**

## ★ DOMESTIC WORK ADDED VALUE

**457 M EUROS**  
**0.11% GDP 2020**



JUNE 2022  
DOMESTIC  
WORK IN  
EUROPE

**DOSSERVATORIO  
MINA**  
SUL LAVORO DOMESTICO

DOMESTIC  
WORK  
OBSERVATORY

FOCUS  
ON  
BULGARIA



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EUROSTAT DATA

## ★ DEMOGRAPHICS

POPULATION  
01.01.2021  
**6,916,548**

## ★ BASELINE PROJECTIONS

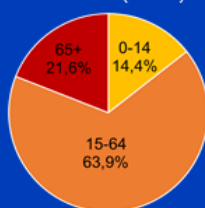
2020-2070

TOTAL **-27.4%**  
15-64 Y/O **-36.9%**  
65+ Y/O **+3.9%**

01.01.2021

**0.2%** FOREIGNERS EU27  
**1.5%** EXTRA EU27

POPULATION  
BY AGE (2021)



## ★ LABOUR MARKET

EMPLOYED (>15 Y/O) **3,121,700**  
OF WHICH **0.1%** FOREIGNERS **3,800**

EMPLOYMENT RATE  
15-64 Y/O (2020)  
**71.6% M 63.5% F**

★ WELFARE SYSTEM  
(AD-PHS PROJECT DATA)  
➔ EASTERN EUROPEAN

EUROSTAT DATA (2020)

## ★ 58,200 EMPLOYED IN THE THREE CARE SECTORS



**16,200**  
**(27.8%)**  
RESIDENTIAL  
ASSISTANCE  
(FACILITIES)

**5,800**  
**(10.0%)**  
DOMESTIC  
WORKERS  
(EMPLOYED BY  
FAMILIES)

**36,200**  
**(62.2%)**  
NON-RESIDENTIAL  
ASSISTANCE  
(INCLUDING  
AGENCIES)



## DOMESTIC WORKERS



TIME SERIES

2011-2020 **0.0%**  
2019-2020 **-34.8%**

2011 2012 2013 2014 2015 2016 2017 2018 2019 2020



GENDER (2020)

**43.1% F**  
**56.9% M**



AGE CLASSES (2020)

**81.0% 15-59 Y/O**  
**19.0% OVER 59**

EUROSTAT DATA

## ★ PUBLIC SOCIAL SPENDING (2019)

**1,412** EUROS PER CAPITA  
**16.1%** INCIDENCE % GDP

7.6% PENSIONS  
4.9% HEALTH  
1.6% FAMILY  
1.3% DISABILITY  
0.7% OTHER  
**16.1% TOT. SOCIAL**

## ★ DOMESTIC WORK ADDED VALUE



*N/A Data*



JUNE 2022  
DOMESTIC  
WORK IN  
EUROPE

**DOSSERVATORIO  
MINA**  
SUL LAVORO DOMESTICO

DOMESTIC  
WORK  
OBSERVATORY

FOCUS  
ON  
CZECH REP.



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EUROSTAT DATA

## ★ DEMOGRAPHICS

POPULATION  
01.01.2021  
**10,701,777**

01.01.2021

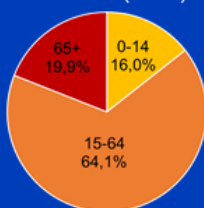
**2.3% FOREIGNERS EU27**  
**3.6% EXTRA EU27**

## ★ BASELINE PROJECTIONS

2020-2070

TOTAL **-4.5%**  
15-64 Y/O **-14.7%**  
65+ Y/O **+34.1%**

POPULATION  
BY AGE (2021)



## ★ LABOUR MARKET

EMPLOYED (>15 Y/O) **5,234,900**  
OF WHICH **2.9% FOREIGNERS** **153,900**

EMPLOYMENT RATE  
15-64 Y/O (2020)  
**81.4% M 67.1% F**

★ WELFARE SYSTEM  
(AD-PHS PROJECT DATA)  
➔ EASTERN EUROPEAN

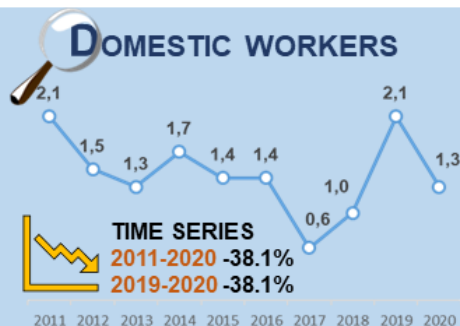
## ★ 123,200 EMPLOYED IN THE THREE CARE SECTORS



**78,300**  
**(63.6%)**  
RESIDENTIAL  
ASSISTANCE  
(FACILITIES)

**1,300**  
**(1.1%)**  
DOMESTIC  
WORKERS  
(EMPLOYED BY  
FAMILIES)

**43,600**  
**(35.4%)**  
NON-RESIDENTIAL  
ASSISTANCE  
(INCLUDING  
AGENCIES)



**GENDER (2020)**  
**100.0% F**  
**0.0% M**



**AGE CLASSES (2020)**  
**87.0% 15-59 Y/O**  
**13.0% OVER 59**

EUROSTAT DATA (2020)

## ★ PUBLIC SOCIAL SPENDING (2019)

**3,858** EUROS PER CAPITA  
**18.4%** INCIDENCE % GDP

8.7% PENSIONS  
6.2% HEALTH  
1.6% FAMILY  
1.1% DISABILITY  
0.7% OTHER  
**18.4% TOT. SOCIAL**

★ **DOMESTIC WORK  
ADDED VALUE**  
**175 M EUROS**  
**0.09% GDP 2020**



EUROSTAT DATA



JUNE 2022  
DOMESTIC  
WORK IN  
EUROPE

**DOSSERVATORIO  
MINA**  
SUL LAVORO DOMESTICO

DOMESTIC  
WORK  
OBSERVATORY

FOCUS  
ON  
DENMARK



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EUROSTAT DATA

## ★ DEMOGRAPHICS

POPULATION  
01.01.2021  
**5,840,045**

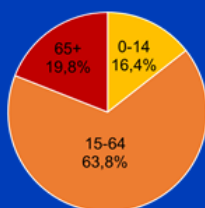
01.01.2021  
**3.7%** FOREIGNERS EU27  
**5.4%** EXTRA EU27

## ★ BASELINE PROJECTIONS

2020-2070

TOTAL **+5.7%**  
15-64 Y/O **-5.7%**  
65+ Y/O **+47.3%**

POPULATION  
BY AGE (2021)



## ★ LABOUR MARKET

EMPLOYED (>15 Y/O) **2,852,400**  
OF WHICH **7.1%** FOREIGNERS **201,800**

EMPLOYMENT RATE  
15-64 Y/O (2020)  
**77.3% M 71.4% F**

★ WELFARE SYSTEM  
(AD-PHS PROJECT DATA)  
➔ NORDIC

EUROSTAT DATA (2020)

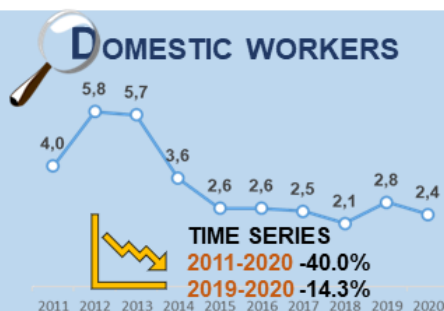
## ★ 326,700 EMPLOYED IN THE THREE CARE SECTORS



**134,100**  
**(41.0%)**  
RESIDENTIAL  
ASSISTANCE  
(FACILITIES)

**2,400**  
**(0.7%)**  
DOMESTIC  
WORKERS  
(EMPLOYED BY  
FAMILIES)

**190,200**  
**(58.2%)**  
NON-RESIDENTIAL  
ASSISTANCE  
(INCLUDING  
AGENCIES)



**GENDER (2020)**  
**95.8% F**  
**4.2% M**



**AGE CLASSES (2020)**  
**95.8% 15-59 Y/O**  
**4.2% OVER 59**

EUROSTAT DATA

## ★ PUBLIC SOCIAL SPENDING (2019)

**16,150** EUROS PER CAPITA  
**30.0%** INCIDENCE % GDP

12.4% PENSIONS  
6.4% HEALTH  
3.3% FAMILY  
4.7% DISABILITY  
3.2% OTHER  
**30.0% TOT. SOCIAL**

## ★ DOMESTIC WORK ADDED VALUE



**581 M EUROS**  
**0.21% GDP 2020**



JUNE 2022  
DOMESTIC  
WORK IN  
EUROPE

**DOSSERVATORIO  
MINA**  
SUL LAVORO DOMESTICO

DOMESTIC  
WORK  
OBSERVATORY

FOCUS  
ON  
GERMANY



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EUROSTAT DATA

## ★ DEMOGRAPHICS

POPULATION  
01.01.2021  
**83,155,031**

01.01.2021

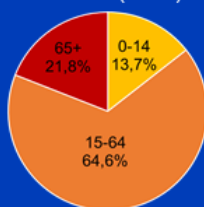
**5.4%** FOREIGNERS EU27  
**7.4%** EXTRA EU27

## ★ BASELINE PROJECTIONS

2020-2070

TOTAL **-1.8%**  
15-64 Y/O **-13.0%**  
65+ Y/O **+28.4%**

POPULATION  
BY AGE (2021)



## ★ LABOUR MARKET

EMPLOYED (>15 Y/O) **41,859,300**  
OF WHICH **12.1%** FOREIGNERS **5,076,200**

EMPLOYMENT RATE  
15-64 Y/O (2020)  
**78.0% M 70.9% F**

★ WELFARE SYSTEM  
(AD-PHS PROJECT DATA)  
➔ CONTINENTAL

## ★ 2,539,300 EMPLOYED IN THE THREE CARE SECTORS



**929,100**  
(**36.6%**)  
RESIDENTIAL  
ASSISTANCE  
(FACILITIES)

**158,200**  
(**6.2%**)  
DOMESTIC  
WORKERS  
(EMPLOYED BY  
FAMILIES)

**1,452,000**  
(**57.2%**)  
NON-RESIDENTIAL  
ASSISTANCE  
(INCLUDING  
AGENCIES)

## DOMESTIC WORKERS



TIME SERIES  
2011-2020 **-27.9%**  
2019-2020 **-26.4%**

2011 2012 2013 2014 2015 2016 2017 2018 2019 2020



GENDER (2020)  
**93.9% F**  
**6.1% M**



AGE CLASSES (2020)  
**15.8% UNDER 40**  
**19.0% 40-49 Y/O**  
**65.2% OVER 50**

EUROSTAT DATA (2020)

## ★ PUBLIC SOCIAL SPENDING (2019)

**12,068** EUROS PER CAPITA  
**29.1%** INCIDENCE % GDP

11.2% PENSIONS  
10.4% HEALTH  
3.4% FAMILY  
2.5% DISABILITY  
1.6% OTHER  
**29.1% TOT. SOCIAL**

## ★ DOMESTIC WORK ADDED VALUE



**7,506 M EUROS**  
**0.25% GDP 2020**

EUROSTAT DATA



JUNE 2022  
DOMESTIC  
WORK IN  
EUROPE

**OSSERVATORIO  
MINA**  
SUL LAVORO DOMESTICO

DOMESTIC  
WORK  
OBSERVATORY

FOCUS  
ON  
ESTONIA



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EUROSTAT DATA

## ★ DEMOGRAPHICS

POPULATION  
01.01.2021  
**1,330,068**

## ★ BASELINE PROJECTIONS

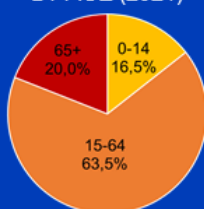
2020-2070

TOTAL **-10.2%**  
15-64 Y/O **-20.7%**  
65+ Y/O **+36.5%**

01.01.2021

**1.5%** FOREIGNERS EU27  
**13.5%** EXTRA EU27

POPULATION  
BY AGE (2021)



## ★ LABOUR MARKET

EMPLOYED (>15 Y/O) **646,800**  
OF WHICH **14.3%** FOREIGNERS  
**92,700**

EMPLOYMENT RATE  
15-64 Y/O (2020)  
**75.9% M 72.1% F**

★ WELFARE SYSTEM  
(AD-PHS PROJECT DATA)  
➔ EASTERN EUROPEAN

EUROSTAT DATA (2020)

## ★ 9,800 EMPLOYED IN THE THREE CARE SECTORS



**7,000**  
(**71.4%**)  
RESIDENTIAL  
ASSISTANCE  
(FACILITIES)

NON-SIGNIFICANT  
DATA  
DOMESTIC  
WORKERS  
(EMPLOYED  
BY FAMILIES)

**2,800**  
(**28.6%**)  
NON-RESIDENTIAL  
ASSISTANCE  
(INCLUDING  
AGENCIES)

## RESIDENTIAL AND Non-RESIDENTIAL WORKERS



TIME SERIES  
**2011-2020 +15.3%**  
**2019-2020 -12.5%**

2011 2012 2013 2014 2015 2016 2017 2018 2019 2020



GENDER (2020)  
**87.8% F**  
**12.2% M**



AGE CLASSES (2020)  
**12.2% UNDER 40**  
**28.6% 40-49 Y/O**  
**59.2% OVER 50**

EUROSTAT DATA

## ★ PUBLIC SOCIAL SPENDING (2019)

**3,411** EUROS PER CAPITA  
**16.1%** INCIDENCE % GDP

6.6% PENSIONS  
4.7% HEALTH  
2.3% FAMILY  
1.9% DISABILITY  
0.6% OTHER  
**16.1% TOT. SOCIAL**

## ★ DOMESTIC WORK ADDED VALUE



**13 M EUROS**  
**0.05% GDP 2020**



JUNE 2022  
DOMESTIC  
WORK IN  
EUROPE

**DOSSERVATORIO  
MINA**  
SUL LAVORO DOMESTICO

DOMESTIC  
WORK  
OBSERVATORY

FOCUS  
ON  
IRELAND



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EUROSTAT DATA

## ★ DEMOGRAPHICS

POPULATION  
01.01.2021  
**5,006,907**

01.01.2021

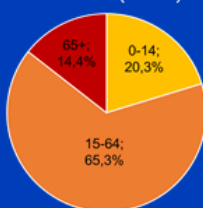
**7.0% FOREIGNERS EU27**  
**6.0% EXTRA EU27**

## ★ BASELINE PROJECTIONS

2020-2070

TOTAL **+30.9%**  
15-64 Y/O **+14.7%**  
65+ Y/O **+148.9%**

POPULATION  
BY AGE (2021)



## ★ LABOUR MARKET

EMPLOYED (>15 Y/O) **2,294,100**  
OF WHICH **16.6%**  
FOREIGNERS **380,700**

EMPLOYMENT RATE  
15-64 Y/O (2020)  
**72.2% M 60.9% F**

★ WELFARE SYSTEM  
(AD-PHS PROJECT DATA)  
➔ ANGLO-SAXON

## ★ 138,400 EMPLOYED IN THE THREE CARE SECTORS



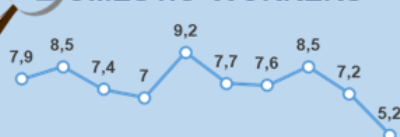
**43,500**  
(31.4%)  
RESIDENTIAL  
ASSISTANCE  
(FACILITIES)

**5,200**  
(3.8%)  
DOMESTIC  
WORKERS  
(EMPLOYED BY  
FAMILIES)

**89,700**  
(64.8%)  
NON-RESIDENTIAL  
ASSISTANCE  
(INCLUDING  
AGENCIES)



## DOMESTIC WORKERS



### TIME SERIES

**2011-2020 -34.2%**  
**2019-2020 -27.8%**

2011 2012 2013 2014 2015 2016 2017 2018 2019 2020



### GENDER (2020)

**98.1% F**  
**1.9% M**



### AGE CLASSES (2020)

**92.3% 15-59 Y/O**  
**7.7% OVER 59**

EUROSTAT DATA (2020)

## ★ PUBLIC SOCIAL SPENDING (2019)

**9,413 EUROS PER CAPITA**  
**13.0% INCIDENCE % GDP**

4.5% PENSIONS  
5.1% HEALTH  
1.3% FAMILY  
0.7% DISABILITY  
1.4% OTHER  
**13.0% TOT. SOCIAL**

## ★ DOMESTIC WORK ADDED VALUE

**16 M EUROS**  
**0.005% GDP 2020**



EUROSTAT DATA



JUNE 2022  
DOMESTIC  
WORK IN  
EUROPE

DOSSERVATORIO  
MINA  
SUL LAVORO DOMESTICO

DOMESTIC  
WORK  
OBSERVATORY

FOCUS  
ON  
GREECE



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EUROSTAT DATA

## ★ DEMOGRAPHICS

POPULATION  
01.01.2021  
**10,678,547**

01.01.2021

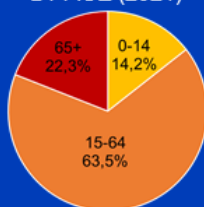
**1.6% FOREIGNERS EU27**  
**7.1% EXTRA EU27**

## ★ BASELINE PROJECTIONS

2020-2070

TOTAL **-19.7%**  
15-64 Y/O **-30.7%**  
65+ Y/O **+18.4%**

POPULATION  
BY AGE (2021)



## ★ LABOUR MARKET

EMPLOYED (>15 Y/O) **3,875,400**  
OF WHICH **4.8%** FOREIGNERS **187,700**

EMPLOYMENT RATE  
15-64 Y/O (2020)  
**62.8% M 44.7% F**

★ WELFARE SYSTEM  
(AD-PHS PROJECT DATA)  
➔ MEDITERRANEAN

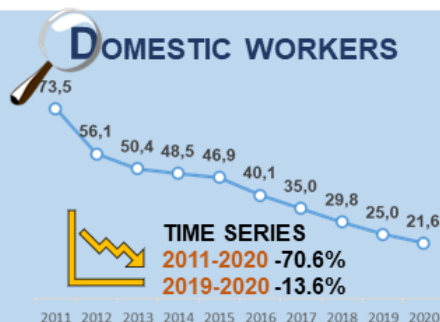
## ★ 62,300 EMPLOYED IN THE THREE CARE SECTORS



**10,400**  
**(16.7%)**  
RESIDENTIAL  
ASSISTANCE  
(FACILITIES)

**21,600**  
**(34.7%)**  
DOMESTIC  
WORKERS  
(EMPLOYED BY  
FAMILIES)

**30,300**  
**(48.6%)**  
NON-RESIDENTIAL  
ASSISTANCE  
(INCLUDING  
AGENCIES)



**GENDER (2020)**  
**93.1% F**  
**6.9% M**



**AGE CLASSES (2020)**  
**24.1% UNDER 40**  
**25.9% 40-49 Y/O**  
**50.0% OVER 50**

EUROSTAT DATA (2020)

## ★ PUBLIC SOCIAL SPENDING (2019)

**4,237 EUROS PER CAPITA**  
**24.8% INCIDENCE % GDP**

15.9% PENSIONS  
4.9% HEALTH  
1.5% FAMILY  
1.1% DISABILITY  
1.4% OTHER  
**24.8% TOT. SOCIAL**

## ★ DOMESTIC WORK ADDED VALUE



**654 M EUROS**  
**0.45% GDP 2020**

EUROSTAT DATA



JUNE 2022  
DOMESTIC  
WORK IN  
EUROPE

**DOSSERVATORIO  
MINA**  
SUL LAVORO DOMESTICO

DOMESTIC  
WORK  
OBSERVATORY

FOCUS  
ON  
SPAIN



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EUROSTAT DATA

## ★ DEMOGRAPHICS

POPULATION  
01.01.2021  
**47,394,223**

01.01.2021

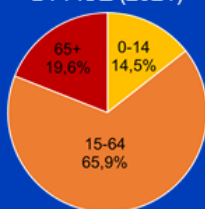
**3.7% FOREIGNERS EU27**  
**7.7% EXTRA EU27**

## ★ BASELINE PROJECTIONS

2020-2070

TOTAL **-0.5%**  
15-64 Y/O **-15.9%**  
65+ Y/O **+62.7%**

POPULATION  
BY AGE (2021)



## ★ LABOUR MARKET

EMPLOYED (>15 Y/O) **19,202,300**  
OF WHICH **12.1%** FOREIGNERS **2,319,400**

EMPLOYMENT RATE  
15-64 Y/O (2020)  
**66.1% M 55.7% F**

★ WELFARE SYSTEM  
(AD-PHS PROJECT DATA)  
➔ MEDITERRANEAN

EUROSTAT DATA (2020)

## ★ 1,114,600 EMPLOYED IN THE THREE CARE SECTORS



**326,700**  
(29.3%)  
RESIDENTIAL  
ASSISTANCE  
(FACILITIES)

**537,800**

(48.3%)  
DOMESTIC  
WORKERS  
(EMPLOYED BY  
FAMILIES)

**250,100**  
(22.4%)  
NON-RESIDENTIAL  
ASSISTANCE  
(INCLUDING  
AGENCIES)



## DOMESTIC WORKERS



### TIME SERIES

**2011-2020 -21.7%**  
**2019-2020 -9.6%**

2011 2012 2013 2014 2015 2016 2017 2018 2019 2020



### GENDER (2020)

**87.5% F**  
**12.5% M**



### AGE CLASSES (2020)

**25.7% UNDER 40**  
**28.2% 40-49 Y/O**  
**46.1% OVER 50**

EUROSTAT DATA

## ★ PUBLIC SOCIAL SPENDING (2019)

**6,256 EUROS PER CAPITA**  
**23.7% INCIDENCE % GDP**

12.2% PENSIONS  
6.5% HEALTH  
1.3% FAMILY  
1.6% DISABILITY  
2.0% OTHER  
**23.7% TOT. SOCIAL**

## ★ DOMESTIC WORK ADDED VALUE



**8,994 M EUROS**  
**0.88% GDP 2020**



JUNE 2022  
DOMESTIC  
WORK IN  
EUROPE

**DOSSERVATORIO  
MINA**  
SUL LAVORO DOMESTICO

DOMESTIC  
WORK  
OBSERVATORY

FOCUS  
ON  
FRANCE



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EUROSTAT DATA

## ★ DEMOGRAPHICS

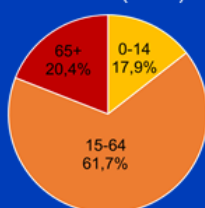
POPULATION  
01.01.2021  
**67,439,599**

## ★ BASELINE PROJECTIONS

2020-2070  
TOTAL **+3.1%**  
15-64 Y/O **-6.7%**  
65+ Y/O **+45.0%**

01.01.2021  
**2.2% FOREIGNERS EU27**  
**5.5% EXTRA EU27**

POPULATION  
BY AGE (2021)



## ★ LABOUR MARKET

EMPLOYED (>15 Y/O) **26,995,300**  
OF WHICH **6.4%**  
FOREIGNERS **1,724,800**

EMPLOYMENT RATE  
15-64 Y/O (2020)  
**68.7% M 63.6% F**

★ WELFARE SYSTEM  
(AD-PHS PROJECT DATA)  
➔ CONTINENTAL

EUROSTAT DATA (2020)

## ★ 2,186,800 EMPLOYED IN THE THREE CARE SECTORS



**716,300**  
(32.8%)  
RESIDENTIAL  
ASSISTANCE  
(FACILITIES)

**287,000**  
(13.1%)  
DOMESTIC  
WORKERS  
(EMPLOYED BY  
FAMILIES)

**1,183,500**  
(54.1%)  
NON-RESIDENTIAL  
ASSISTANCE  
(INCLUDING  
AGENCIES)



## DOMESTIC WORKERS



TIME SERIES  
2011-2020 **-53.7%**  
2019-2020 **-14.3%**

2011 2012 2013 2014 2015 2016 2017 2018 2019 2020



GENDER (2020)  
**88.9% F**  
**11.1% M**



AGE CLASSES (2020)  
**23.1% UNDER 40**  
**18.9% 40-49 Y/O**  
**58.0% OVER 50**

EUROSTAT DATA

## ★ PUBLIC SOCIAL SPENDING (2019)

**11,360** EUROS PER CAPITA  
**31.4%** INCIDENCE % GDP

14.3% PENSIONS  
9.0% HEALTH  
2.3% FAMILY  
2.0% DISABILITY  
3.8% OTHER  
**31.4% TOT. SOCIAL**

## ★ DOMESTIC WORK ADDED VALUE



**789 M EUROS**  
**0.04% GDP 2020**



JUNE 2022  
DOMESTIC  
WORK IN  
EUROPE

**DOSSERVATORIO  
MINA**  
SUL LAVORO DOMESTICO

DOMESTIC  
WORK  
OBSERVATORY

FOCUS  
ON  
CROATIA



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EUROSTAT DATA

## ★ DEMOGRAPHICS

POPULATION  
01.01.2021  
**4,036,355**

01.01.2021

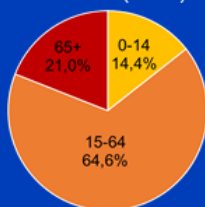
**0.5% FOREIGNERS EU27**  
**1.9% EXTRA EU27**

## ★ BASELINE PROJECTIONS

2020-2070

TOTAL **-25.2%**  
15-64 Y/O **-36.3%**  
65+ Y/O **+16.1%**

POPULATION  
BY AGE (2021)



## ★ LABOUR MARKET

EMPLOYED (>15 Y/O) **1,657,400**  
OF WHICH **0.3%**  
FOREIGNERS **4,400**

EMPLOYMENT RATE  
15-64 Y/O (2020)  
**67.1% M 56.9% F**

★ WELFARE SYSTEM  
(AD-PHS PROJECT DATA)  
➔ EASTERN EUROPEAN

EUROSTAT DATA (2020)

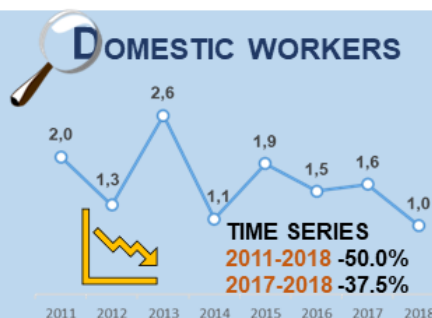
## ★ 36,100 EMPLOYED IN THE THREE CARE SECTORS



**16,100**  
(**44.6%**)  
RESIDENTIAL  
ASSISTANCE  
(FACILITIES)

**1,000**  
(**2.8%**) 2018  
DOMESTIC  
WORKERS  
(EMPLOYED BY  
FAMILIES)

**19,000**  
(**52.6%**)  
NON-RESIDENTIAL  
ASSISTANCE  
(INCLUDING  
AGENCIES)



**GENDER (2017)**  
**93.8% F**  
**6.3% M**



**AGE CLASSES (2017)**  
**62.5% 15-59 Y/O**  
**37.5% OVER 59**

EUROSTAT DATA

## ★ PUBLIC SOCIAL SPENDING (2019)

**2,854** EUROS PER CAPITA  
**21.4%** INCIDENCE % GDP

9.1% PENSIONS  
7.2% HEALTH  
2.0% FAMILY  
2.1% DISABILITY  
0.9% OTHER  
**21.4% TOT. SOCIAL**

## ★ DOMESTIC WORK ADDED VALUE



**16 M EUROS**  
**0.04% GDP 2020**



JUNE 2022  
DOMESTIC  
WORK IN  
EUROPE

**DOSSERVATORIO  
MINA**  
SUL LAVORO DOMESTICO

DOMESTIC  
WORK  
OBSERVATORY

FOCUS  
ON  
ITALY



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EUROSTAT DATA

## ★ DEMOGRAPHICS

POPULATION  
01.01.2021  
**59,257,566**

01.01.2021

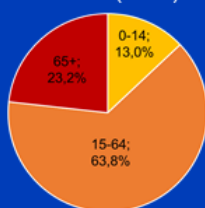
**2.4%** FOREIGNERS EU27  
**6.4%** EXTRA EU27

## ★ BASELINE PROJECTIONS

2020-2070

TOTAL **-9.5%**  
15-64 Y/O **-22.0%**  
65+ Y/O **+29.7%**

POPULATION  
BY AGE (2021)



## ★ LABOUR MARKET

EMPLOYED (>15 Y/O) **22,903,100**  
OF WHICH **10.2%** FOREIGNERS **2,346,100**

EMPLOYMENT RATE  
15-64 Y/O (2020)  
**66.6% M 48.4% F**

★ WELFARE SYSTEM  
(AD-PHS PROJECT DATA)  
➔ MEDITERRANEAN

EUROSTAT DATA (2020)

## ★ 1,241,700 EMPLOYED IN THE THREE CARE SECTORS



**311,300**  
**(25.1%)**  
RESIDENTIAL  
ASSISTANCE  
(FACILITIES)

**663,100**  
**(53.4%)**  
DOMESTIC  
WORKERS  
(EMPLOYED BY  
FAMILIES)

**267,300**  
**(21.5%)**  
NON-RESIDENTIAL  
ASSISTANCE  
(INCLUDING  
AGENCIES)



TIME SERIES  
**2011-2020 +8.2%**  
**2019-2020 -9.6%**

2011 2012 2013 2014 2015 2016 2017 2018 2019 2020



GENDER (2020)  
**87.6% F**  
**12.4% M**



AGE CLASSES (2020)  
**21.5% UNDER 40**  
**31.2% 40-49 Y/O**  
**47.3% OVER 50**

EUROSTAT DATA

## ★ PUBLIC SOCIAL SPENDING (2019)

**8,414** EUROS PER CAPITA  
**28.3%** INCIDENCE % GDP

16.6% PENSIONS  
6.5% HEALTH  
1.1% FAMILY  
1.6% DISABILITY  
2.6% OTHER  
**28.3% TOT. SOCIAL**

## ★ DOMESTIC WORK ADDED VALUE



**16,310 M EUROS**  
**1.09% GDP 2020**



JUNE 2022  
DOMESTIC  
WORK IN  
EUROPE

**DOSSERVATORIO  
MINA**  
SUL LAVORO DOMESTICO

DOMESTIC  
WORK  
OBSERVATORY

FOCUS  
ON  
CYPRUS



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EUROSTAT DATA

## ★ DEMOGRAPHICS

POPULATION  
01.01.2021  
**896,005**

## ★ BASELINE PROJECTIONS

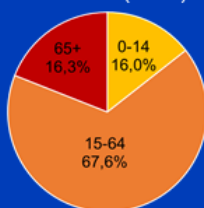
2020-2070

TOTAL **+23.7%**  
15-64 Y/O **+7.0%**  
65+ Y/O **+105.2%**

01.01.2021

**10.8%** FOREIGNERS EU27  
**7.7%** EXTRA EU27

POPULATION  
BY AGE (2021)



## ★ LABOUR MARKET

EMPLOYED (>15 Y/O) **417,400**  
OF WHICH **22.6%** FOREIGNERS  
**94,400**

EMPLOYMENT RATE  
15-64 Y/O (2020)  
**75.9% M 64.3% F**

★ WELFARE SYSTEM  
(AD-PHS PROJECT DATA)  
➔ EASTERN EUROPEAN

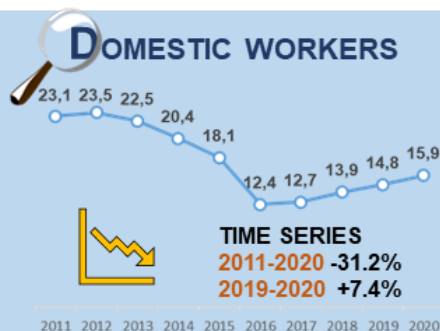
## ★ 20,800 EMPLOYED IN THE THREE CARE SECTORS



**1,600**  
**(7.7%)**  
RESIDENTIAL  
ASSISTANCE  
(FACILITIES)

**15,900**  
**(76.4%)**  
DOMESTIC  
WORKERS  
(EMPLOYED BY  
FAMILIES)

**3,300**  
**(15.9%)**  
NON-RESIDENTIAL  
ASSISTANCE  
(INCLUDING  
AGENCIES)



2011 2012 2013 2014 2015 2016 2017 2018 2019 2020



**GENDER (2020)**  
**96.2% F**  
**3.8% M**



**AGE CLASSES (2020)**  
**70.6% UNDER 40**  
**17.5% 40-49 Y/O**  
**11.9% OVER 50**

EUROSTAT DATA (2020)

## ★ PUBLIC SOCIAL SPENDING (2019)

**4,623** EUROS PER CAPITA  
**18.3%** INCIDENCE % GDP

9.7% PENSIONS  
4.6% HEALTH  
1.1% FAMILY  
0.7% DISABILITY  
2.1% OTHER  
**18.3% TOT. SOCIAL**

★ DOMESTIC WORK  
ADDED VALUE  
**193 M EUROS**  
**1.01% GDP 2020**



EUROSTAT DATA



JUNE 2022  
DOMESTIC  
WORK IN  
EUROPE

**DOSSERVATORIO  
MINA**  
SUL LAVORO DOMESTICO

DOMESTIC  
WORK  
OBSERVATORY

FOCUS  
ON  
LATVIA



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EUROSTAT DATA

## ★ DEMOGRAPHICS

POPULATION  
01.01.2021  
**1,893,223**

01.01.2021

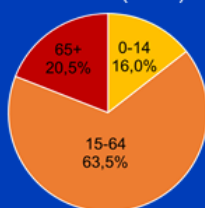
**0.3% FOREIGNERS EU27**  
**13.0% EXTRA EU27**

## ★ BASELINE PROJECTIONS

2020-2070

TOTAL **-38.0%**  
15-64 Y/O **-46.5%**  
65+ Y/O **-3.9%**

POPULATION  
BY AGE (2021)



## ★ LABOUR MARKET

EMPLOYED (>15 Y/O) **893,000**  
OF WHICH **12.0%** FOREIGNERS **107,500**

EMPLOYMENT RATE  
15-64 Y/O (2020)  
**73.0% M 70.0% F**

★ WELFARE SYSTEM  
(AD-PHS PROJECT DATA)  
➔ EASTERN EUROPEAN

EUROSTAT DATA (2020)

## ★ 19,700 EMPLOYED IN THE THREE CARE SECTORS

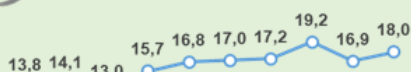


**8,300**  
**(42.1%)**  
RESIDENTIAL  
ASSISTANCE  
(FACILITIES)

**1,700**  
**(8.6%)** ESTIMATION  
DOMESTIC  
WORKERS  
(EMPLOYED BY  
FAMILIES)

**9,700**  
**(49.2%)**  
NON-RESIDENTIAL  
ASSISTANCE  
(INCLUDING  
AGENCIES)

## RESIDENTIAL AND Non-RESIDENTIAL WORKERS



### TIME SERIES

2011-2020 **+30.4%**

2019-2020 **+6.5%**

2011 2012 2013 2014 2015 2016 2017 2018 2019 2020



### GENDER (2020)

**85.0% F**

**15.0% M**



### AGE CLASSES (2020)

**18.9% UNDER 40**

**25.6% 40-49 Y/O**

**55.5% OVER 50**

EUROSTAT DATA

## ★ PUBLIC SOCIAL SPENDING (2019)

**2,460** EUROS PER CAPITA  
**15.5%** INCIDENCE % GDP

7.2% PENSIONS  
4.5% HEALTH  
1.6% FAMILY  
1.3% DISABILITY  
0.8% OTHER  
**15.5% TOT. SOCIAL**

## ★ DOMESTIC WORK ADDED VALUE (2019)



**49 M EUROS**  
**0.18% GDP 2019**



JUNE 2022  
DOMESTIC  
WORK IN  
EUROPE

**DOSSERVATORIO  
MINA**  
SUL LAVORO DOMESTICO

DOMESTIC  
WORK  
OBSERVATORY

FOCUS  
ON  
LITHUANIA



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EUROSTAT DATA

## ★ DEMOGRAPHICS

POPULATION  
01.01.2021  
**2,795,680**

## ★ BASELINE PROJECTIONS

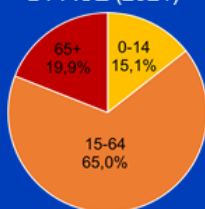
2020-2070

TOTAL **-34.7%**  
15-64 Y/O **-45.3%**  
65+ Y/O **+8.2%**

01.01.2021

**0.3% FOREIGNERS EU27**  
**2.5% EXTRA EU27**

POPULATION  
BY AGE (2021)



## ★ LABOUR MARKET

EMPLOYED (>15 Y/O) **1,358,100** OF WHICH **1.1%** FOREIGNERS **14,900**

EMPLOYMENT RATE  
15-64 Y/O (2020)  
**72.2% M 71.0% F**

★ WELFARE SYSTEM  
(AD-PHS PROJECT DATA)  
➔ EASTERN EUROPEAN

EUROSTAT DATA (2020)

## ★ 26,680 EMPLOYED IN THE THREE CARE SECTORS



**14,400**  
**(54.0%)**  
RESIDENTIAL  
ASSISTANCE  
(FACILITIES)

**1,680**  
**(6.3%)** ESTIMATION  
DOMESTIC  
WORKERS  
(EMPLOYED BY  
FAMILIES)

**10,600**  
**(39.7%)**  
NON-RESIDENTIAL  
ASSISTANCE  
(INCLUDING  
AGENCIES)

## RESIDENTIAL AND

## Non-RESIDENTIAL WORKERS



GENDER (2020)  
**88.8% F**  
**11.2% M**



AGE CLASSES (2020)  
**29.2% UNDER 40**  
**24.8% 40-49 Y/O**  
**46.0% OVER 50**

EUROSTAT DATA

## ★ PUBLIC SOCIAL SPENDING (2019)

**2.819** EUROS PER CAPITA  
**16.1%** INCIDENCE % GDP

7.0% PENSIONS  
4.9% HEALTH  
1.7% FAMILY  
1.4% DISABILITY  
1.0% OTHER  
**16.1% TOT. SOCIAL**

## ★ DOMESTIC WORK ADDED VALUE



**47 M EUROS**  
**0.11% GDP 2020**



JUNE 2022  
DOMESTIC  
WORK IN  
EUROPE

**DOSSERVATORIO  
MINA**  
SUL LAVORO DOMESTICO

DOMESTIC  
WORK  
OBSERVATORY

FOCUS  
ON  
LUXEMBOURG



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EUROSTAT DATA

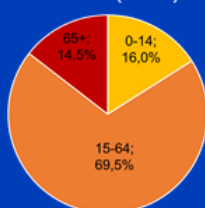
## ★ DEMOGRAPHICS

POPULATION  
01.01.2021  
**634,730**

01.01.2021

**38.5%** FOREIGNERS EU27  
**8.6%** EXTRA EU27

POPULATION  
BY AGE (2021)



## ★ BASELINE PROJECTIONS

2020-2070

TOTAL **+25.8%**  
15-64 Y/O **+3.9%**  
65+ Y/O **+156.9%**

## ★ LABOUR MARKET

EMPLOYED (>15 Y/O) **292,400** OF WHICH **52.9%** FOREIGNERS **154,600**

EMPLOYMENT RATE  
15-64 Y/O (2020)  
**70.4% M 63.9% F**

★ WELFARE SYSTEM  
(AD-PHS PROJECT DATA)  
➔ CONTINENTAL

EUROSTAT DATA (2020)

## ★ 22,300 EMPLOYED IN THE THREE CARE SECTORS



**5,400**  
**(24.2%)**  
RESIDENTIAL  
ASSISTANCE  
(FACILITIES)

**4,500**  
**(20.2%)**  
DOMESTIC  
WORKERS  
(EMPLOYED BY  
FAMILIES)

**12,400**  
**(55.6%)**  
NON-RESIDENTIAL  
ASSISTANCE  
(INCLUDING  
AGENCIES)



## DOMESTIC WORKERS



### TIME SERIES

2011-2020 **-2.2%**  
2019-2020 **+36.4%**

2011 2012 2013 2014 2015 2016 2017 2018 2019 2020



### GENDER (2020)

**93.3% F**  
**6.7% M**



### AGE CLASSES (2020)

**24.4% UNDER 40**  
**35.6% 40-49 Y/O**  
**40.0% OVER 50**

EUROSTAT DATA

## ★ PUBLIC SOCIAL SPENDING (2019)

**21,799** EUROS PER CAPITA  
**21.3%** INCIDENCE % GDP

8.5% PENSIONS  
5.5% HEALTH  
3.3% FAMILY  
2.2% DISABILITY  
1.8% OTHER  
**21.3% TOT. SOCIAL**

## ★ DOMESTIC WORK ADDED VALUE



**155 M EUROS**  
**0.26% GDP 2020**



JUNE 2022  
DOMESTIC  
WORK IN  
EUROPE

**DOSSERVATORIO  
MINA**  
SUL LAVORO DOMESTICO

DOMESTIC  
WORK  
OBSERVATORY

FOCUS  
ON  
HUNGARY



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EUROSTAT DATA

## ★ DEMOGRAPHICS

POPULATION  
01.01.2021  
**9,730,772**

01.01.2021

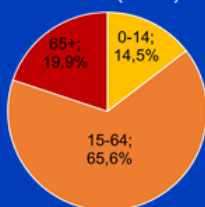
**0.8% FOREIGNERS EU27**  
**1.2% EXTRA EU27**

## ★ BASELINE PROJECTIONS

2020-2070

TOTAL **-8.6%**  
15-64 Y/O **-21.2%**  
65+ Y/O **+36.2%**

POPULATION  
BY AGE (2021)



## ★ LABOUR MARKET

EMPLOYED (>15 Y/O) **4,460,500**  
OF WHICH **0.7% FOREIGNERS**  
**31,100**

EMPLOYMENT RATE  
15-64 Y/O (2020)  
**77.1% M 66.8% F**

★ WELFARE SYSTEM  
(AD-PHS PROJECT DATA)  
➔ EASTERN EUROPEAN

EUROSTAT DATA (2020)

## ★ 140,500 EMPLOYED IN THE THREE CARE SECTORS



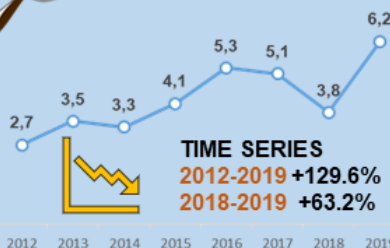
**63,100**  
(**44.9%**)  
RESIDENTIAL  
ASSISTANCE  
(FACILITIES)

**6,200**  
(**4.4%**) ESTIMATION  
DOMESTIC  
WORKERS  
(EMPLOYED BY  
FAMILIES)

**71,200**  
(**50.7%**)  
NON-RESIDENTIAL  
ASSISTANCE  
(INCLUDING  
AGENCIES)



## DOMESTIC WORKERS



**GENDER (2019)**  
**72.6% F**  
**27.4% M**



**AGE CLASSES (2019)**  
**82.3% 15-59 Y/O**  
**17.7% OVER 59**

EUROSTAT DATA

## ★ PUBLIC SOCIAL SPENDING (2019)

**2,450 EUROS PER CAPITA**  
**16.4% INCIDENCE % GDP**

8.0% PENSIONS  
4.6% HEALTH  
1.9% FAMILY  
0.9% DISABILITY  
0.9% OTHER  
**16.4% TOT. SOCIAL**

## ★ DOMESTIC WORK ADDED VALUE



**26 M EUROS**  
**0.02% GDP 2020**



JUNE 2022  
DOMESTIC  
WORK IN  
EUROPE

**OSSERVATORIO  
MINA**  
SUL LAVORO DOMESTICO

DOMESTIC  
WORK  
OBSERVATORY

FOCUS  
ON  
MALTA



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EUROSTAT DATA

## ★ DEMOGRAPHICS

POPULATION  
01.01.2021  
**516,100**

01.01.2021

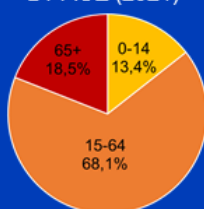
**8.3%** FOREIGNERS EU27  
**11.8%** EXTRA EU27

## ★ BASELINE PROJECTIONS

2020-2070

TOTAL **+37.4%**  
15-64 Y/O **+13.3%**  
65+ Y/O **+140.9%**

POPULATION  
BY AGE (2021)



## ★ LABOUR MARKET

EMPLOYED (>15 Y/O) **261,100**  
OF WHICH **26.0%** FOREIGNERS  
**67.900**

EMPLOYMENT RATE  
15-64 Y/O (2020)  
**81.7% M 64.6% F**

★ WELFARE SYSTEM  
(AD-PHS PROJECT DATA)  
➔ ANGLO-SAXON

EUROSTAT DATA (2020)

## ★ 14,100 EMPLOYED IN THE THREE CARE SECTORS



**6,200**  
**(44.0%)**  
RESIDENTIAL  
ASSISTANCE  
(FACILITIES)

**3,500**  
**(24.8%)**  
DOMESTIC  
WORKERS  
(EMPLOYED BY  
FAMILIES)

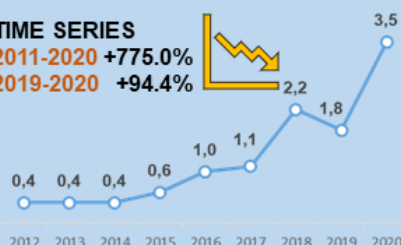
**4,400**  
**(31.2%)**  
NON-RESIDENTIAL  
ASSISTANCE  
(INCLUDING  
AGENCIES)



## DOMESTIC WORKERS

### TIME SERIES

2011-2020 **+775.0%**  
2019-2020 **+94.4%**



### GENDER (2020)

**88.6% F**  
**11.4% M**



### AGE CLASSES (2020)

**42.9% UNDER 40**  
**28.6% 40-49 Y/O**  
**28.5% OVER 50**

EUROSTAT DATA

## ★ PUBLIC SOCIAL SPENDING (2019)

**4,045** EUROS PER CAPITA  
**15.2%** INCIDENCE % GDP

7.7% PENSIONS  
5.6% HEALTH  
0.9% FAMILY  
0.6% DISABILITY  
0.5% OTHER  
**15.2% TOT. SOCIAL**

## ★ DOMESTIC WORK ADDED VALUE



**15 M EUROS**  
**0.13% GDP 2020**



JUNE 2022  
DOMESTIC  
WORK IN  
EUROPE

**DOSSERVATORIO  
MINA**  
SUL LAVORO DOMESTICO

DOMESTIC  
WORK  
OBSERVATORY

FOCUS  
ON  
**NETHERLANDS**



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EUROSTAT DATA

## ★ DEMOGRAPHICS

POPULATION  
01.01.2021  
**17,475,415**

01.01.2021

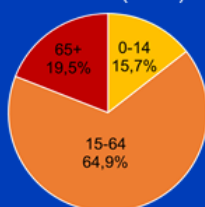
**3.4%** FOREIGNERS EU27  
**3.2%** EXTRA EU27

## ★ BASELINE PROJECTIONS

2020-2070

TOTAL **+3.3%**  
15-64 Y/O **-9.4%**  
65+ Y/O **+51.3%**

POPULATION  
BY AGE (2021)



## ★ LABOUR MARKET

EMPLOYED (>15 Y/O) **8,981,000**  
OF WHICH **4.9%** FOREIGNERS **442,800**

EMPLOYMENT RATE  
15-64 Y/O (2020)  
**82.8% M 75.7% F**

★ WELFARE SYSTEM  
(AD-PHS PROJECT DATA)  
➔ NORDIC

EUROSTAT DATA (2020)

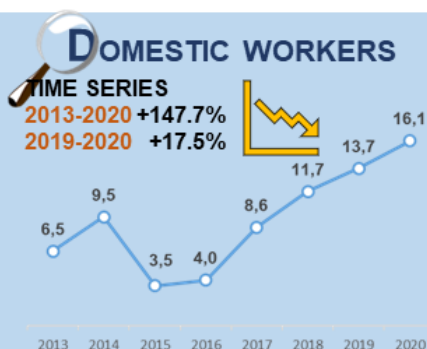
★ **774,000**  
**EMPLOYED**  
**IN THE THREE**  
**CARE SECTORS**



**447,400**  
**(57.8%)**  
RESIDENTIAL  
ASSISTANCE  
(FACILITIES)

**16,100**  
**(2.1%)**  
DOMESTIC  
WORKERS  
(EMPLOYED BY  
FAMILIES)

**310,500**  
**(40.1%)**  
NON-RESIDENTIAL  
ASSISTANCE  
(INCLUDING  
AGENCIES)



**GENDER (2020)**  
**80.7% F**  
**19.3% M**



**AGE CLASSES (2020)**  
**23.0% UNDER 40**  
**23.0% 40-49 Y/O**  
**54.0% OVER 50**

EUROSTAT DATA

## ★ PUBLIC SOCIAL SPENDING (2019)

**12,626** EUROS PER CAPITA  
**27.0%** INCIDENCE % GDP

11.3% PENSIONS  
9.4% HEALTH  
1.2% FAMILY  
2.5% DISABILITY  
2.6% OTHER  
**27.0% TOT. SOCIAL**

★ **DOMESTIC WORK  
ADDED VALUE**  
**914 M EUROS**  
**0.13% GDP 2020**





JUNE 2022  
DOMESTIC  
WORK IN  
EUROPE

**DOSSERVATORIO  
MINA**  
SUL LAVORO DOMESTICO

DOMESTIC  
WORK  
OBSERVATORY

FOCUS  
ON  
AUSTRIA



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EUROSTAT DATA

## ★ DEMOGRAPHICS

POPULATION  
01.01.2021  
**8,932,664**

01.01.2021

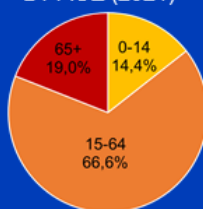
**8.9%** FOREIGNERS EU27  
**8.1%** EXTRA EU27

## ★ BASELINE PROJECTIONS

2020-2070

TOTAL **+3.9%**  
15-64 Y/O **-10.7%**  
65+ Y/O **+59.6%**

POPULATION  
BY AGE (2021)



## ★ LABOUR MARKET

EMPLOYED (>15 Y/O) **4,296,800**  
OF WHICH **16.7%** FOREIGNERS **717,700**

EMPLOYMENT RATE  
15-64 Y/O (2020)  
**76,0% M 67,4% F**

★ WELFARE SYSTEM  
(AD-PHS PROJECT DATA)  
➔ EASTERN EUROPEAN

## ★ 168,500 EMPLOYED IN THE THREE CARE SECTORS



**74,800**  
(**44.4%**)  
RESIDENTIAL  
ASSISTANCE  
(FACILITIES)

**4,800**  
(**2.8%**)  
DOMESTIC  
WORKERS  
(EMPLOYED BY  
FAMILIES)

**88,900**  
(**52.8%**)  
NON-RESIDENTIAL  
ASSISTANCE  
(INCLUDING  
AGENCIES)



## DOMESTIC WORKERS



### TIME SERIES

**2011-2020 -46.1%**  
**2019-2020 -18.6%**

2011 2012 2013 2014 2015 2016 2017 2018 2019 2020



### GENDER (2020)

**95.8% F**  
**4.2% M**



### AGE CLASSES (2020)

**85.4% 15-59 Y/O**  
**14.6% OVER 59**

EUROSTAT DATA (2020)

## ★ PUBLIC SOCIAL SPENDING (2019)

**12,801** EUROS PER CAPITA  
**28.6%** INCIDENCE % GDP

14,5% PENSIONS  
7,6% HEALTH  
2,6% FAMILY  
1,8% DISABILITY  
2,1% OTHER  
**28,6% TOT. SOCIAL**

## ★ DOMESTIC WORK ADDED VALUE



**151 M EUROS**  
**0.04% GDP 2020**

EUROSTAT DATA



JUNE 2022  
DOMESTIC  
WORK IN  
EUROPE

**DOSSERVATORIO  
MINA**  
SUL LAVORO DOMESTICO

DOMESTIC  
WORK  
OBSERVATORY

FOCUS  
ON  
POLAND



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EUROSTAT DATA

## ★ DEMOGRAPHICS

POPULATION  
01.01.2021  
**37,840,001**

01.01.2021

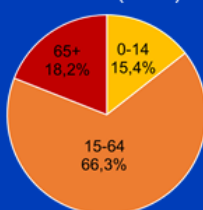
**0.1% FOREIGNERS EU27**  
**0.9% EXTRA EU27**

## ★ BASELINE PROJECTIONS

2020-2070

TOTAL **-18.6%**  
15-64 Y/O **-33.3%**  
65+ Y/O **+51.9%**

POPULATION  
BY AGE (2021)



## ★ LABOUR MARKET

EMPLOYED (>15 Y/O) **16,441,400**  
OF WHICH **0.6% FOREIGNERS**  
**93,800**

EMPLOYMENT RATE  
15-64 Y/O (2020)  
**74.7% M 60.9% F**

★ WELFARE SYSTEM  
(AD-PHS PROJECT DATA)  
➔ EASTERN EUROPEAN

EUROSTAT DATA (2020)

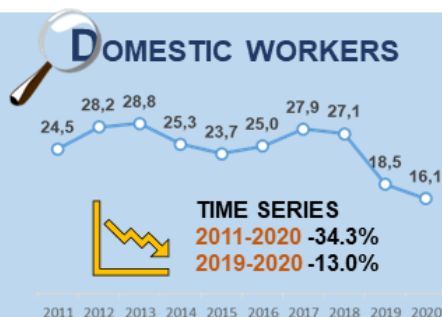
## ★ 309,200 EMPLOYED IN THE THREE CARE SECTORS



**122,200**  
**(39.5%)**  
RESIDENTIAL  
ASSISTANCE  
(FACILITIES)

**16,100**  
**(5.2%)**  
DOMESTIC  
WORKERS  
(EMPLOYED BY  
FAMILIES)

**170,900**  
**(55.3%)**  
NON-RESIDENTIAL  
ASSISTANCE  
(INCLUDING  
AGENCIES)



**GENDER (2020)**  
**82.6% F**  
**17.4% M**



**AGE CLASSES (2020)**  
**87.0% 15-59 Y/O**  
**13.0% OVER 59**

EUROSTAT DATA

## ★ PUBLIC SOCIAL SPENDING (2019)

**2,939** EUROS PER CAPITA  
**21.0%** INCIDENCE % GDP

11.1% PENSIONS  
5.1% HEALTH  
3.0% FAMILY  
1.2% DISABILITY  
0.6% OTHER  
**21.0% TOT. SOCIAL**

## ★ DOMESTIC WORK ADDED VALUE



**503 M EUROS**  
**0.11% GDP 2020**



JUNE 2022  
DOMESTIC  
WORK IN  
EUROPE

**DOSSERVATORIO  
MINA**  
SUL LAVORO DOMESTICO

DOMESTIC  
WORK  
OBSERVATORY

FOCUS  
ON  
PORTUGAL



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EUROSTAT DATA

## ★ DEMOGRAPHICS

POPULATION  
01.01.2021  
**10,298,252**

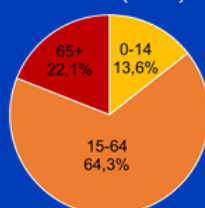
01.01.2021

**2.0% FOREIGNERS EU27**  
**4.4% EXTRA EU27**

## ★ BASELINE PROJECTIONS

TOTAL **-17.6%**  
15-64 Y/O **-31.0%**  
65+ Y/O **+23.1%**

POPULATION  
BY AGE (2021)



## ★ LABOUR MARKET

EMPLOYED (>15 Y/O) **4,813,000**  
OF WHICH **3.1% FOREIGNERS**  
**148,100**

EMPLOYMENT RATE  
15-64 Y/O (2020)  
**71.0% M 66.2% F**

★ WELFARE SYSTEM  
(AD-PHS PROJECT DATA)  
➔ MEDITERRANEAN

EUROSTAT DATA (2020)

★ **303,500**  
**EMPLOYED**  
**IN THE THREE**  
**CARE SECTORS**



**124,900**  
**(41.2%)**  
**RESIDENTIAL**  
**ASSISTANCE**  
**(STRUTTURE)**

**109,300**  
**(36.0%)**  
**DOMESTIC**  
**WORKERS**  
**(EMPLOYED BY**  
**FAMILIES)**

**69,300**  
**(22.8%)**  
**NON-RESIDENTIAL**  
**ASSISTANCE**  
**(INCLUDING**  
**AGENCIES)**



## DOMESTIC WORKERS



### TIME SERIES

**2011-2020 -20.5%**  
**2019-2020 -4.8%**

2011 2012 2013 2014 2015 2016 2017 2018 2019 2020



### GENDER (2020)

**99.3% F**  
**0.7% M**



### AGE CLASSES (2020)

**16.1% UNDER 40**  
**22.8% 40-49 Y/O**  
**61.1% OVER 50**

EUROSTAT DATA

## ★ SOCIAL PUBLIC SPENDING (2019)

**4,809 EUROS PER CAPITA**  
**23.2% INCIDENCE % GDP**

**13.3% PENSIONS**  
**6.2% HEALTH**  
**1.2% FAMILY**  
**1.7% DISABILITY**  
**0.9% OTHER**  
**23.2% TOT. SOCIAL**

## ★ DOMESTIC WORK ADDED VALUE



**1,143 M EUROS**  
**0.66% GDP 2020**



JUNE 2022  
DOMESTIC  
WORK IN  
EUROPE

**DOSSERVATORIO  
MINA**  
SUL LAVORO DOMESTICO

DOMESTIC  
WORK  
OBSERVATORY

FOCUS  
ON  
ROMANIA



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EUROSTAT DATA

## ★ DEMOGRAPHICS

POPULATION  
01.01.2021  
**19,186,201**

01.01.2021

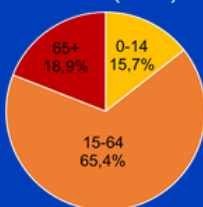
**0.3% FOREIGNERS EU27**  
**0.4% EXTRA EU27**

## ★ BASELINE PROJECTIONS

2020-2070

TOTAL **-29.2%**  
15-64 Y/O **-40.0%**  
65+ Y/O **+17.8%**

POPULATION  
BY AGE (2021)



## ★ LABOUR MARKET

EMPLOYED (>15 Y/O) **8,521,100**  
OF WHICH **0.1% FOREIGNERS**  
**9,600**

EMPLOYMENT RATE  
15-64 Y/O (2020)  
**69.0% M 51.1% F**

★ WELFARE SYSTEM  
(AD-PHS PROJECT DATA)  
➔ EASTERN EUROPEAN

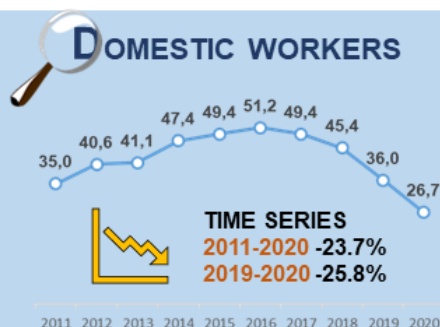
## ★ 112,400 EMPLOYED IN THE THREE CARE SECTORS



**36,200**  
**(32.2%)**  
RESIDENTIAL  
ASSISTANCE  
(FACILITIES)

**26,700**  
**(23.8%)**  
DOMESTIC  
WORKERS  
(EMPLOYED BY  
FAMILIES)

**49,500**  
**(44.0%)**  
NON-RESIDENTIAL  
ASSISTANCE  
(INCLUDING  
AGENCIES)



**GENDER (2020)**  
**83.1% F**  
**16.9% M**



**AGE CLASSES (2020)**  
**95.9% 15-59 Y/O**  
**4.1% OVER 59**

EUROSTAT DATA (2020)

## ★ PUBLIC SOCIAL SPENDING (2019)

**1,729 EUROS PER CAPITA**  
**15.0% INCIDENCE % GDP**

7.8% PENSIONS  
4.5% HEALTH  
1.7% FAMILY  
0.9% DISABILITY  
0.1% OTHER  
**15.0% TOT. SOCIAL**

## ★ DOMESTIC WORK ADDED VALUE



Missing data

EUROSTAT DATA



JUNE 2022  
DOMESTIC  
WORK IN  
EUROPE

**DOSSERVATORIO  
MINA**  
SUL LAVORO DOMESTICO

DOMESTIC  
WORK  
OBSERVATORY

FOCUS  
ON  
SLOVENIA



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EUROSTAT DATA

## ★ DEMOGRAPHICS

POPULATION  
01.01.2021  
**2,108,977**

01.01.2021  
**1.0%** FOREIGNERS EU27  
**7.0%** EXTRA EU27

## ★ LABOUR MARKET

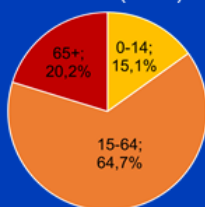
EMPLOYED (>15 Y/O)  
**978,000** OF WHICH **6.1%**  
**59,300** FOREIGNERS

## ★ BASELINE PROJECTIONS

2020-2070

TOTAL **-7.5%**  
15-64 Y/O **-19.3%**  
65+ Y/O **+39.2%**

POPULATION  
BY AGE (2021)



EMPLOYMENT RATE  
15-64 Y/O (2020)  
**72.8% M 67.1% F**

★ WELFARE SYSTEM  
(AD-PHS PROJECT ADATA)  
➔ EASTERN EUROPEAN

EUROSTAT DATA (2020)

## ★ 23,900 EMPLOYED IN THE THREE CARE SECTORS



**15,100**  
**(63.2%)**  
RESIDENTIAL  
ASSISTANCE  
(FACILITIES)

**1,400**  
**(5.9%)** ESTIMATION  
DOMESTIC  
WORKERS  
(EMPLOYED BY  
FAMILIES)

**7,400**  
**(31.0%)**  
NON-RESIDENTIAL  
ASSISTANCE  
(INCLUDING  
AGENCIES)

## RESIDENTIAL AND Non-RESIDENTIAL WORKERS



### TIME SERIES

**2011-2020 +32.4%**  
**2019-2020 +8.2%**

2011 2012 2013 2014 2015 2016 2017 2018 2019 2020



### GENDER (2020)

**81.3% F**  
**18.7% M**



### AGE CLASSES (2020)

**32.0% UNDER 40**  
**29.8% 40-49 Y/O**  
**38.2% OVER 50**

EUROSTAT DATA

## ★ PUBLIC SOCIAL SPENDING (2019)

**5,047** EUROS PER CAPITA  
**21.8%** INCIDENCE % GDP

10.2% PENSIONS  
7.4% HEALTH  
1.8% FAMILY  
1.1% DISABILITY  
1.3% OTHER  
**21.8% TOT. SOCIAL**

## ★ DOMESTIC WORK ADDED VALUE



**33 M EUROS**  
**0.08% GDP 2020**



JUNE 2022  
DOMESTIC  
WORK IN  
EUROPE

**DOSSERVATORIO  
MINA**  
SUL LAVORO DOMESTICO

DOMESTIC  
WORK  
OBSERVATORY

FOCUS  
ON  
SLOVAKIA



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www.domesticworkobservatory.com

EUROSTAT DATA

## ★ DEMOGRAPHICS

POPOLAZIONE  
01.01.2021  
**5,459,781**

01.01.2021

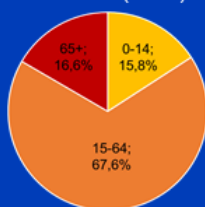
**1.1% FOREIGNERS EU27**  
**0.4% EXTRA EU27**

## ★ BASELINE PROJECTIONS

2020-2070

TOTAL **-13.4%**  
15-64 Y/O **-29.6%**  
65+ Y/O **+65.7%**

POPULATION  
BY AGE (2021)



## ★ LABOUR MARKET

EMPLOYED (>15 Y/O) **2,531,100**  
OF WHICH **0.3% FOREIGNERS**  
**6,900**

EMPLOYMENT RATE  
15-64 Y/O (2020)  
**72.9% M 66.1% F**

★ WELFARE SYSTEM  
(AD-PHS PROJECT DATA)  
➔ EASTERN EUROPEAN

EUROSTAT DATA (2020)

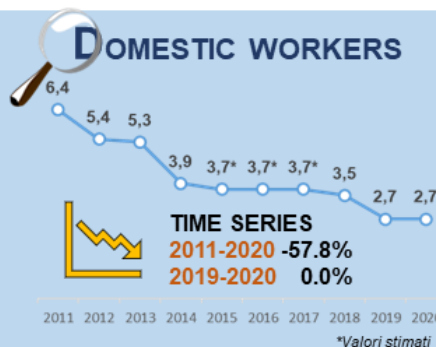
★ **73,500**  
**EMPLOYED**  
**IN THE THREE**  
**CARE SECTORS**



**34,700**  
**(47.2%)**  
RESIDENTIAL  
ASSISTANCE  
(FACILITIES)

**2,700**  
**(3.7%)**  
DOMESTIC  
WORKERS  
(EMPLOYED BY  
FAMILIES)

**36,100**  
**(49.1%)**  
NON-RESIDENTIAL  
ASSISTANCE  
(INCLUDING  
AGENCIES)



**GENDER (2018)**  
**100.0% F**  
**0.0% M**



**AGE CLASSES (2018)**  
**85.7% 15-59 Y/O**  
**14.3% OVER 59**

DATI EUROSTAT

## ★ PUBLIC SOCIAL SPENDING (2019)

**3,001** EUROS PER CAPITA  
**17.4% INCIDENCE % GDP**

7.9% PENSIONS  
5.7% HEALTH  
1.6% FAMILY  
1.5% DISABILITY  
0.8% OTHER  
**17.4% TOT. SOCIAL**

## ★ DOMESTIC WORK ADDED VALUE



**49 M EUROS**  
**0.06% GDP 2020**



JUNE 2022  
DOMESTIC  
WORK IN  
EUROPE

**DOSSERVATORIO  
MINA**  
SUL LAVORO DOMESTICO

DOMESTIC  
WORK  
OBSERVATORY

FOCUS  
ON  
FINLAND



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www.domesticworkobservatory.com

EUROSTAT DATA

## ★ DEMOGRAPHICS

POPULATION  
01.01.2021  
**5,533,793**

01.01.2021

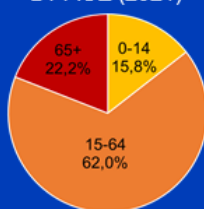
**1.8% FOREIGNERS** EU27  
**3.2% EXTRA** EU27

## ★ BASELINE PROJECTIONS

2020-2070

TOTAL **-8.8%**  
15-64 Y/O **-17.9%**  
65+ Y/O **+31.0%**

POPULATION  
BY AGE (2021)



## ★ LABOUR MARKET

EMPLOYED (>15 Y/O) **2,528,200**  
OF WHICH **3.6%** FOREIGNERS  
**91,100**

EMPLOYMENT RATE  
15-64 Y/O (2020)  
**72.7% M** **69.6% F**

★ WELFARE SYSTEM  
(AD-PHS PROJECT DATA)  
➔ NORDIC

## ★ 233,400 EMPLOYED IN THE THREE CARE SECTORS



**92,000**  
(39.4%)  
RESIDENTIAL  
ASSISTANCE  
(FACILITIES)

**8,200**  
(3.5%)  
DOMESTIC  
WORKERS  
(EMPLOYED BY  
FAMILIES)

**133,200**  
(57.1%)  
NON-RESIDENTIAL  
ASSISTANCE  
(INCLUDING  
AGENCIES)



## DOMESTIC WORKERS



### TIME SERIES

2011-2020 **+1.2%**  
2019-2020 **-12.8%**

2011 2012 2013 2014 2015 2016 2017 2018 2019 2020



### GENDER (2020)

**74.4% F**  
**25.6% M**



### AGE CLASSES (2020)

**76.8% 15-59 Y/O**  
**23.2% OVER 59**

EUROSTAT DATA (2020)

## ★ SOCIAL PUBLIC SPENDING (2019)

**12,843** EUROS PER CAPITE  
**29.5%** INCIDENCE % GDP

13.6% PENSIONS  
6.7% HEALTH  
3.0% FAMILY  
2.8% DISABILITY  
3.3% OTHER  
**29.5% TOT. SOCIAL**

## ★ DOMESTIC WORK ADDED VALUE



**355 M EUROS**  
**0.17% GDP 2020**

EUROSTAT DATA



JUNE 2022  
DOMESTIC  
WORK IN  
EUROPE

**DOSSERVATORIO  
MINA**  
SUL LAVORO DOMESTICO

DOMESTIC  
WORK  
OBSERVATORY

FOCUS  
ON  
SWEDEN



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EUROSTAT DATA

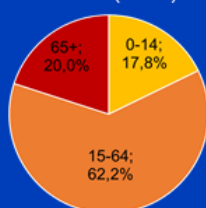
## ★ DEMOGRAPHICS

POPULATION  
01.01.2021  
**10,379,295**

01.01.2021

**2.9% FOREIGNERS EU27**  
**5.6% EXTRA EU27**

POPULATION BY  
AGE (2021)



## ★ BASELINE PROJECTIONS

2020-2070

TOTAL **+26.5%**  
15-64 Y/O **+18.5%**  
65+ Y/O **+66.0%**

## ★ LABOUR MARKET

EMPLOYED (>15 Y/O) **5,064,300**  
OF WHICH **7.4% FOREIGNERS**  
**376,900**

EMPLOYMENT RATE  
15-64 Y/O (2020)  
**76.9% M 72.7% F**

★ WELFARE SYSTEM  
(AD-PHS PROJECT DATA)  
➔ NORDIC

EUROSTAT DATA (2020)

## ★ 414,700 EMPLOYED IN THE THREE CARE SECTORS



**211,100**  
**(50.9%)**  
RESIDENTIAL  
ASSISTANCE  
(FACILITIES)

**8,000**  
**(1.9%)** ESTIMATION  
DOMESTIC  
WORKERS  
(EMPLOYED BY  
FAMILIES)

**195,600**  
**(47.2%)**  
NON-RESIDENTIAL  
ASSISTANCE  
(INCLUDING  
AGENCIES)



**GENDER (2020)**  
**78.2% F**  
**21.8% M**



**AGE CLASSES (2020)**  
**44.1% UNDER 40**  
**19.5% 40-49 Y/O**  
**36.3% OVER 50**

EUROSTAT DATA

## ★ SOCIAL PUBLIC SPENDING (2019)

**12,556** EUROS PER CAPITA  
**27.2%** INCIDENCE % GDP

12.3% PENSIONS  
7.5% HEALTH  
2.9% FAMILIES  
2.6% DISABILITY  
1.9% OTHER  
**27.2% TOT. SOCIAL**

## ★ DOMESTIC WORK ADDED VALUE



**239 M EUROS**  
**0.06% GDP 2020**

### 9.1 Fair Recruitment on domestic work in Italy<sup>25</sup>



9.2 Children, not white orphans<sup>26</sup>



**Children,  
not  
white  
orphans**

Domestic workers take care of our dear ones

Let's help them remain in touch with their own children

Campaign promoted by:

**DOMINA**  
ASSOCIAZIONE NAZIONALE FIDUCIARI  
DATTORI DEL LAVORO DOMESTICO

Presidentessa A.C.C. C.N.L. della Provincia di Roma e del Lazio e del Lazio e del Lazio

Sponsors:

**Organizzazione Internazionale del Lavoro**  
OIL

**Consolato General del Perù en Roma**  
Consolato General del Perù en Roma

**Consulato del Ecuador en ROMA**  
República del Ecuador

**AMBASCIATA VENEZUELESE IN ROMA**  
IN REPUBBLICA ITALIANA

**Caritas italiana**  
organizzazione pontificale della C.I.E.

**Fondazione Migrantes**  
FONDAZIONE MIGRANTES

**CONVITATION Club Decent Work for Domestic Workers, 2011 - CLSW Workers with Family Responsibilities, 1991**

Info: [www.associazionedomina.it/campagne/orfani-bianchi](http://www.associazionedomina.it/campagne/orfani-bianchi)

<sup>26</sup> <https://associazionedomina.it/campagne/orfani-bianchi/>

## References

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De Vita, L., & Corasaniti, A.

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<https://student.uva.nl/law/content/news/2022/05/domestic-workers-in-the-netherlands-prone-to-labour-exploitation.html?origin=eNsNi6ILQVYUWJs0VNd13Q> .

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2019 Expenditure: main results [spr\_exp\_sum]

2020 Employment and activity by sex and age - annual data [lfsi\_emp\_a]

2020 Population by sex, age, citizenship and labour status (1 000) [lfsa\_pganws]

2020 Employment by sex, age and detailed economic activity (from 2008 onwards, NACE Rev. 2 two digit level) - 1 000 [lfsa\_egan22d]

2020      Employment by sex, age and economic activity (from 2008 onwards, NACE Rev. 2) - 1 000 [Ifsa\_egan2]

2020      National accounts aggregates by industry (up to NACE A\*64) [nama\_10\_a64]

2021      Population on 1 January by age group and sex [demo\_pjangroup]

2021      Population on 1 January by age group, sex and citizenship [migr\_pop1ctz]

#### International Labour Organisation (ILO)

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2018      Employment prospects and quality of work of assistance and care in Europe and Central Asia

[https://www.ilo.org/wcmsp5/groups/public/---europe/---ro-geneva/---ilo-rome/documents/genericdocument/wcms\\_633412.pdf](https://www.ilo.org/wcmsp5/groups/public/---europe/---ro-geneva/---ilo-rome/documents/genericdocument/wcms_633412.pdf)

2021      Employment prospects and social issues around the world

[https://www.ilo.org/wcmsp5/groups/public/---europe/---ro-geneva/---ilo-rome/documents/publication/wcms\\_795483.pdf](https://www.ilo.org/wcmsp5/groups/public/---europe/---ro-geneva/---ilo-rome/documents/publication/wcms_795483.pdf)

2022      Thematic areas, Domestic work

[https://www.ilo.org/rome/approfondimenti/WCMS\\_776563/lang--it/index.htm](https://www.ilo.org/rome/approfondimenti/WCMS_776563/lang--it/index.htm)

2022      Topics, domestic workers

[https://www.ilo.org/global/topics/domestic-workers/publications/WCMS\\_802553/lang--en/index.htm](https://www.ilo.org/global/topics/domestic-workers/publications/WCMS_802553/lang--en/index.htm)

#### Osservatorio DOMINA

2021      Rapporto annuale sul lavoro domestico

<https://www.osservatoriolavorodomestico.it/rapporto-annuale-lavoro-domestico-2021>

University of Amsterdam

2022 Domestic workers in the Netherlands prone to labour exploitation

<https://student.uva.nl/law/content/news/2022/05/domestic-workers-in-the-netherlands-prone-to-labour-exploitation.html?origin=eNsNi6ILQVyUWJs0VNd13Q&cb>

## The authors

DOMINA National Observatory working group

**Massimo De Luca.** Attorney, expert in domestic labour law. Scientific Manager of the series "The value of domestic work - the economic and social role of household employer families." Delegated by DOMINA for the writing and revision of the National Collective Bargaining Agreement and to the National Joint Commission for the interpretation of the National Collective Bargaining Agreement. Member of the sector's Bilateral Bodies. Delegate to the Labour Relations Committee – Interregional Labour Inspectorate of Venice. Chairman of the managing committee of the Pension Fund at INPS for people who carry out unpaid care work deriving from family responsibilities. Active in national and international training. Author of several publications and manuals on the discipline of domestic work. ILO/UN external collaborator and author of the publication: "The role of employers' organizations in the domestic work sector in Italy."

**Enrico Di Pasquale.** Researcher of Fondazione Leone Moressa [Foundation]. Expert in immigration and Euro-planning. He has collaborated in several projects related to socio-economic integration, associations, training and communication. Since 2013, he has collaborated in the creation of the Annual Report on the economy of immigration. He has overseen a series of seminars in the Economics of Migration course of the Università Ca' Foscari [Ca' Foscari University] of Venice. He collaborates with "Lavoce.info," "Il Mulino," and "Neodemos."

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**Giulia Dugar.** She has been collaborating with Fondazione Leone Moressa [Foundation] since 2018. She is adjunct professor at the Department of Languages, Literature and Modern Cultures and a PhD student at the Department of Political and Social Sciences of the Università di Bologna [Bologna University] and a junior research assistant at the Department of Economics and

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#### External contributions

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**Léa Caner, Nino Aleksandria, Vasilia Riga, Zora Geertsema.** University of Amsterdam researchers. The Amsterdam Law Clinics provide master students with unique experiential education focused on developing and improving legal skills. The clinics provide pro bono legal advice to various community organizations. As a result, students learn how to work effectively with clients and fellow students on projects with a public interest. A unique opportunity to apply theoretical knowledge to real cases for real clients.

## **DOMINA – National Association of Domestic Work Employer Households**

DOMINA – National Association of Domestic Work Employer Households assists and safeguards families in managing professional relationships with domestic collaborators and family assistants, offering specialized advice through a solid network of Operational Points. The Association works daily to ensure the correct application of the National Collective Bargaining Agreement on the discipline of Domestic Work, of which it is a signatory, and promotes its central role as an indispensable protection tool for those who recruit a domestic worker. Since 2016, DOMINA has been carrying out thematic in-depth studies within the series “The value of domestic work - The economic and social role of employer households” and, since 2019, it has published, with its Observatory, the “Annual Report on Domestic Work.” Finally, as a signatory of the National Collective Bargaining Agreement for the category, it is a member of Cas.Sa.Colf, EBINCOLF, and Fondo Colf.

Website: [www.associazionedomina.it](http://www.associazionedomina.it)

## **FONDAZIONE LEONE MORESSA**

The Leone Moressa Foundation is a study and research institute born in 2002 from an initiative of the Artisans and Small Enterprises Association of Mestre (Cgia Mestre), for the purpose of carrying out research activities aimed at studying the phenomena and problems relating to the presence of foreigners in the national territory. It collaborates on a stable basis with national and local institutions such as the Ministry of Labour and Social Policies, Ministry of the Interior, Ministry of Foreign Affairs and International Cooperation, International Organization for Migration IOM, and the UN High Commissioner for Refugees (UNHCR). At an academic level, it collaborates with the University Ca’ Foscari of Venice, with the University of Padua, and with the State University of Milan. Furthermore, it also collaborates with numerous newspapers and newspaper supplements (Il Sole 24 Ore, Corriere della Sera, La Repubblica, etc.). Since 2011, it has collaborated in the creation of the Annual Report on the economy of immigration (ed. Il Mulino).

Website: [www.fondazioneleonemoressa.org](http://www.fondazioneleonemoressa.org)



The Observatory is DOMINA's data and assessment collection center, set up to monitor and study the activities, phenomena and trends in the domestic sector at European, national and local level. Research makes it possible to map the evolution of domestic work in order to contribute to the analysis of social, economic and regulatory changes, as well as to the definition of new fiscal and welfare policies to support the sector.

The Observatory on Domestic Work was established in 2019 by DOMINA, the Italian National Association of Families as Employers of Domestic Workers (signatory of the National Collective Agreement of Domestic Work in Italy).

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