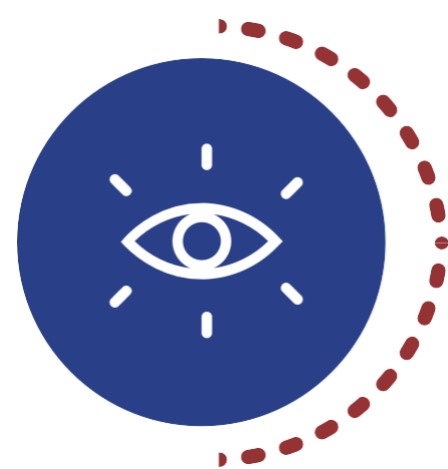


PERHOUSE: PERSONAL AND HOUSEHOLD SERVICES IN SLOVAKIA

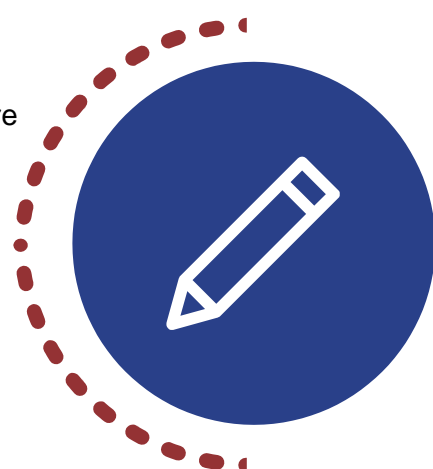
1 THE PERHOUSE PROJECT

- The project seeks to improve working conditions and the quality of personal and household services (PHS) through industrial relations in Central European countries.
- The PHS are defined as a broad range of services, such as childcare and care for seniors and persons with disabilities, cleaning, home repairs, gardening, and other domestic work provided in and for your households.
- The project applied a multi-method approach, such as desk research, surveys, interviews, and focus groups, to analyse the structure of PHS, job and service quality, and the role of social dialogue in the PHS sector at the national and EU levels.



2 KEY FACTS ON PHS IN SLOVAKIA

- PHS sector is fragmented and not perceived as a homogenous sector; it lacks a complex regulatory framework, resulting in diverse labour market statuses of PHS workers, regulations, or remuneration for the same or similar work.
- In 2022, over 6,500 home care employees in Slovakia worked an average of 33.3 hours per week; 96% were women. Informal caregivers are the predominant form of home care for dependent adults and persons with disabilities.
- The PHS sector suffers from unfair competition by undeclared home care services.
- Demand for domestic services will grow due to the fact that 93% of people want to stay at home in case of deterioration of health condition.
- Home childcare and housekeeping services are unregulated, with low affordability for households that need the flexible childcare home service the most, i.e. single-parent families.



3 KEY CHALLENGES IN PHS

- Indecent remuneration and high work intensity.
- Health and safety risks, including mental health.
- Critical workforce shortages and care drain.
- Low investment in public services.
- Low accessibility of home care services due to the municipality fragmentation - failure to fulfil their original competencies.
- Care allowances are still insufficient and only available to a small portion of informal caregivers.
- Home childcare is not regulated, leading to unpredictable working hours and low job security.
- Low professionalism of care employees.

4 SOCIAL ACTORS IN PHS

- The broad spectrum of stakeholders, including unions, associations, chambers, state and public bodies, and non-governmental organisations, demonstrate significant potential for collaborating effectively to address challenges and influence policy decisions.
- Stakeholders advocate for a comprehensive approach combining regulatory, financial, and professionalisation strategies to address the sector's challenges. There is a significant emphasis on addressing the migration of care workers abroad.



5 SOCIAL DIALOGUE IN PHS

- Lack of a distinct social dialogue and collective bargaining for the PHS sector as a whole. Trade unions represent employees in some PHS professions. Representation gaps persist for self-employed, childcare workers, and cleaners.
- When taking a broader approach to social dialogue, we see social partners, professional associations, governmental and public bodies, and expert non-governmental organisations engaged in active networking, discussions, gatherings, and agreements in Slovakia.

6 POLICY IMPLICATIONS

- Intensify the development of integrated community services to ensure greater accessibility to PHS.
- Expand home caregivers' education and introduce a register of caregivers to increase their professionalisation and reduce undeclared work.
- Promote greater cooperation between social partners representing the interests of people working in the sector in order to increase their unionisation and formulate common goals.

