

## **Subject line: The Ratification of ILO Convention 189 is a Triple-Win for Your Government**

Dear Minister Peter Hummelgaard,

We are writing to you on behalf of the ILO C189 Alliance, a coalition of European employers, trade unions, European and international institutions and civil society organisations directly and indirectly involved in the domestic work sector<sup>1</sup>.

We have come together around the 10<sup>th</sup> Anniversary of ILO Convention 189 on Decent Work for Domestic Workers with the goal to mark this important milestone, as well as take stock of the progress made and address outstanding issues. To date, your government has not yet ratified the Convention.

Despite the global mobilisation that followed its adoption<sup>2</sup>, improving domestic and care workers' rights remains more than ever a pressing issue in Europe. The Covid-19 crisis has underlined how domestic workers have been keeping people safe during the pandemic by providing care and assistance in their households. We believe Covid-19 is an opportunity to build resilient personal and household services' systems and guarantee social protection for all workers.

Through care services and care grants, many Danish citizens are able to access both care and non-care services at an affordable price. The number of older people is rising, and the demand for care will increase in the coming decade. Ratifying C189 will make sure that this work continues to be in the formal sector and supports the purchase of domestic services through tax incentives and other government programs<sup>3</sup>.

EU Member States are usually leaders on workers' rights. However, when it comes to domestic workers, live-in care workers, and homecare workers, the gaps are evident. There is an urgent need for action to ensure that domestic workers are not excluded from our social model. By taking the initial step and ratifying ILO Convention 189, your government can make major change to the lives of domestic workers who represent on average 4% of the workforce in the EU.

There are nearly 9.5 million domestic workers – also termed personal and household services (PHS) workers at EU level – in the EU 27 and 90% are women<sup>4</sup>. Employment in this sector is estimated to grow due to demographic changes in coming years. Workers who perform paid domestic work are not a homogeneous group of workers, with workers having diverse work arrangements, employment relationships, and tasks they perform, as well as nationalities, residence statuses and personal characteristics. This sector relies on migrant labour, and

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<sup>1</sup> Partner organisations include: European Commission, EASPD, EFFAT, EFFE, EFSI, UNI Europa, International Domestic Workers Federation (IDWF), Platform for International Cooperation on Undocumented Migrants (PICUM), and the ILO Office for the European Union and the Benelux countries.

<sup>2</sup> Such as ILO-EU cooperation through various projects on domestic work and the Council decision of 28 January 2014 authorising Member States to ratify the Convention in the interest of the European Union.

<sup>3</sup> Ad-PHS project (2020)

<sup>4</sup> Lebrun; JF. (2020).

unfortunately, many of the workers can be exploited without access to fundamental employment rights.

Of the 9.5 million domestic workers in the EU, at least 3,1 million are working undeclared<sup>5</sup>. Even among those who are declared, an estimated 2 million do not enjoy the same labour rights and social protection as other workers in their respective country<sup>6</sup>.

Ratifying the ILO Convention 189 is a triple win for governments, businesses and workers, as undeclared work undermines governments' tax base, creates an uneven playing field for business, and leaves workers without rights.

While it appears that you have improved the situation of domestic workers, there is much more to do. Your government's ratification can be the first step to raising the profile of the sector at EU-level and create the structures for sustainable and equitable change within a growing sector.

We would like to engage in a discussion with you on how to drive the ratification process forward.

We look forward to hearing back from you.

Best wishes,

Aude BOISSEUIL  
General Delegate  
EFFE

Aurélie DECKER  
President  
EFSI

Oliver ROETHIG  
Regional Secretary  
UNI Europa

Kristjan BRAGASON  
Secretary GENERAL  
EFFAT

Michele LEVOY  
Director  
PICUM

Luk ZELDERLOO  
Secretary General  
EASPD

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<sup>5</sup> Undeclared work is defined as any paid activities that are lawful as regards their nature, but not declared to public authorities. It should be noted that at international level, undeclared work is usually referring to as “informal work”.

<sup>6</sup> Lebrun, JF. (2020).