



# EC-ILO Joint Conference on Domestic Workers and Occupational Safety and Health



12-13 November 2018, Brussels



## Background

Encouraging Member States to ensure a broad coverage of occupational safety and health (OSH) policies is one of the priorities identified in the Commission Communication Safer and Healthier Work for All.

The sector of domestic work (persons employed for household work in private households) is one of the areas identified as those where new initiatives at EU level are most needed.

While the EU legislative framework on occupational safety and health does not include domestic workers under its scope, around half of the Member States have national OSH provisions covering this sector.

On the other hand, the Domestic Workers Convention (No. 189) of the International Labour Organisation (ILO), which do provide coverage of domestic workers' OSH rights have been ratified by only a few Member States.

The European Parliament, with its Resolution of 28 April 2016 on women domestic workers and carers in the EU, and the European Economic and Social Committee with its Opinion on 'The rights of live-in care workers' of 21 January 2016, have raised their concern about this issue too. They are both calling upon EU Member States to ratify Convention 189 and inviting the Commission to take initiatives in this area.

Therefore the Commission in cooperation with the ILO has decided to organise a high level conference on OSH and domestic work. This conference will bring together representatives from national governments, labour inspectorates, social partners, EU institutions /agencies, and international experts with the aim to:

- Take stock of the situation as regards domestic work and OSH in the EU;
- Promote an exchange of views, experiences and good practices between EU and international partners on the nature, scope and results of their respective OSH policies in the area of domestic work; and
- Encourage the ratification of the ILO Domestic Workers Convention 189.

Monday 12 November 2018

13.00 – 14.15 Registration and Lunch

## Opening Ceremony

Facilitator: Antonio Cammarota, *Principal administrator, European Commission*

14.30 – 14.50 **Welcome address:**

- Marianne Thyssen, *Commissioner for Employment, Social Affairs, Skills and Labour Mobility, European Commission*
- Nancy Leppink, *ILO Branch Chief, Labour Administration, Labour Inspection and Occupational Safety and Health*
- Beate Hartinger-Klein (via video message), *Bundesministerin für Arbeit, Soziales, Gesundheit und Konsumentenschutz - Austrian Presidency of the Council of the European Union*

14.50 – 15.15 **Statements from the European Parliament and the European Economic and Social Committee (EESC):**

- Tania González Peñas, *MEP, Confederal Group of the European United Left*
- Adam Rogalewski, *EESC Member, Workers' Group*

## Session 1 – The latitude of the problem

Chair: Stefan Olsson, *Director, DG Employment, Social Affairs and Inclusion, European Commission*

15.15 – 15.45 **The international dimension:**

Nancy Leppink, *Chief, Labour Administration, Labour Inspection and Occupational Safety and Health Branch, ILO*

15.45 – 16.15 **The EU dimension:**

***The OSH perspective:***

- Antonio Cammarota, *Principal administrator DG EMPL B3, European Commission*

***The broader social and economic context:***

- Jean-François Lebrun, *Expert, Structural Reform Support Programme, European Commission*

***The point of view of sectoral social partners:***

- Aurélie Decker, *Director, European Federation for Services to Individuals (EFSI)*
- Grace Papa, *Regional Secretary, ACV-CSC, Member of the European Federation of Food, Agriculture and Tourism Trade Unions (EFFAT)*

16.15 – 16.30 Coffee break

## Session 2 – Experiences inside and outside the EU

16.30 – 18.00 **Panel 1: Country experiences in the EU**

Chair: Nancy Leppink, *Chief, Labour Administration, Labour Inspection and Occupational Safety and Health Branch, ILO*

Moderator: Arsenio Fernández Rodríguez *Technical Specialist, Labour Administration, Labour Inspection and Occupational Safety and Health Branch, ILO*

Rapporteur: Priscilla Vaes, *Policy Assistant, Health and Safety Unit, DG Employment, Social Affairs and Inclusion, European Commission*

Speakers:

- Finland: Arto Teronen, *Director of Field Operations, Department for Work and Gender Equality, Ministry of Social Affairs and Health*
- Italy: Romolo De Camillis, *Director General for working conditions and industrial relations, Ministry of Labour and Social Policies*
- Spain: Virginia de Alarcón Pareja, *Labour and Social Security inspector (DGITSS)*

18.00 **End of the first day**

19.30 **Official Dinner**



## Tuesday 13 November 2018

09.00 – 09.30 Morning coffee

### 09.30 – 11.00 Panel 2: Experiences in non-EU countries

Chair: Jordi Curell, *Director for Labour Mobility, DG Employment, Social Affairs and Inclusion, European Commission*

Moderator: Evelyne Pichot, *Team Leader, International issues Unit, DG Employment, Social Affairs and Inclusion, European Commission*

Rapporteur: Claire Hobden, *Technical Officer on vulnerable workers, Inclusive Labour Markets, Labour Relations and Working Conditions Branch, ILO*

Speakers:

- Uruguay: Gabriela Roberti, *Labour and Social Security Inspector, Ministry of Labour and Social Security*
- Chile: Chile presented by Ana Catalina Ramírez Abarca, *Technical Specialist, Labour Administration, Labour Inspection and Occupational Safety and Health Branch, ILO*
- Argentina: Natalia Ximena Santos, *the Private Household Workers Trade Union (UPACP)*

11.00 – 11.15 Coffee break

### 11.15 – 11.45 Panel key conclusions

Claire Hobden and Priscilla Vaes

### 11.45 – 12.15 EU - Reaction from stakeholders: statements from the three Interest Groups of the ACSH;

Kris de Meester (*EIG*), Christelle Casse (*WIG*), Anna Ritzberger-Moser (*GIG*) and *SLIC* representative; Lina Giedraityte

12.15 – 12.45 ILO - Reactions by Nancy Leppink

12.45 – 13.00 Discussion

13.00 – 13.15 Closing remarks by ILO (Nancy Leppink) and the European Commission (Stefan Olsson)

13.15 – 14.00 Farewell drink

# Speakers' Biographies

**Monday 12 November 2018**

## Opening Ceremony



### Marianne **THYSSEN**

Marianne Thyssen is Commissioner for Employment, Social Affairs, Skills and Labour Mobility. Her portfolio includes overseeing European Union policy on employment, social affairs, vocational training, skills, labour market reforms and social inclusion, including workplace equality legislation. She is also responsible for the statistical office of the European Union (Eurostat). She studied Law at the Catholic University of Leuven where she had her first job at the Law Faculty. Prior to her political career, she was working for UNIZO for more than 10 years (SME representative organisation). After that, she served as a Member of the European Parliament (1991-2014) and as Vice-Chair of the Economic and Monetary Affairs Committee. Marianne Thyssen was also the party leader of the Flemish Christian-Democratic Party (CD&V) and the First Vice-President of the EPP Group in the European Parliament. She was elected Vice-President of the European People's Party in October 2015.



### Nancy **LEPPINK**

Nancy J. Leppink is Chief of the International Labour Organization's Labour Administration, Labour Inspection and Occupational Safety and Health Branch. Prior to joining the ILO, Ms. Leppink headed the United States Department of Labour, Wage and Hour Division. Under her leadership the Wage and Hour Division was actively involved in the ILO's development of the Domestic Worker Convention and the development of federal regulations in the United States protecting home care workers. Ms. Leppink has over 25 years' experience as a strategist and leader in employment and labour policy, law, administration, enforcement and compliance. She has significant experience at national, international and state levels working with public, private and non-profit sectors. Her knowledge of policy and law extends to the areas of employment and labour standards, occupational safety and health, and labour and human rights.



### Beate **HARTINGER-KLEIN**

Beate Hartinger-Klein is Federal Minister of Labour, Social Affairs, Health and Consumer Protection in Austria. Among her varied and extensive area of responsibility OSH plays an important role. The labour inspectorates are part of the Ministry. Beate Hartinger-Klein studied Social and Economic Sciences at the Karl Franzens University Graz. She worked in different managing functions in the health sector. In her political career she served as a member of the Provincial Parliament of Styria and of the National Council (Lower House of the Austrian Parliament). She was appointed Minister of Labour, Social Affairs, Health and Consumer Protection in December 2017.



### Tania González **PEÑAS**

Ms. González Peñas is VicePresident of the EP group GUE/NGL. Spanish MEP of PODEMOS political party, she is member of the Committees of Employment and Social Affairs (EMPL) and Transport and Tourism (TRAN), as well as VicePresident of the Delegation for the relations with Andean Community (DAND).

Ms. González Peñas was rapporteur to the EMPL Opinion on "Female domestic workers and carers in the EU" of the Kuneva INI report and in this Committee she launched the initiative for a Pilot Project on the "Promotion of the voucher system and cooperatives of domestic workers in Europe" that was endorsed by the European Parliament during the votes of the EU general budget of the last year, which is currently being implemented by the European Commission.



### Adam **ROGALEWSKI**

Adam Rogalewski, is a lawyer and an acting head of the international department of the Polish Confederation of Trade Unions, OPZZ. Since 2015, he has been a member of the European Economic and Social Committee (EESC). He worked for a British trade union, Unia (2008 – 2012), where he was responsible for Central Eastern European (CEE) workers and in the Swiss trade union, Unia (2012- November 2018), where he was also responsible for CEE workers, particularly in construction and care employees.

He was doctoral student at the London Metropolitan University and his research thesis focusses on trade unions' policies on the integration of Polish migrants. He submitted his thesis in October 2018. In October 2018, he published an academic article in *Transfer, European Review of Labour and Research*: (2018) Organising and mobilising Central and Eastern European migrant women working in care. A case study of a successful care workers' strike in Switzerland in 2014: <https://doi.org/10.1177%2F1024258918800407>

In Switzerland, he supported workers in establishing a Swiss-wide group of live-in care workers in Unia (<http://www.gutepflege.ch/cee-en/>), which resulted in the preparation of an EESC opinion on the rights of live-in care workers), the first European wide policy document on this subject. In 2017 and 2018 as a follow up to this opinion the EESC organised a study visits in the UK, Germany, Italy, Poland and in 2019 in Sweden. The report from these visits will be presented in the first half of the 2019.

## Session 1 – The latitude of the problem

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### Stefan **OLSSON**

Director for Employment, DG Employment, European Commission

A Swedish lawyer with degrees in international, EU and tax law. Having joined the European Commission in 1996, he dealt with gender equality, fundamental rights issues as well as social dialogue. He was assistant to the Director General for Employment and Social Affairs (2000-2005) before leading units dealing with anti-discrimination law and policy, as well as administrative affairs and social inclusion.

In 2015 he took up the position of Director in DG Employment responsible for management of the European Social Fund in Romania, Bulgaria, Malta and Spain, implementation of the Employment Strategy through tools such as the Youth Guarantee, the Long Term Unemployment Recommendation and the network of Public Employment Services, as well as legislative and policy issues relating to working conditions including health and safety at work.



### Antonio **CAMMAROTA**

Born in Italy in 1956.

Background: Philosophy, Anthropology, Social sciences (University of Rome, Konstanz, Aachen)

Joined the Commission in 1990.

Since 2001 Policy Officer in DG EMPL (Employment, Social Affairs and Inclusion), Unit B3 (Health, and Safety).

Head of the Secretariat to the Advisory Committee on Safety and Health at Work (ACSH).

Responsible for OSH International Relations aspects in Unit B3.

Other main areas of activity in the Commission: OSH Strategies, OSH legislation (ergonomics), EU OSH Information System.



### Jean-François **LEBRUN**

Jean-François LEBRUN is currently active senior at the European Commission in charge of “Personal and Household Services” (PHS) and expert in the Structural Reform Support Service.

Between 2014 and 2017, he was detached from the European Commission to the General Directorate of the Treasury at the Ministry of Finance in Paris, and carried out an evaluation mission in the field of Personal services.

At the European Commission, he was adviser in charge of the PHS in particular.

Previously, he was Head of Unit “New Skills for New Jobs, Adaptation to Change, Corporate Social Responsibility and the European Globalization Fund ». He joined the European Commission in 1987 and dealt mainly with issues related to employment, social aspects of the internal market, local and personal services, European social dialogue and Community initiative programme EQUAL. At the Free University Brussels (ULB), he was assistant professor and researcher.

Graduate in Economics and Master in Econometrics



Aurélie **DECKER**

Mrs. Aurélie DECKER is the Director of the European Federation for Services to Individuals. She represents the views of the personal and household services sector industry and works towards a better understanding of the sector within the European Institutions.

In 2018, she co-authored the first Personal and Household Services Industry Monitor. Between 2014 and 2016, she coordinated the EU-funded project “IMPact”, which delivered the “PHS policies – Implementation and Monitoring Guide”. It provides guidance for public authorities at EU, national and local levels willing to design, implement and monitor PHS-related policy.

Prior to joining EFSI in September 2011, she worked as a consultant in EU Public Affairs. She holds a degree in Political Sciences and an MA in European Political and Administrative Studies.



Grace **PAPA**

Grace PAPA, Regional Secretary ACV Voeding en Diensten since sept. 2011. Grace is in charge of the domestic workers voucher system in Brussels and has been mandated as ACV V&D representative at the board of sectoral negotiations.

Former member of the board of Directors at “VormDC”: the dienstencheques sector’s training fund. Former member of the consultative board at the regional training fund. Following the regionalization (shift of federal responsibilities to the regions), ACV V&D has appointed Grace as their political head of the sector for the Brussels region.

Since 2014 is Grace an ExCo member of IDWF (International Domestic Workers Federation).

## Session 2 – Experiences inside and outside the EU

### Panel 1: Country experiences in the EU



Arsenio Fernández **RODRIGUEZ**

Arsenio Fernández-Specialist on labour administration, labour inspection and OSH, ILO’s LABADMIN/OSH Branch. Prior to joining the ILO, Mr Fernández was the Secretary to the European Commission Senior Labour Inspectors’ Committee (SLIC). As a lawyer, labour and Social Security inspector, conciliator, mediator and arbitrator he has centre upon the practical implementation, enforcement and compliance with labour legislation, OSH and Social Security regulations over 25 years. His career at national level is coupled with a vast international experience both at EU level and other regions.



Priscilla Charlene **VAES**

Policy Assistant of Directorate- General Employment, Social Affairs and Inclusion (DG EMPL) Health and Safety in Luxembourg. Ms Vaes is a key member of the chemicals team addressing all aspects concerning the protection of workers’ health and safety.

Prior to joining DG EMPL Ms Vaes worked for the Joint Research Centre (JRC) of the European Commission in Ispra, Italy, where she provided scientific support to the Scientific Committee on Occupational Exposure Limits (SCOEL). Ms Vaes has a background in analytical sciences and has worked in several laboratories including EURL ECVAM, the JRC’s European Union

Reference Laboratory for Alternatives to Animal Testing.



Arto **TERONEN**

Mr. Arto Teronen, Director of Field Operations, Ministry of Social Affairs and Health, Work and Gender Equality Department, Finland

Arto Teronen is a Director of Field Operations at the Ministry of Social Affairs and Health. He holds a master’s degree in Economics from the University of Tampere, Finland. Since 2018, he has acted as a director in leading and developing the Ministry’s activities and strategic planning as well as the performance management of the National Labour Inspectorates.

Previously, since 2010, Arto served as director of Occupational Safety and Health Department of Regional State Administrative Agency of Western and Inland Finland. Prior to administrative reform 2010, he worked as a District manager in Occupational Safety and Health Inspectorate of Vaasa 2008-2009.

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### Romolo **DE CAMILLIS**

Ministry of Labour and Social Policy - Director General for conditions of work and industrial relations

Born in 1969, graduated in Law at University of Naples, Federico II (1994). Master degree in Organization and Working of Public Administrations at The Sapienza University of Rome (2006) and Executive Master in Public Administrations Management at Bocconi University of Milano (2014).

At Ministry of Labour and Social Policy (since 1998) he has been responsible for the supervision of labour relations and workers protection, especially as regards the fight against discrimination and child labour.

He worked as head of the Office for youth policies and international mobility (until 2007) and later as head of the Office for policies for people with disabilities (until 2009). He then became Deputy Head of the Legislative Office of the Minister of Labour and Social Policy (until September 2014) and Director General for the third sector and corporate social responsibility (until July 2016).



### Virginia **DE ALARCÓN PAREJA**

Ms. Virginia De Alarcón Pareja is currently working in the Technical General Secretary in the Ministry of Labour, Migrations and Social Security of Spain.

Virginia De Alarcón holds a degree in Law and Business Administration from the University Carlos III of Madrid (Spain) and became a member of the Spanish Labour and Social Security Inspectorate Agency in 2010. Since 2018, she has been working as a member of the team of the Technical General Secretary in the Ministry of Labour, Migrations and Social Security. Previously, since 2015, Virginia Worked as a Labour and Social Security Inspector in the International Relations Unit; and since 2013 till

2015 as a Labour and Social Security Inspector in the regional Inspectorate of Seville.



Tuesday 13 November 2018

**Panel 2: Experiences in non-EU countries**



Jordi **CURELL**

Jordi Curell has a law background and since 1986 has worked in different positions in the European Commission, including in DG Employment, where he was responsible for coordinating the preparation and implementation of the European Social Agenda and afterwards in DG Education and Culture at the head of the Directorate for “Higher Education and International Affairs”, where he led the negotiations on the new Erasmus+ programme.

Jordi Curell is presently Director for “Labour Mobility” in the Directorate General for Employment, Social Affairs and Inclusion. The Directorate is responsible for enhancing labour and social considerations in the EU’s overall external and trade policy, as well as developing the relations with international organisations, third countries and regions, including the EU strategic partners and the European neighbourhood in these fields. He is in charge of advancing and supporting high quality labour mobility within the EU by promoting free movement of workers and by facilitating the coordination of social security systems. He is also responsible for promoting social and employment related reforms in several EU Member States in the context of the “European Semester” process, and to ensure the implementation of European funds in this area.



Evelyne **PICHOT**

Evelyne Pichot works at the European Commission’s Directorate General for Employment, Social affairs and Inclusion. In her current role, Mrs Pichot leads the team in charge of the EU relations with the International Labour Organisation (ILO) in the international unit. She was previously in charge of EU law and initiatives on collective rights in the labour law unit. She is also lecturer in postgraduate studies in international human resources management. Previously Mrs Pichot worked as an independent consultant and lecturer in labour law and industrial relations in Europe. She has published various articles and studies in this area.



Claire **HOBDEN**

is the technical officer on vulnerable workers and coordinator of the ILO Office-wide Strategy to make decent work a reality for domestic workers. Under this Strategy, Ms. Hobden provides support to national constituents on domestic work, and has collaborated with units across the ILO in the development of knowledge on domestic work on policy areas such as working time, wages, social dialogue, and social security. Having obtained an MSc in Behavioural Science from the London School of Economics, Ms. Hobden is currently developing behavioural approaches to formalization and promotion of compliance in the domestic work sector. Prior to her current role, Ms. Hobden acted as adviser to the ILO Workers’ Group throughout the negotiation and adoption of the Domestic Workers Convention, 2011 (No. 189). She has worked on the domestic work sector

for 15 years, and is co-founder of the Research Network on Domestic Workers’ Rights.



Gabriela **ROBERTI**

Doctor in Law and Social Sciences graduated from UDELAR in 1991. Director of General Working Conditions Division in the Ministry of Labor and Social Security since 2004. E-learning Professor in the Virtual Campus in the career Prevention Technology Engineer of the subject Labor Law since 2010. Professor in Business School BIOS Uruguay for the career Management Analyst since 2011. Speaker in conferences and national e international seminars. Speaker in the Seminar “The Labor Inspection as a tool of diffusion of decent work”, held in Madrid Spain in October 2015. Speaker in the International Seminar “The Labor Inspection in Latin America”, held in Montevideo Uruguay in October 2016. Speaker in the Seminar “Good Practices for Labor Formalization” held in Asuncion Paraguay in August 2017. Professor of Labor Law in the Occupational Health and Safety

Posgraduate Course of the UDELAR since 2017.



### Ana Catalina Ramírez **ABARCA**

Ana Catalina Ramirez holds a Sociology degree from the University of Costa Rica and a Master degree on Occupational Health and Safety from the University of Turin. Ms. Ramirez worked as an HIV/AIDS Specialist with the International Labour Organization for Central America, Haiti and Dominican Republic for the past 10 years. In 2013, she was appointed as the HIV Specialist for the Caribbean countries covered by the ILO Office in Port of Spain. During her work in Latin America and the Caribbean, she also supported ILO's development cooperation programmes on gender and occupational safety and health.

In 2018 Ms. Ramirez joined the Labour Administration, Labour Inspection and Occupational Safety and Health Branch of the ILO in Geneva, where she serves as Technical Specialist on Occupational Safety and Health.



### Natalia Ximena **SANTOS**

My name is Natalia Ximena Santos, I am 34 years old.

I am a lawyer, received at the Universidad del Museo Social Argentino.

I am currently within the organization Union personal assistant, of private homes for 13 years.

I am a legal adviser to the organization providing advice to members interceding in the problems that are presented with their Employers, In other words, everything that has to do with social security and health.

I am also in charge of the conciliations representing the workers with the employers in the domestic service court. This is a Court that exists in Argentina and that is specifically for the resolution of conflicts that occur between the parties.

I collaborate with all the tasks of the union and its organization.

## NOTES

