



*Employers and Unions of migrant domestic workers in the Netherlands, Franca Van Hooren*

Séminaire « **Les employeurs dans les relations d'emploi de service à domicile : usages et pratiques du droit** » (**Employers in services relations at home : usages and practices of the law**),  
organisé par Marie Cartier (CENS), Clémence Ledoux (DCS)  
et Rafael Munagorri (DCS)

**Vendredi 5 octobre 2018**

**UFR Droit – Salle 220**

**10h**

Le séminaire a le plaisir d'accueillir **Franca Van Hooren**, Assistant Professor at the University of Amsterdam, Department of Political Science

**Employers in services relations at home : usages and practices of the law**

There has been an increase in home services in recent decades due to the demographics of Western societies, structural evolutions in the labour market, and public policies developed at the local, national, European and international levels. Increasingly visible today, these jobs have diverse legal and statistical denominations (domestic workers, people employed at home, personal service employees, home care workers, and so forth), and are primarily occupied by women (often migrants). They are more or less regulated by the law, depending on national and local contexts. However, there have been unprecedented mobilizations by domestic workers in several countries, which have resulted in the establishment of an ILO Convention entitled "Decent Work for Domestic Workers". Alongside this, specific organizations have been set up in several European countries to defend these workers or to represent their employers. In some countries existing national trade unions and employer organizations have integrated units in charge of these jobs into their structures. At the European level, employers' organizations have federated and mobilize in order to access the market of services for frail dependent people and also to obtain state support for specific socio-fiscal arrangements, while committing to respect minimum rights.

The analysis of domestic workers has been the subject of numerous studies in social sciences on both sides of the Atlantic (in ethnic, gender and legal studies, welfare state analysis). This seminar, which will bring together sociologists, legal scholars, and political scientists, aims to tackle this vast and dynamic field of research through an approach which is rarely adopted: via the employers. We will begin by exploring their legal and social diversity and their reconfiguration in various national contexts : individuals, associations, companies, and self-employed workers ; households that are affluent or more modest, and those who are more or less organized and familiar with the role of employers, and so forth. What are the effects of the type of employer and the nature of the employment relationship (employment contract, service...) and what are their consequences for the balance of power in the service relationship, for wages, rights, unionization, and the working conditions of home care workers ? What are the practices for spreading information about rights and what are the factors in the development of the politics of rights and the representations it conveys ? How are these rights interpreted by those who are constrained by them and by those whom they protect ? To what extent does a representation such as that of "hostile worlds", to use Viviana Zelizer's expression, structure the representations, practices, and mobilizations of these employers ? Through the case of employers in home-based employment relations, the aim here is to explore how the law intervenes in domains where it has been long or minimally present.