



The commitment of social partners to tackle  
social exclusion within the labour market

## **Migrant workers in the care sector in Romania**

*Philippines Women Case*

**Petru Dandea**

*1 and 2 October 2015*

**Bucharest**



**Euromf**  
European midfield



- more than 1700 Philippine women have officially obtained a labour permit in the last 8 years
- 95% are working in domestic sector
- they are living in the house of their employer
- average net salary is about 400 Euro/month



Demand for domestic personal appeared on the labor market in Romania 10 years ago and has grown significantly in the last years, when increasingly more reach people (businessmen, politicians, managers) discovered the advantages of hiring domestic worker:

- English-speaking,
- have a degree qualification for the occupation of nanny or governess,
- they are permanently available for employer
- and accepts a modest salary.



Philippine workers living in the same house with the employer, which often exposes them to risks or abuse

- non observing labor contract and exploitation –
- compulsory overtime work
- forced to undertake tasks not included in the labour contract;
- verbal or physical abuse;
- retention of passport, residence permit or a work permit by the employer;
- abusive wage deductions or unpaid wages on time



The national legislative framework contributes to growth vulnerability of domestic workers.

- Labour Code recently adopted in Romania does not regulate employer and work at home.
- Labour inspectors have the right to "free permanent access without notice to the premises of businesses and any other working place, but not on property of an individual employer"



- Activity of the recruitment agencies that select foreign personnel is not well regulated and very few recruiting companies firms keep in touch with the workers after their placement.
- They mediate the relationship between employers and Philippino woman at the intervention of the embassy when the worker addressed it about possible abuses, breach of the labor contract etc.



**Euromf**  
European midfield



- The hard work and the bad behavior of their private employers has led them to organize.
- In June 2010, assisted by Romanian CSOs, founded Employed Filipina Domestic Industry Association
- The association has today more than 185 members



- Romanian Trade Unions are increasing the pressure on the government as Romania to ratifies the ILO Convention 189 – on domestic workers
- The trade unions proposed a draft of low amending the Labour Code that include regulation for domestic workers