

**P R O
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PRODOME
Deliverable 4
Implementing
certification
pathways for
domestic
housekeepers



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EXECUTIVE SUMMARY

The objective of the PRODOME project is to contribute to the professionalisation of domestic workers in Europe by providing a common European curriculum in several countries. **This report aims at providing guidelines for the recognition of domestic work as a profession through certification and its professionalisation in Europe.**

The recognition of housekeeping work, especially of domestic workers, is embedded in a political and technical context, involving multiple challenges. According to Eurostat, **the domestic work sector accounts for 2,6 million workers in Europe**¹. PRODOME's objective is more specifically to promote the certification of domestic workers who perform main housekeeping duties (housecleaning, laundry care, meal preparation) but also care for vulnerable groups such as elderly people or children.

In this sense, the implementation of certification pathways for domestic workers would have multiple benefits. Firstly, the recognition and professionalisation of domestic work are the responsibility of the political institutions whose mission is to provide a legal and regulatory framework: therefore, **the fight against undeclared work**, the simplification of administrative hiring procedures, the initiation of a **social dialogue for the establishment of fundamental rights for domestic workers**, the implementation of an access to employment policy, are all issues that fall within the competence of the member states and public institutions.

Secondly, the recognition of the profession involves technical data and concepts related to certification and training planning and design as its objective is **to professionalise domestic work in compliance with the European Qualifications Framework (EQF)**.

The different WP of the PRODOME project have thus allowed to involved stakeholders to explore this technical aspect, through the WP1, which provides an overview of domestic work in Europe, the WP2 for the design of a domestic worker training course, or the WP3 for the setting up of a training course for domestic workers in Europe.

In line with these technical packages, this deliverable elaborated under WP4 aims to provide technical guidelines regarding the professionalisation and certification of domestic work to help PRODOME's partners to harmonise their working methods and thus work towards the professionalisation of domestic work in each of the participating countries (Italy, France and Spain) and beyond in the EU.

It is therefore important to point out in this introduction that, at this point, there is no Europe-wide certification system. No diploma can be recognised or recorded by a European institution. However, the European Commission encourages its member states, through the creation of various educational and training tools, to harmonise their qualifications or degrees, or equivalences to promote workers' mobility across Europe, such as EQF, European Credit system for Vocational Education and Training (ECVET), Europass, etc.

This is why the guidelines provided in this report will be based on the different available recommendations in terms of adult education and training to help PRODOME's partners to consolidate the technical aspect of their respective qualifications systems, especially through measures linked to the "New skills agenda for Europe", adopted by the Commission on June 10, 2016, where 10 actions were launched to make the right training, skills and support available to people in the EU².

¹ According to Eurostat EU-Labour Force Survey 2012.

² <https://ec.europa.eu/social/main.jsp?catId=1223>

The technical guidelines included in this report will also be based on the ideas generated during the five policy visits and the five national consensus workshops organised by PRODOME’s partners, in the three participating countries: France, Italy, and Spain (please see annexes for more information).

In order to encourage the harmonisation of a qualification system and the professionalisation of domestic work in Europe, **the guidelines included in this report will focus on 4 points:**

- Guidelines regarding domestic work (I)
The objective of these guidelines is to perform a comparative analysis of the different existing qualifications or degrees in each country and **compare activities and tasks in order to determine which ones are common for domestic work to all EU countries**, in accordance with the EC’s main recommendations;
- Guidelines to provide a structure to the domestic worker’ duties and skills in accordance with the EQF (II)
The objective of these guidelines is to **use the basic concepts of the EQF to provide more structure to competence frameworks** in the field of domestic work, so they can be compliant with its requirements;
- Guidelines to promote common certification procedures to assess domestic workers’ skills in the EU (III)
The objective of these guidelines is to **identify the major steps needed to build an evaluation system which will help applicants to use their knowledge to work situations and set up a qualification system** to increase domestic workers’ employability in the EU;
- Guidelines to integrate the European qualifications ecosystem (IV)
The objective of these guidelines is to **encourage the harmonisation of European curricula and enhance the skills of people having attended a training course in the field of domestic work**. This may be done through the traceability and optimisation of their certified skills.