

Delivering Quality Jobs in Europe: The Expanding Role of Collective Bargaining

PHS Network Webinar, 24 March 2026

10h00 – 11h00, Zoom meeting



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Our Agenda Today

- **Welcome and Introduction**
 - Leonor Tavares, Policy Director, EFSI
- **Presentation of the 2026 PHS Employment Monitor**
 - Leonor Tavares, Policy Director, EFSI
- **Presentation of the Eurofound report “Collective Bargaining beyond pay: An analysis of collective agreements in selected low-paid sectors”**
 - Mária Sedláková, Research officer, Eurofound
- **Presentation of national practices**
 - Lorenzo Gasparri, General Secretary, Domina
 - Katia Passelègue, Legal Expert, Fepem
- **Discussion and Q&A**
 - Thomas Hector, Policy Officer, EFFE
- **Conclusion**
 - Thomas Hector, Policy Officer, EFFE

Introduction

- This webinar takes place within the development of the **PHS Network**, representing employers in the Personal and Household Services (PHS) , aiming to strengthen and structure the sector across the EU;
- Initiative of the **Scale-Up Project**, which aims to promote sector development through enhanced social dialogue, a key for the sector development;
- As collective bargaining is a cornerstone for representation and improving working conditions in the sector. The webinar will feature the **presentation of collective bargaining agreements in low-paid sectors**, and showcase best practices in this regard within PHS organisations.
- In this context, the **PHS Monitor Survey 2026** (currently open) also aims to support this sector development by gathering data, increasing visibility, and supporting the structuring of the PHS sector.

The 2026 PHS Employment Monitor

The PHS Employment Monitor in a nutshell

- The PHS Employment Monitor is a European survey gathering the voices of **workers, employers, user-employers, and care recipients** in the Personal and Household Services (PHS) sector
- It is the largest survey of its kind in Europe, designed and implemented by **EU PHS social partners**, EFFAT, EFFE, EFSI, and Uni Europa
- This is a joint initiative designed to have a **clear vision and understanding** of the PHS sector to improve it



**More
than just
help.**

**If you employ someone in
your home, we want to
hear your story**

Take the survey

Why the PHS Employment Monitor Matters

- **Fills knowledge gaps** about labour conditions, inclusion, and working realities
- Provides robust evidence for **EU social dialogue** and **policy decisions**
- Strengthens **sector visibility and recognition** at European and national levels
- Highlights the importance of hard-to-reach and **underrepresented voices** and **strengthens capacity-building** and **sector organisation**

Why We Need You

- Broadens participation to ensure **your members, affiliates, and networks are represented**
- Strengthens evidence you can use in **national advocacy or policy work**
- Demonstrates your organisation's **active engagement** in European social dialogue
- Broader participation enhances your **visibility and credibility** as an organised voice in the sector.

How Can You Support Our Work?

Help Us Disseminate

- Share it with **your networks, WhatsApp groups & communities**
- Spread it in **your newsletters and mailing lists**

Answer the Survey



Presentation of the Eurofound report

Mária Sedláková,
Research officer, Eurofound

Presentations of National Practices

- Lorenzo Gasparri, General Secretary, Domina
- Katia Passelègue, Legal Expert, Fepem

Q&A

Conclusions

Thank You!

If any further questions:

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