



EUROPEAN FEDERATION
FOR FAMILY EMPLOYMENT
AND HOME CARE

The European Organization Supporting the Domestic & Home Care Sector in Europe

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INTRODUCTION

Since its foundation in 2013, the European Federation for Family Employment and Home Care (EFFE) has established itself as the leading representative organization for domestic & home care work across Europe. It brings the voice of households directly employing workers to European institutions and policymakers. EFFE's primary ambition is to support stakeholders in the domestic & home care sector in addressing their needs. Additionally, EFFE facilitates the evolution of this major European sector which provides tailored solutions to address pressing societal challenges faced by all member states, such as an aging population, work-life balance, integrating migrant workers into the labor market, and combating undeclared work.

For the past ten years, EFFE has promoted and structured a decent and declared model of domestic & home care in Europe and its member states. Recognizing the importance of structuring and professionalizing the sector, EFFE plays a crucial role in ensuring social rights of more than ten million domestic & care workers. The Federation works to improve their working conditions and ensure access to these professions across Europe.

Looking towards 2035, EFFE aspires to intensify its role within a rapidly changing sector, that will be central to addressing future challenges related to aging and gender equality. This document aligns with this vision while strongly reaffirming EFFE's identity, core values, and ambitions. It lays down clear and solid foundations for this new phase of development. EFFE and its members seek to unite around a common purpose —one that is meaningful and capable of rallying the support of all who share the vision for a more structured, fairer, and sustainable domestic & home care sector.





An organization built
on clear, affirmed
and renewed
fundamentals

1. A FOUNDATION OF STRONG COMMITMENTS TO CORE VALUES

EFFE's purpose is built on founding and structuring themes: "home", "families," and "care". EFFE strives to meet the diverse needs of European households while fostering dignified and protected jobs.

These principles are structured around key priorities:

1. HOME

As a place of citizenship, education, work, health, housing, and security, home is not only a living space but also a workplace, a caregiving environment, and an educational setting. This is especially true when professional caregivers or other workers are involved. The home plays an increasingly crucial role in prevention, care, and combating isolation, particularly in rural or remote areas.

2. UNIVERSALITY AND TRANSVERSALITY

EFFE acknowledges the universal nature of the issues tied to domestic & home care services — whether childcare, elderly care, or household related activities. These widespread needs and jobs exist in every household and across all territories. This approach reflects the values of humanism and interculturality, advocating for diversity in the solutions found and, in the practices, implemented. EFFE also fosters the creation of bridges between different public policies that are often addressed separately.

3. CREDIBILITY

EFFE's proposals are based on reliable data collected and verified by the organisation. Through the work of its European Observatory, the EFFE LAB, it produces studies and analyses, strengthening the legitimacy and accuracy of its positions and actions.

4. FAMILIES

EFFE places families, in all their diversity, at the heart of its approach, recognizing them as key stakeholders and unique employers in the context of domestic & home care. This acknowledgement is essential to better structuring employment relationships and valuing the contribution of families in caring for their loved ones, regardless of the specific needs or circumstances.

5. EQUALITY

A founding principle of EFFE is the promotion of equality. Domestic & home care serves as a powerful tool in advancing gender equality, particularly in balancing family and domestic responsibilities. Today, nearly 7.7 million women in the European Union remain out of the labor market to care for their families, often due to a lack of alternatives. Promoting equal access to household and care services for all, regardless of socioeconomic status or location, also contributes to this pursuit of equal opportunities.

6. FREEDOM

EFFE advocates for families' right to freely choose the long-term care or childcare model that best suits their specific needs and resources. This freedom of choice is a fundamental principle that must be upheld and promoted, allowing for the development of various, complementary models that meet the diverse needs of European households.

7. PROTECTION

The protection of both workers and user-employers is central to EFFE's mission. This reciprocal approach, where each party cares for the other, ensures the sector's sustainability amid current and future challenges.

8. A SOCIO-ECONOMIC ACTOR

EFFE advocates for the recognition of households as valuable economic actors when they become employers. Similarly, EFFE supports the recognition of their in-home needs, empowering them to remain active participants in shaping their care path.

2. A STRONG COMMITMENT TO ADDRESSING KEY EUROPEAN SOCIETAL CHALLENGES

DEMOGRAPHIC CHALLENGES AND THE NEED FOR A SKILLED WORKFORCE



As the demand for home care services continues to grow due to Europe's aging population and related demographic shifts, the sector faces an increasing shortage of skilled labor. By 2035, up to 17,5 million jobs could be created in personal and household services (PHS) sector. Therefore, EFFE is committed to promoting dignified and high-quality jobs, with a primary focus on combating undeclared work, which undermines workers' dignity and fairness in the labor market.

TOWARDS PROTECTED AND DECENT WORK



EFFE promotes declared jobs in the sector, guaranteeing fair working conditions and respect for workers' rights across Europe. To achieve this, EFFE works to improve social dialogue and promote collective agreements tailored to the sector. By supporting the structuring of representative bodies for households at the national level, EFFE strengthens the voice of domestic workers and household employers, fostering a fairer working environment.

INTEGRATION AND MIGRATION

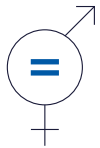


The domestic & home care sector plays a vital role in integrating people with a migrant background. EFFE recognizes this reality and is committed to facilitating the integration of migrant workers. The Federation advocates for simplified access to appropriate work permits, declared and decent jobs, and recognition of their skills. By addressing migration issues, EFFE contributes to building a more inclusive society.



WORK-LIFE BALANCE

EFFE emphasizes the importance of achieving a balanced personal and professional life — both for domestic workers and for families. We therefore strive to create working conditions that foster this balance, contributing to the overall well-being of employers, workers and their families. Additionally, EFFE works to improve access to the labor market for individuals, particularly women, who may be held back by family responsibilities.



GENDER EQUALITY

Domestic & home care is a sector where gender inequalities are particularly striking, with the vast majority of workers being women. EFFE is deeply committed to reducing these disparities by promoting gender equality, both in terms of improving working conditions and ensuring equal access to professional opportunities.



PROFESSIONALIZATION AND RECOGNITION OF SKILLS

The necessary professionalization of the domestic & home care sector is at the heart of EFFE's action. This involves recognizing workers who are often invisible, enhancing their skills, improving career prospects, and combating stereotypes. EFFE strives for these jobs to be recognized as fully-fledged professions, valued not only for their social contributions but also for their economic impact.

3. A MISSION SHARED BY ALL MEMBERS, SERVING ALL MEMBERS

EFFE is defined by a clear purpose shared by all its members — rooted in recognized models. A clear mission statement guides all its actions across Europe.

A flagship mission — promoting household employment by families: EFFE's main mission is to represent and advocate the domestic & home care sector, raising awareness and advocating for these essential professions and the needs of European households. This mission transcends national and cultural boundaries, building on common values that unite European society around a common goal: to improve the quality of life at home for both workers and families.

NETWORKING AND SHARING BEST PRACTICES

EFFE's structure is designed to encourage networking among its members, fostering the exchange of best practices. By creating a space for exchange and collaboration, EFFE enables its members to benefit from each other's successful experience thereby strengthening the cohesion and effectiveness of their actions across the continent.

HIGHLIGHTING THE SECTOR'S VALUE

EFFE is committed to raising awareness about the role the sector plays both economically and socially. This often-underestimated sector plays a fundamental role in maintaining Europe's social fabric and creating quality jobs. EFFE strives to highlight the value of this sector, emphasizing not only its economic contribution but also its positive impact on social cohesion and the well-being of citizens.





A value proposition
serving EFFE's
collective identity

EFFE's offering is above all a collective project. By joining EFFE, each member benefits from the organization's expertise but also contributes their own, creating a powerful dynamic of shared knowledge and support. EFFE's real strength lies in these mutual contributions, which are a key factor in attracting new members. This collaborative model enhances the sharing and solidarity within the network, allowing EFFE to continuously evolve in response to its members' needs. EFFE is recognized as a trailblazer in generating and sharing knowledge about the domestic employment sector across Europe.

1. A LEADING SOURCE OF EXPERTISE AND DATA ON DOMESTIC & HOME CARE IN EUROPE

EFFE is a pioneering organization in the creation and dissemination of knowledge about the domestic & home care sector across Europe.

- **A data collection observatory:** Through EFFE Lab, the organization gathers and analyzes objective data to provide enhanced intelligence for the sector. This expert resource provides reliable information on work models, sector dynamics, and emerging trends.
- **Production of research and studies:** EFFE actively contributes to producing and co-producing studies that provide in-depth analysis on various aspects of the sector, helping to shape informed policies and practices.
- **Participation in European project calls:** By responding to calls for projects from the European Commission, EFFE develops strategic partnerships and enriches its expertise by integrating innovative practices from across the continent.
- **Skills development for low-qualified workers:** EFFE implements targeted initiatives to support its members and partners ensuring the professional growth and recognition of domestic employees.

2. AN ADVOCATE FOR BRINGING THE SECTOR INTO THE EUROPEAN PUBLIC DEBATE

As an advocacy organization, EFFE plays a pivotal role in raising the profile of the domestic employment sector within European institutions. The Federation serves as the voice of its members and the sector, advocating for policies and reforms that support the sector's development through various levers of action.

- **Direct and regular engagement with European institutions:** EFFE maintains regular, direct dialogue with European bodies to make its members' voices heard and promote structural reforms that support the sector. Its expertise is hugely valued, making it a trusted partner for European policymakers.
- **Strategic alliances:** Aware that strength lies in numbers and that compromise is central to European culture, EFFE builds many partnerships with other European organizations and agencies. This dynamic maximizes the impact of its actions and broadens the reach of its advocacy on issues of common concerns.
- **Coordinated lobbying:** As decisions are taken both in Brussels and in the capitals of member states, EFFE coordinates lobbying efforts between these two levels of governance, leveraging its members' expertise and networks. Additionally, EFFE engages in constructive dialogues with national and local governments that wish to support the development of the direct employment sector.
- **Member recognition:** By highlighting the members' initiatives, EFFE promotes their contributions and best practices, thus strengthening their influence at the European level reinforcing the visibility and importance of their work.

3. A "RESOURCE" STRUCTURE DEDICATED TO ITS MEMBERS

EFFE also acts as a key resource for its members, supporting them in their efforts and allowing them to benefit from its expertise and networks.

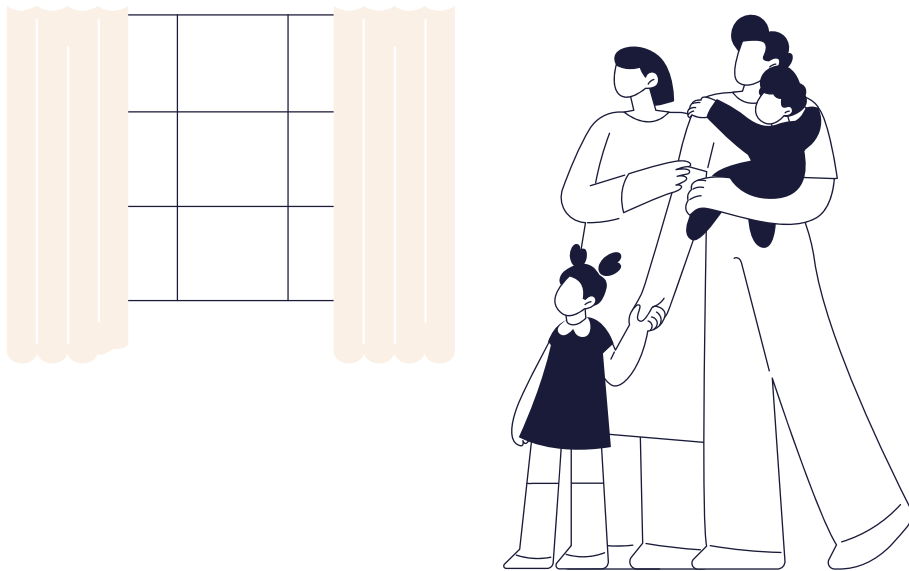
- **Assistance with European funding:** EFFE guides its members in accessing European aid and funding. This support helps them develop their projects and strengthen their impact.
- **Political and legal monitoring:** EFFE provides continuous monitoring of European policy and legal changes, helping its members stay informed about relevant opportunities and navigate complex regulatory environments.
- **Networking:** EFFE facilitates strong connections between its members promoting collaboration and resource-sharing to multiply their effectiveness and foster collective action.
- **EFFE Lab:** This space for reflection and innovation allows each member to pool their specific expertise. This collaboration strengthens the sharing of knowledge and best practices and drives the sector forward through shared innovation.



MEMBERS

EFFE's membership is made up of a diverse group of organizations active in the domestic & home care sector, including:

- National organisations representative of user-employers, which advocate for families as employers and co-sign the collective bargaining agreements
- National organisations representing families in the need of domestic & home care services
- National bodies responsible for the professionalisation for domestic & home care workers directly employed by households
- National organisations ensuring the social protection of domestic & home care workers directly employed by households
- Think Tanks focused on the unique nature of the home as a workplace
- National Organisations representing childminders
- Cooperatives working in the domestic work & home care sectors





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LEARN MORE AT:



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