In the Shadows.
Ukrainian Domestic Workers in Poland

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Introduction

Why domestic workers study?

- CARE
- Ukrainian domestic workers in Poland
  - Conflict in Ukraine
  - **Role** of domestic workers
  - Scale of the sector
  - **Characteristics** of the sector

Methodology

- Desk research
- 43 in depth interviews
  - Domestic workers
  - Employers
  - Local and central authorities
  - NGOs and academia
- 3 cities
  - Warsaw
  - Krakow
  - Wrocław
- Survey
  - 137 domestic workers (85% arrived after Feb 24th, 2022)
  - Online and in person
  - In Ukrainian, Russian, English, and Polish

Results

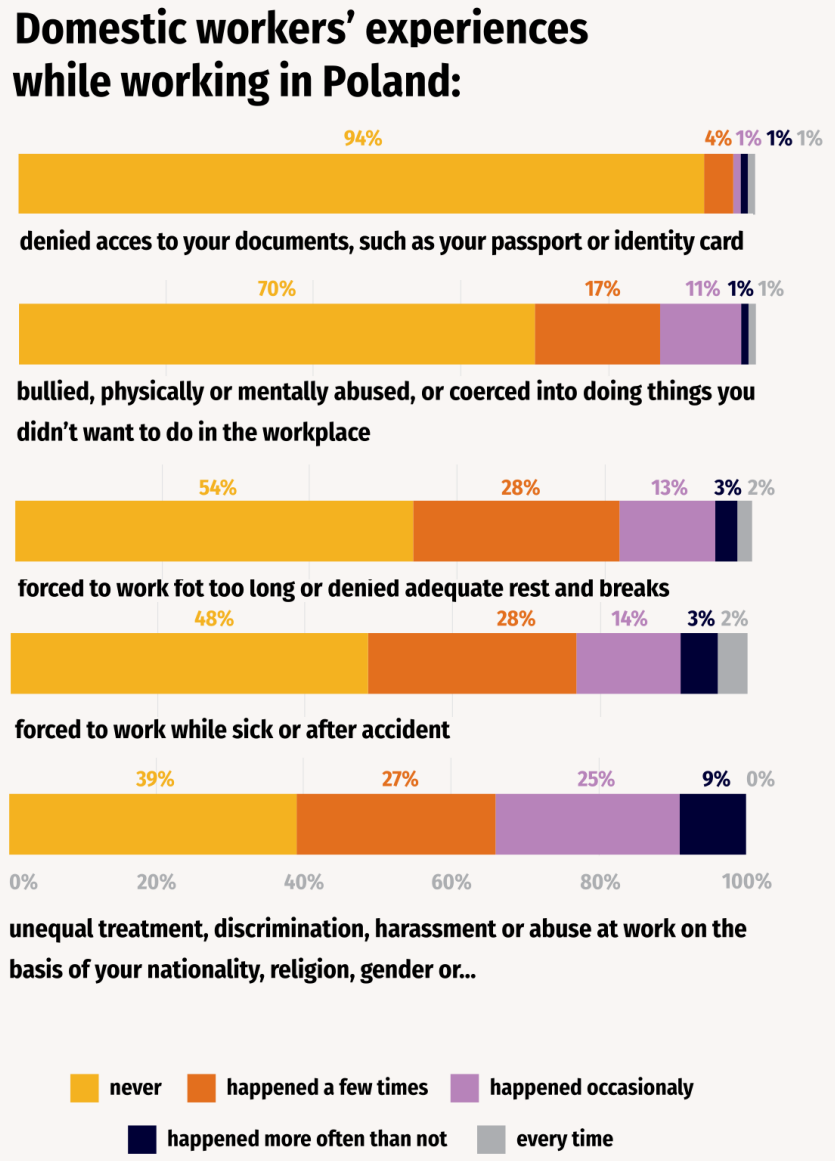
Survey and interviews

- Work conditions
  - No social benefits
  - Long hours
  - **Unregulated and informal**
- Where to turn for help?
  - Police – 50%
  - **No one – 15%**
  - Family, friends, and social networks – 20%
  - Domestic Workers Union (Komisja Środowiskowa Pracownic i Pracowników Domowych)

Results

Survey and interviews

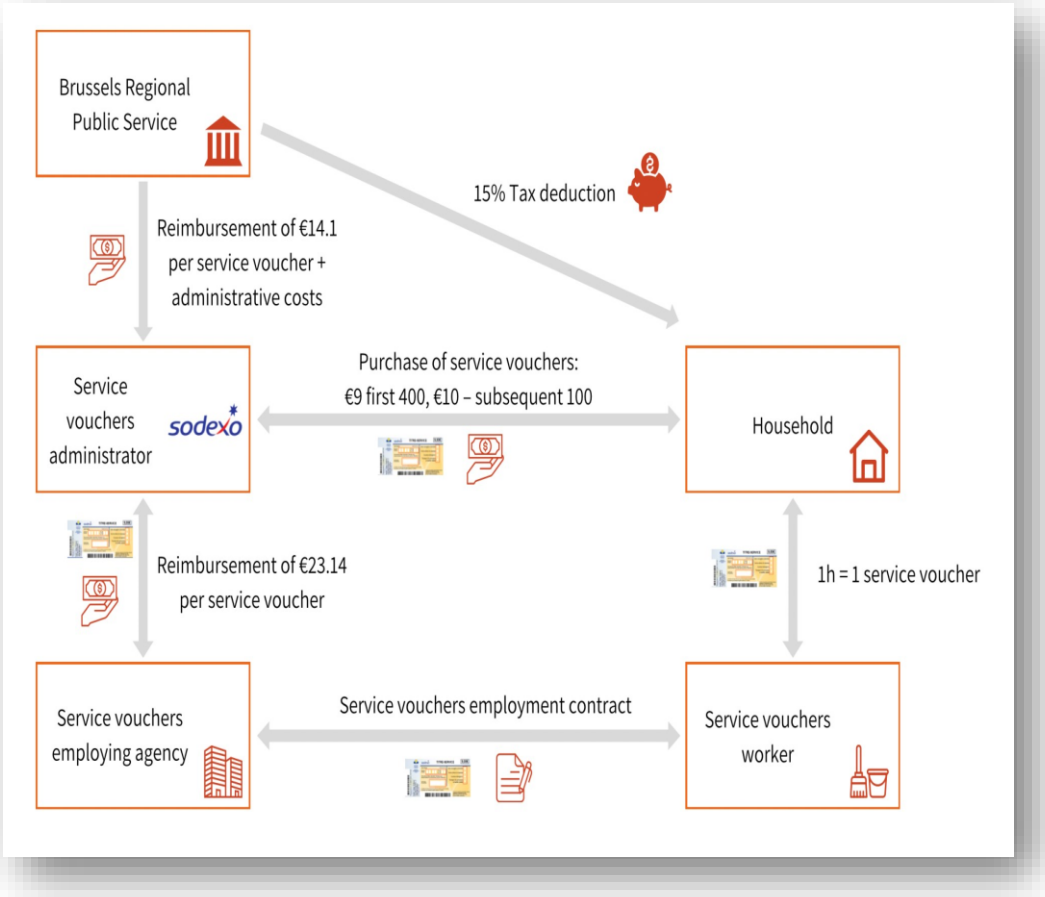
- Barriers to protection of domestic workers in Poland
  - **Social perception** of the work
  - Imbalance between **private and public sphere**
  - Lack of **legal** protection
  - Lack of knowledge of **rights**
- Intersectional discrimination
  - **Domestic sector**
  - **Migrant or refugee status**
  - **Gender**



What next?

Recommendations

- Regulations – leaving the sector to self-regulate creates risks
- Conditions to find legal solutions
  - Engagement of **all stakeholders**
  - **Simplifying** the procedures
  - **Monitoring**
  - State's **subsidies**
- Examples of Belgium and Austria



What next?

Recommendations

- Solidarity and **representation** – support to the Trade Union
- Access to **information** – coordination between stakeholders

What next?

Recommendations

- Social awareness
  - Situation of **migrants and refugees**
  - Domestic workers and work **conditions** in the sector
  - Gender **equality**

Thank you

Klakla, J.B., Koss-Goryszewska, M., Kulesa, A., Pająk-Załęska, K., Zarychta, M. (2023). *In the Shadows: Ukrainian Domestic Workers in Poland*. CARE International

www.care-international.org/resources/shadows-ukrainian-domestic-workers-poland

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