

COUNTRY REPORT

AUSTRIA

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Introduction

Although displaying characteristic traits of a continental welfare regime, Austria is a country where PHS are mostly provided by women as family work in the unpaid sphere. Consequently, along with the employment rate of women, the proportion of women in part-time employment is on the rise, so that the gender pay gap in Austria remains among the highest in the EU¹. However, the increasing need and complexity of care work led to the proliferation of undocumented work in households, which has been addressed by the legalisation on 24-hours care. Additionally, the household service voucher scheme was introduced in order to support household-related services for all types of users.



Factors Supporting the Growth and Development of the Field of PHS

According to a study of the European Commission, 8.7% of total labour input in Austria's private sector is undeclared labour.² A decomposition of the shadow economy into different sectors shows, that the sector 'household services' – which includes a broad variety of household related services such as hairdressing, cleaning, babysitting or private tuition – amounts to 17%, which corresponds to EUR 3.1 billion.

According to the assumptions for fertility, mortality and migration by Statistics Austria, the total population of Austria will increase by 7% to 9.43 million people until 2040. The proportion of the elderly population will grow from 18.8% in 2018 to 29.3% by 2080 and the average age of Austria's population will significantly increase from 42.7 to 47.5 years in the same period. A further increase of the foreign-born population due to migration is expected, from 19% of the total population in 2018 to 24% in 2040.³

The employment rate in Austria increased from 63.5% in 2007 to 68.2% in 2017 among 15 to 64-year-old women. Along with the rising employment rate, the part-time employment of women also rose from 41.2% in 2007 to 47.7% in 2017. In 2017, around 78% of all part-time employees were female. On average, women still earn less than men in Austria. Although the gender pay gap is slowly closing, with the gender pay gap at 14.1% in 2018, Austria is still among the EU countries with the largest gender pay gap.⁴

¹ 2020 EU Gender Pay Gap [Factsheet](#).

² European Commission (2017).

³ Statistics Austria (2019).

⁴ Austrian Presidency of the Council of the European Union (2018).



Definition and Development of PHS Instruments

In Austria, PHS are defined according to the status and specific professions of domestic workers. Austria's **Federal Act Governing Domestic Help and Domestic Employees**, which was adopted in 1962 and last updated in 2018 states: "The provisions of this Federal Act shall apply to the employment relationship of employees who provide domestic services for their employer or members of such employer's household, regardless of whether or not they are residing in the employer's household."⁵ This group of people includes the following categories of domestic workers: domestic helper with/out cooking; cook; housekeeper; nanny; baby-nurse; sick-nurse; graduate-baby-nurse; graduate-sick-nurse; qualified kindergarten nurse; qualified governess/tutor; and odd-jobber.

Although regulations on **social care professions** fall under the competence of the nine federal states, related training programmes and professional profiles were harmonised within the framework of an **agreement on social care professions** reached between the Federal Government and the Federal States pursuant to Art. 15a of the Federal Constitutional Law. There are **two types of social care professionals**:⁶ One, **home helpers** who support persons needing assistance (i.e. persons of all age groups who are not able to fend for themselves because of their age, health conditions or difficult social circumstances) in performing housekeeping tasks and activities of everyday life with a view to promoting own activities and helping them to help themselves. These activities also include assistance in basic care under the guidance and supervision of healthcare professionals. Home helpers receive 400 hours of training and education. Two, **social care workers** who are skilled professionals helping to shape the living conditions of people who are disadvantaged in the way they lead their lives because of their age, disability or other difficult circumstances. They have comprehensive knowledge of the diverse aspects of living with disadvantages and can provide a broad range of counselling, support and assistance services related to all issues of life from coping with everyday life to finding a meaning to life. They provide support in basic care under the guidance and supervision of healthcare professionals (social care workers specialised in counselling disabled persons) or tasks of auxiliary nursing (social care workers specialised in services for families, elderly and disabled persons). Social care workers receive between 2,400 and 3,600 hours of training and education depending on the level of professionalisation.

Various instruments exist in Austria to promote the PHS sector. The most important instrument is the **Household Service Voucher** (also referred to as the **Service Employment Cheque**). The vouchers were introduced in 2006 with the aim to legalise work in private households and to improve domestic workers' social protection. Private employers can purchase service vouchers at post offices, tobacco shops or online⁷ and use them to remunerate household service providers – so-called marginal part-time employees – for tasks such as housekeeping, cleaning, child supervision or simple gardening.⁸

⁵ Austrian Federal Ministry for Digital and Economic Affairs (2020a).

⁶ Austrian Federal Ministry of Health and Women's Affairs (2017).

⁷ See: www.dienstleistungsscheck-online.at

⁸ European Commission (2017b).

Another instrument is the **public support scheme for 24-hour care**. Under certain conditions, persons in need of care can apply for public support: the care relationship must be in accordance with the law on care at home, a dependency degree of at least level three must have been awarded, the net income may not exceed EUR 2,500, there must be proof of the necessity of 24-hour care by a medical specialist and proof of a minimum level of theoretical training or practical experience of the caregiver. This support can be granted to long-term care allowance recipients up to EUR 1,100 per month in cases of care relationships involving employed carers or up to EUR 550 in cases of care relationships involving self-employed carers.⁹

This shows a certain inconsistency in the legal provisions relating to 24-hour care. On the one hand, the promotion of 24-hour care is only awarded starting from dependency level 3, which means a relatively high need for care; on the other hand, the areas of activity of personal carers in the above-mentioned laws are clearly focused on household-related activities and not on nursing activities. Here, therefore, further support from the family or acquaintances or through mobile services (such as home nursing) is assumed indirectly, so that the nursing needs are also covered. Studies show that up to 95% of respondents are cared for by relatives or acquaintances in addition to the 24-hour care.¹⁰

Informal/family carers can get free health and old age insurance, fees are paid by federal state (Ministry of Social Affairs), and in Burgenland, informal carers can get employed by an agency. They receive salary, social security and have an obligation to attend a minimum qualification. Close relatives of a person in need of care, starting from a dependency allowance level 3, are entitled to an **allowance for substitute care** from the support fund for people with disabilities, if they have been caring for the person in need of care predominantly for at least one year and are prevented from providing care due to illness, vacation or other important reasons. The allowance is intended as a contribution to cover the costs incurred in the event that the main carer is unable to provide professional or private substitute care.¹¹ The maximum annual allowances depend on the amount of the care allowance of the person to be cared for and range from EUR 1.200 (for care of relative with a dependency level 3) to EUR 2.200 (for care of a relative with a dependency level 7). The benefits make it easier for close relatives of long-term care allowance recipients to recover from care work and to organise and pay for suitable substitute care during their absence. This possibility leads to a relaxation and release of the caring relatives and contributes to the fact that the mainly desired care in the home environment can be prolonged.¹²

Apart from voucher-based or publicly funded instruments, crowd employment promoted by **online platforms for PHS-related services** has broadened in recent years. Several online platforms match employers and workers, often with larger tasks being split up and divided among a 'virtual cloud' of workers. This happens especially in PHS-related occupations such as cleaning, catering, childcare or child supervision and handicraft activities.¹³ Looking at the work done "offline", a high proportion of employees are active in several areas of activity, with almost half of them, i.e. 44%, offering personal services.¹⁴

⁹ European Commission (2018d).

¹⁰ WIFO (2017).

¹¹ Austrian Federal Ministry for Digital and Economic Affairs (2020d).

¹² Austrian Federal Ministry of Social Affairs, Health, Care and Consumer Protection (2018).

¹³ European Commission (2018d).

¹⁴ AK/FEPS/Uni Europa (2016).

In the field of childcare, there exists the **rent-a-granny** system of a long-term “replacement grandparent” with a regular weekly schedule of child contact (i.e. not just an evening babysitter twice a month). In most cases these persons are retired women who look after children in the families’ own homes. They are available for children of all ages from babies up to teenagers. Usually, they do not have special qualifications, but they have many years of experience with childcare and a small proportion has formal training. This service is provided by organisations such as the Catholic Family Association. The allowance for childcare will be agreed upon individually.¹⁵



Landscape of Users

In Austria, 18% of people in need of support live in nursing homes, 5% at home with 24h care, 33% live at home using professional home care, 2% using day care centers and assisted living facilities, and 42% live at home without professional support, receiving care exclusively from family members.

The only official evaluation report from 2007 shows that 39% of users of household service vouchers are between 35 and 50 years old over 65 years old (26%). 72% of the users are academics, 28% non-academics and the majority of users (64%) are female.¹⁶

In the field of 24-hour care, there are currently 25,300 users who benefit from the public support scheme. 5.2 per cent of long-term care benefit recipients receive money from the public support scheme.¹⁷ An increasing amount of care for the elderly takes place within the own home. Until 2018, less expensive care workers from eastern EU member states were hired especially to avoid “care regress” – i.e. the access of the federal states to the personal assets of a person and his relatives in case of subsidised long-time care.¹⁸ As of 1 January 2018, Austria has abolished the care regress nationwide.



Financing of the Main Instruments and Associated Prices

The **household service vouchers** are funded by the Ministry of Social Affairs. The household service vouchers’ nominal value is determined individually between EUR 1 and EUR 100. The household pays an additional 2% for each voucher’s value, which is meant to cover accident

¹⁵ European Commission (2018d); Catholic Family Association of Austria (2020).

¹⁶ Korunka et al. (2007).

¹⁷ Hilfswerk Österreich (2018b), and Kurt Schalek, Arbeiterkammer Wien (2020).

¹⁸ Holzinger (2017).

insurance for the employee and administrative costs. If the employer buys for example a service voucher worth EUR 10, he pays EUR 10.20. However, there is no coverage of health, pension or unemployment insurance.¹⁹

The **public support** for the 24-hour care is financed by the Federal Ministry of Social Affairs, Health, Care and Consumer Protection. It increased steadily since 2008: While in 2008 an average of 3,200 cases per month was documented, this number increased to 23,837 in 2016. Public expenditures expanded in the same period from EUR 9.1 million to 150.5 million.²⁰

Public costs for 24h care amounted to EUR 159.2 million in 2017, and to 158.4 million in 2018. In comparison: in 2018, public costs were EUR 427.5 million for professional home care services, and EUR 1.8 billion for nursing homes.²¹

In 2018, a total of 13,336 **allowances for substitute care** were granted and the financial expenditure amounted to around EUR 12 million.²²



Work Arrangements

In Austria, 84% of people in need of support live at home, and 46% of them are cared for exclusively by unpaid family carers. Caring relatives are therefore described as “Austria's largest care service”. Family members providing care are partners (30%), daughters (24%) and sons (12%), followed by daughters in law, mothers and sisters. Thus, very often the family caregivers are women and some of them are already at an advanced age themselves.²³

The **household service vouchers** are mainly used for short, fixed-term contracts and compensation takes into consideration the minor employment threshold income, which is at EUR 446.81 per month (2019). People earning within this threshold have accident insurance (only) paid by the employer, but can voluntarily contribute to health and pension insurance and are not included in unemployment insurance schemes.²⁴ If service providers do not earn more than a maximum of EUR 631.04 per calendar month with the service cheque, they have the ability of purchasing self-insurance for health and pension insurance. This costs EUR 65.03 per month. To maintain such self-insurance, the service provider must have a regular employment relationship based on the service voucher, i.e. submit a voucher at least every two months.²⁵ An employment relationship does not exist if the activities are carried out by family members, based on the family assistance obligation. Such family assistance obligations are standardised for spouses or registered partners and for life partners as well as for the relationship between parents and children and for the relationship between grandparents

¹⁹ ÖGK (2019).

²⁰ European Commission (2018d).

²¹ Kurt Schalek, Arbeiterkammer Wien (2020).

²² Austrian Federal Ministry of Social Affairs, Health, Care and Consumer Protection (2018).

²³ Hilfswerk Österreich (2018a).

²⁴ European Commission (2018a).

²⁵ ÖGK (2019).

and grandchildren. Therefore, in such cases (regardless of residence) it is assumed in case of doubt that no employment relationship exists. Household activities are in any case covered by the family assistance obligation. For all other family constellations/for all other family members, employment by means of household service vouchers is principally possible. In the case of a joint household, however, payment by service cheque is inadmissible in any case.²⁶

A criticism directed at the scheme concerns the non-subsidized price of the household service voucher, which may make obtaining services in this area via undeclared work financially more attractive to some households.

Until 2007, **24-hour care** was predominantly carried out as undeclared work until reforms legalised 24-hour care arrangements by offering carers the option of self-employment or dependent employment.²⁷ The reform consisted of an amendment to the “Act Governing the Employment of Foreign Nationals” by which migrant care workers have been exempted from then still existing labour market access restrictions for citizens of Central and Eastern EU member countries that joined the EU in 2004 and 2007. In order to circumvent the law on working hours, which does not allow people to work 24 hours a day for two weeks, the introduction of the “Home Care Act” provided the basis for a new occupational group, the so-called “personal care work” in private households, which is also known as “24-hour care work”. The “Home Care Act” allows for 24-hour care work based either on employment (by care users, their families, or a social service provider) or on self-employment. The latter became the predominant arrangement, applying to about 99% of all 24-hour care work arrangements.²⁸ Critics consider it as bogus self-employment.

In the majority of cases, **online platforms of PHS-related services** are run by placement agencies, which have the function of a broker between self-employed service providers and private households. The agencies do not act as employers or user.²⁹ The service providers are self-employed. In some cases, the service providers have to produce a trade licence. Service provision through platforms does not comply with labour rights, such as minimum wage, overtime premium, night and weekend surcharge, social insurance, holiday and leave pay as labour rights are difficult to enforce through online platforms. The agencies are very reluctant to give information on business figures. Thus, there are no data available about the number of crowd workers in PHS and their income situation.³⁰

The total number of employment agencies and intermediaries for 24-hour care ranges from 600³¹ to 853³² agencies. The most common online platforms for PHS-related services include *Haushaltshilfe24* and *Betreut*.³³

²⁶ Austrian Federal Ministry of Social Affairs, Health, Care and Consumer Protection (2019).

²⁷ European Commission (2018d).

²⁸ Österle/Bauer (2015).

²⁹ European Commission (2018d).

³⁰ European Commission (2018d).

³¹ Hilfswerk Österreich (2018b).

³² addendum (2018).

³³ See: <https://haushaltshilfe24.at/> and <https://www.betreut.at/haushaltshilfe>



Landscape of Intermediaries and Quality Management

There are different training and certification possibilities for PHS employees. The Austrian Integration Fund offers job-specific **German courses** (e.g. for graduate care workers, home helpers and care assistants or in preparation for acceptance tests) at different levels. At its Vienna and Graz locations, it offers the “care for migrant workers” course, a subject-specific German course that provides comprehensive information on training in the field of nursing and care.³⁴ The “Missperfect” training institute provides training for top-household staff.³⁵

As a supporting and quality assurance measure, **the Ministry of Social Affairs** launched the “Quality Assurance in Home Care” **initiative** in 2001.³⁶ This is carried out by the farmers' Social Insurance Institution's own competence centre. Within the framework of a home visit by a qualified health care and nursing expert, the actual care situation is assessed on the basis of a standardised situation report. Since 2015 there has also been the possibility of a house visit on request.³⁷

Regarding the 24-hour care, the Federal Ministry of Labour, Social Affairs, Health and Consumer Protection developed a **quality certificate for placement agencies in 24-hour care**, which is intended in particular to strengthen transparency and information of the market for people in need of care and their families. The quality certificate is voluntary and is intended to enable placement agencies that meet higher quality standards than those required by law to prove this to an independent certification body.³⁸



Landscape of Employees and Degree of Professionalisation

The number of personal and household service (PHS) workers increased from 2,038 in 2006 to 10,881 workers in 2017.³⁹ However, only about 3,500 of them received a regular income from household service vouchers in 2015.⁴⁰ The only official evaluation report from 2007 showed that 80% of the service providers paid with the **household service vouchers** were female, while only 20% were male. The largest age group was between 35 and 50 years, i.e. in the active phase of work life. The majority, i.e. 88% of the employees, were Austrian

³⁴ Austrian Integration Fund (2020).

³⁵ Missperfect (2020).

³⁶ See: <https://www.oesterreich.gv.at/themen/soziales/pflege/4/Seite.360549.html>

³⁷ Austrian Federal Ministry for Digital and Economic Affairs (2020c).

³⁸ Austrian Federal Ministry of Social Affairs, Health, Care and Consumer Protection (2018); see: <https://oegz.at/>; see also: <https://www.caritas-rundumbetreut.at/train-to-care>.

³⁹ European Commission (2017b).

⁴⁰ Fritzl (2016).

nationals and the share of employees without Austrian nationality (12%) was only slightly higher than the proportion of non-Austrians in the population (9%) at the same time.⁴¹

Workers employed under the household service voucher scheme are working on fixed-term contracts, as the instrument is designed for short-term employment of one month, although repeated contracts are possible without limitations, the scheme does not entail entitlement to unemployment benefits or future pension benefits which have led to the criticism that the household service voucher scheme is not attractive for workers.⁴²

In the field of 24-hour care there are 62,269 personal care workers.⁴³ In Austria, 24-hour care is a liberal profession for which no training is required, only a trade licence.⁴⁴ Information on the gender distribution varies, but overall between 88.7 and 94% of the care workers are female and between 6 and 11.3% are male.⁴⁵ Likewise, the data on the most common nationalities is also different: While *addendum* indicates that the share of Slovakian (37.7%) and Romanian (43.6%) 24-hour care workers is the highest, a survey conducted by *Hilfswerk Österreich* reports in turn that the proportion of Slovakian (66.3%) and Croatian (18.2) care workers is the highest.⁴⁶

There are no estimates of the total number of care workers in the context of **online platforms of PHS-related services**. A survey on crowd working reports that 44% of the respondents offer “personal service work” via online platforms.⁴⁷



Wages

Vouchers: The wage per hour is agreed between the service user and household employee but must comply with the minimum wage (which depends on the type of work performed).

The official minimum hourly wages including partial holiday surcharges for 2019 in the PHS-sector are:⁴⁸ EUR 12,34 for cleaning, domestic help without cooking and simple garden work; EUR 12,77 for domestic help with cooking; EUR 13,40 for childcare; and EUR 17,02 for healthcare and elderly care (personal services such as support during personal hygiene or dressing).

According to the online platforms for PHS-related services, the average hourly wage for domestic workers is between EUR 10 and EUR 15.⁴⁹

⁴¹ Korunka et al. (2007).

⁴² European Commission (2017b).

⁴³ *addendum* (2018).

⁴⁴ *addendum* (2018).

⁴⁵ *Hilfswerk Österreich* (2018b), *addendum* (2018).

⁴⁶ *addendum* (2018), *Hilfswerk Österreich* (2018b).

⁴⁷ University of Hertfordshire et al. (2016).

⁴⁸ Austrian Federal Ministry of Social Affairs, Health, Care and Consumer Protection (2019).

⁴⁹ See current job applications at <https://haushaltshilfe24.at/> and <https://www.betreut.at/haushaltshilfe>.



Social Dialogue in the Field of PHS

The main trade unions involved in the social dialogue are the Austrian Transport and Services Union⁵⁰ (VIDA), the Public Service Union⁵¹ (GÖD), the Union of Private Sector Employees, Printing, Journalism and Paper⁵² (GPA-djp), younion⁵³, UNDOK⁵⁴ and the Chamber of Labour⁵⁵.

Employers are represented by the Austrian Federal Economic Chamber (WKO) and its regional chambers.⁵⁶

Austria did not ratify the ILO Domestic Workers Convention 189.



Policy Process

The **household service vouchers** were introduced in 2006 under the ÖVP (Austrian People's Party) and FPÖ (Freedom Party of Austria) with the aim to legalise work in private households and to improve domestic workers' social protection. The domestic worker receives the **household service voucher** immediately after the work is completed. The recipients then submit all the vouchers received from the service user to BVAEB (Insurance Association for Public Servants, Railways and Mining Workers) at the end of the subsequent month via post, in person or online. BVAEB immediately transfers the sum of the submitted service cheques to a current account or by postal order to the service providers.⁵⁷

However, service cheques are being used to a much lesser extent than expected, even if the number of purchased vouchers is rising year by year. Since its introduction in 2006, the number of household service vouchers purchased has increased from 59 820 to 337 328 in 2017. The numbers of service users of the voucher scheme increased from 2 317 households in 2006 to 13 278 households in 2017 while the number of personal and household service (PHS) workers increased from 2 038 in 2006 to 10 881 workers in 2017.⁵⁸

The Home Care Act which regulates the **public support for 24-hour care** was adopted after negotiations between the two governing parties SPÖ (Social Democratic Party of Austria) and ÖVP (Austrian People's Party) in July 2007.

⁵⁰ See: <https://www.vida.at/>

⁵¹ See: <https://www.goed.at>

⁵² See: <https://www.gpa-djp.at/>

⁵³ *younion* is the representation of interests of artistic, journalistic, programming, technical, commercial, administrative, pedagogically dependent or freelance professionals in the fields of art, media, education, training and sports, see: <https://www.younion.at/>

⁵⁴ UNDOK is the contact point for trade union support for undocumented workers, see: <https://undok.at/>

⁵⁵ See: <https://arbeiterkammer.at/>

⁵⁶ See: <https://www.wko.at/service/Austrian-Economic-Chambers.html>

⁵⁷ European Commission (2017b).

⁵⁸ European Commission (2017b).



Commonalities across Countries

Austria can be characterized as a corporatist, conservative, continental or male breadwinner welfare state. It is built on the main pillar of a social insurance system covering pensions, health care, unemployment and accidents.⁵⁹ The Austrian household service vouchers share some commonalities with the Belgian service and household cheques.



Promising Practices

In order to ensure a better compatibility of care and work, employees providing care work in their families have the possibility of agreeing on a care leave or a part-time care leave. During this period, there is protection against motivational termination, a legal entitlement to a care leave allowance and social insurance coverage in the form of non-contributory health and pension insurance. The aim of care leave or partial care leave is to give the employees concerned the opportunity to (re)organise the care situation, particularly in the event of a sudden need for care by a close relative or to relieve a carer for a certain period of time.⁶⁰ In 2018, 1,623 persons received a care leave allowance.⁶¹

The new EU Directive on work-life balance, as a part of the European Pillar of Social Rights, includes the right to request flexible work arrangements for carers and workers with children under 12, and may help informal carers to better reconcile work and family life. In order to be able to provide care services tailored to the needs of people in need of care and to be able to network them with the numerous services, the municipalities of Carinthia employ so-called social coordinators. In each individual case, these coordinators should evaluate, coordinate and mediate offers. Also unique in Austria is the care replacement for 28 days a year and the possibility for caring relatives to take a holiday in a spa hotel once a year for one week.⁶²

Another pilot project is HPC Mobil (hospice culture and palliative care in home care), which has set itself the goal of providing care and nursing at home to support family carers in the care of seriously ill and dying people, so that dying at home is made possible for all those who wish to do so.⁶³

In future, home care services that offer support for a couple of hours a day will be available (mehrstündige Alltagsbegleitung).⁶⁴

⁵⁹ Österle/Heitzmann (2016).

⁶⁰ Austrian Federal Ministry for Digital and Economic Affairs (2020e).

⁶¹ Austrian Federal Ministry of Social Affairs, Health, Care and Consumer Protection (2018).

⁶² Hehn (2019).

⁶³ See: <http://hpc-mobil.hospiz.at/>

⁶⁴ Kurt Schalek, Arbeiterkammer Wien (2020).

Glossary

Formalisation: In the context of informal care work, the European Commission describes how “formalisation of informal care takes place either through payments and associated social security (pension and health insurance), training/ certification of skills schemes and finally legislation (recognition of status and rights to being assessed as a carer)”. In the same article, the EC associates “any type of formal work” with the following features: payments (preferably regular and predictable); an employment contract and social security (such as being protected by regulation); training and validation of skills; and finally, broader legislation which recognises the importance of the role and offers assurance of a certain minimum standard of rights”.⁶⁵

Immigration: “Immigration” is the action by which a person establishes their usual residence in the territory of a Member State for a period that is, or is expected to be, of at least 12 months, having previously been usually resident in another Member State or a third country (Regulation (EC) No 862/2007 on Migration and international protection).⁶⁶

Migration Chain: The terms “chain migration” or “migration chain” refer to “a process in which initial movements of migrants lead to further movements from the same area to the same area. In a chain migration system, individual members of a community migrate and then encourage or assist further movements of migration”.⁶⁷

Professionalisation: “[P]rofessionalisation means granting workers of a certain sector employment and social protection rights that are equivalent to those enjoyed by employees working under employment contracts regulated by law, including a decent wage, regulated working hours, paid leave, health and safety at work, pensions, maternity/paternity and sick leaves, compensation in the event of invalidity, rules governing dismissal or termination of the contract, redress in the event of abuse, and access to training; whereas the domestic work and care sector can be professionalised through a combination of public finance (tax breaks), social finance (family allowances, aid to businesses, mutual societies and health insurance, works councils, etc.) and private finance (payment for services by private individuals)”.⁶⁸

Regularisation: In the context of (illegal) migration, “regularisation” is defined by the European Union (EU) “as state procedure by which illegally staying third-country nationals are awarded a legal status”; a synonym that is rather used in the USA and less in the EU is “legalisation” (AE: “legalization”).⁶⁹

⁶⁵ European Parliament (2008).

⁶⁶ Eurostat (2018).

⁶⁷ European Commission (2018c).

⁶⁸ European Parliament, European Council (2016: 6).

⁶⁹ European Commission (2009).

Regular Profession: In the context of work and professions, the EU defines a “profession” as “regulated (...) if [one has] to hold a specific degree to access the profession, sit special exams such as state exams and/or register with a professional body before [one] can practice it”.⁷⁰

Undeclared Work: In the EU, the term “undeclared work” denotes “[a]ny paid activities that are lawful as regards their nature but not declared to public authorities, taking account of differences in the regulatory systems of the Member States.” The Member States have adopted a variety of different definitions focusing upon non-compliance with either labour, tax and/or social security legislation or regulations: If there are additional forms of non-compliance, it is not undeclared work. If the goods and services provided are unlawful (for example, the production/trafficking of drugs, firearms and persons, or money laundering), it is part of the wider criminal economy, such as the “shadow economy” (often defined as including both the undeclared economy and the criminal economy), and if there is no monetary payment, it is part of the unpaid sphere.⁷¹

Undocumented or Irregular Migrant: The EU defines a “undocumented” or “irregular migrant” as “a third-country national present on the territory of a Schengen State who does not fulfil, or no longer fulfils, the conditions of entry as set out in the Regulation (EU) 2016/399 (Schengen Borders Code) or other conditions for entry, stay or residence in that EU Member State.”⁷²

Unpaid Sphere: The term “unpaid sphere” refers to activities that are lawful as regards their nature but not declared to public authorities and without monetary payment.⁷³

⁷⁰ EU (2019).

⁷¹ European Commission (2018b).

⁷² European Commission (2018c).

⁷³ European Commission (2018b).

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