

Terms of reference

IG24 requests the services of an international expert to undertake an assessment on best-practices on 24h care workers in the framework of the project Care4Care.

Country: 3-5 European Countries

Terms of Appointment: experts' contract for 10 working days until October 2022.

IG24 - Interest Group of Migrant 24h Care Workers in Austria is a self-organized, migrant-led organization of 24h care workers coming from Eastern Europe. IG24 represents the interests of 24h care workers working in the Austrian health care system and supports them to raise their voices in order to fight for better working conditions and to stop their exploitation.

Background

Though Austria is mostly depending on workers abroad to facilitate the live-in care for Austrian citizens, the working conditions of 24h care workers are precarious. The 24h care workers are registered in Austria as self-employed – an unregulated workframe that excludes them from basic workers' rights such as collective wage negotiations, medical leave, paid holiday or unemployment support, unionisation or institutional representation. They are theoretically "independent", but in fact, completely subordinated to placement agencies and people in need of live-in care. Care workers hold the weakest position amongst all actors and are left unprotected when confronted with exploitation and violence at the workplace. There is a big need to tackle the "bogus self-employment" and to develop alternative concepts.

Project Care4Care

Care4Care understands the prevention of exploitative working conditions and promotion of safe labour migration beyond a protection frame. Inter-agency cooperation on eye level between self-interest groups and anti-trafficking organisations is essential to tackle systemic issues of 24h care workers.

Objectives of the project:

The project pursues:

- to build up networks and cooperation between relevant stakeholders on an international level through exchange meetings and study visits and to develop strategy that ensures a sustainable cooperation after the project;
- to indicate the problems and needs of 24h care workers in Austria, Slovakia and Romania and to elaborate policy papers including the demands and recommendations that will be the subject of the planned policy work;
- to conduct a research on the best-practices for 24h care workers as a basis for recommendation and policy papers and the Employment model in Austria.
- to develop an Employment model with research and consultations of legal experts;
- to carry out evidence-based advocacy and policy work for safe labour migration and working conditions of 24h care workers that consist of several national meetings in Austria, Slovakia and Romania.

Assessments of the researcher:

The researcher will work with a focus on desk research, stakeholder consultations and analysis regarding promising and best practices in Europe to improve the situation of 24h care workers.

This assessment is part of the lack of systematized and analytical information about best-practices in the field of 24h care workers.

Best-practices should consider:

- working conditions (wages, work time, tasks/competences, etc.)
- regulation & legislative - labor law protection and social rights,
- providers and their organizational structure,
- financing from a State's perspective
- quality of services
- stakeholder's opinion

Specific Tasks:

- To identify 3-5 best-practice countries
- To conduct stakeholder consultations in the form of individual or group interviews
- To analyse data gathered during desk research and stakeholder consultations
- To submit a draft report
- To submit the revised final version, based on the feedback of IG24 and LEFÖ

The tasks are to be performed according to the timeline specified between IG24 and researchers.

Remuneration:

The researcher will be paid on a daily rate for number of days worked. The daily rate is set at 400 euro a day. In total the researcher will be paid maximum 10 days, making a total of 4.000€.

Profile and requirements of the researcher:

The researcher is expected to demonstrate the following competencies:

- A Master's degree in human rights, law, political science or international relations
- Feminist stance
- Experience of working with governmental authorities, NGOs and/or international organizations.
- Knowledge and understanding of the issue of human trafficking, labour exploitation and migration policy in Europe is an asset
- Good writing and reporting skills in English is required
- Good communication, interpersonal and organizational skills
- Proven high level of discretion and flexibility

Applying candidates should provide a cover letter with their motivation and their curriculum vitae to **kontakt@ig24.at** latest 31.07.2022. IG24 will select the consultant, possibly after an interview.