

Opportunities and Challenges for Migrant Care and Domestic Workers' Organizing: Experiences from Germany

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Germany was the second European country to ratify the C189 in 2013. In the absence of nationally prominent organizing by migrant care and domestic workers, the ratification may have come as a surprise. In addition, migrant care workers from Third Countries, who work in private homes, are often confronted with “double illegality” due to their irregular migration status and the lack of a work permit. Criminalized by law, they have found the structural obstacles to collective protests to be significant, and this is still the case. In fact, many studies have tended to focus on individual-based strategies at the workplace, rather than group-based organizing. While a collective bargaining agreement has been concluded between the Food, Beverages and Catering Trade Union (*Gewerkschaft Nahrung-Genuss- Gasstätten*, NGG) and Network Household (*Netzwerk Haushalt*, an employer organization and negotiation partner for the collective labor agreement), the NGG and the German Trade Union Confederation (*Deutscher Gewerkschaftsbund*, DGB) have long been indifferent to the plight of migrant domestic workers.

So, how did the ratification happen? From my perspective, there seem to be at least four main drivers involved in having pushed forward Germany’s ratification of the convention and advancing the post-ratification debates: 1) trade unions, 2) ‘public academics’, 3) an assembly of transnationally operating Christian (mainly, but not exclusively, Catholic) institutions and organizations, and 4) politicians and femocrats. This paper aims to analyze the relationship between the variety of actors involved by drawing on the concept of “fields” (Bourdieu 1984) and “action fields” (Fligstein & McAdam 2015).

移住介護・家事労働者の組織化への契機と挑戦——ドイツの経験から——