



ACIG 2019

Side-event

“How can investment in social services workforce deliver inclusive growth?
Innovative approaches in recruitment, retention and training”

Main messages

Social Employers:

- According to Eurostat more than 10 million workers are employed in the two main Nace codes concerning social services: 87 and 88. In the 10 last years despite the economic crisis, the sector has strongly increased its workforce. The employers of this workforce are represented by the Federation of European Social employers since the end of 2017.
- Social employers' main goal is to help the social services sector to provide quality, accessible and affordable services by representing the employers at EU level through social dialogue with EPSU and through dialogue with the EU institutions.
- The social services employers are key to implement most of the EPSR principles and to improve social inclusion in Europe. To do so, they face many challenges concerning demographic changes, evolution of support needs, workforce, funding... European



Social dialogue is a good way to improve the support of people while improving employees working conditions.

EASPD

- Social care sector has been one of the fastest growing sectors, generating 7% total economic output in the EU, and creating 1.7 million jobs between 2008 and 2015 even during a recession.
- Requires investment in human resources development, incl. working conditions, training, opportunities, accessible workplaces and work arrangements.
- Diversity in workforce is essential in driving innovation, growth and inclusion in services and in society.

SNAESCO

- Regarding the imbalance in professional gender in the field of early childhood education (97% women), need to develop the place of men.
- Necessity to have a proactive approach: campaign targeting students, but also employees looking for a second part of career.
- In the meantime, need to pay attention to women careers, and their access to management or executive positions (breaking the glass ceiling).

EPSU

Social partners working together to make the sector and jobs in social care more attractive.

- Need to develop professions and professional profiles.
- Making the case for investment in continuing professional development and need to develop career pathways.
- Triple win strategy of provisions to promote and safeguard ethical recruitment and employment conditions for migrant workers.
- Need to regulate online platform offering services for elderly, disability and child care
=> Joint Position Paper Social Employers EPSU Digitalisation in Social Services.



Effective social dialogue and collective bargaining and collective agreements as one key solution

AGE Platform

- Quality care involves good working conditions, but not only: address also pervasive ageist attitudes in care.
- A move towards a rights-based model of care and support involves enabling person-centeredness, self-determination and participation.
- New skills are therefore needed: human rights awareness, communication, multidisciplinary, gender/sexuality/culture-sensitiveness.

