



Federation of European
SOCIAL EMPLOYERS



ANNUAL ACTIVITY REPORT 2023





The Federation of European Social Employers is the voice of employers in the field of social services at European level. The Social Employers is a recognised EU Social Partner, part of the Sectoral Social Dialogue Committee for Social Services.

Social Services employers are some of the biggest job creators in Europe today. We also contribute significantly to the European economy and play a crucial role in implementing the European Pillar of Social Rights principles.

We understand social services to comprise of all care and support services, especially for:



Older persons



Persons with disabilities



Children

and other persons in disadvantaged situations.

Our objectives



- Strengthen the position of employers in social services at European and national level
- Influence European legislation, in particular through European social dialogue structures



- Stimulate the exchange of good practices
- Establish common positions between our members, and negotiate with European Trade Union Associations representing workers in social services, to ensure quality service provision and quality jobs

Foreword

**Gregor
Tomschizek**
President



"Dear readers,

it is with great pride and a sense of purpose that we present the annual activity report for 2023 of the Federation of European Social Employers.

At the heart of our objectives lies a commitment to strengthen social dialogue, cooperation, and meaningful engagement between employers and employees in the social services sector. In 2023, our efforts in this regard reached new heights with the establishment of the European sectoral social dialogue committee for social services. This significant achievement will support the work of social partners to ensure better working conditions for social services workers, job evolution, attractiveness and skills, in order to provide accessible, affordable high quality social services.

Throughout the year, the Social Employers focused on these key areas through the active participation in six different projects. Looking forward, the Federation will continue developing initiatives to address current and future challenges in the sector.

Our achievements would not have been possible without the collective efforts of our members, partners, and stakeholders. The Social Employers ended 2023 with 31 members in 20 European Countries."

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2023 at a Glance

31

Members



26

Events/Meetings



20

European Countries



1

Joint Outcome with EPSU

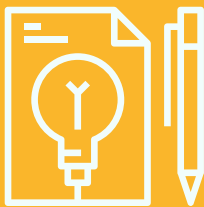
6

Governance Meetings



6

Running Projects



1.928

Social Media Followers

1.284 Twitter

541 LinkedIn



4.500

Website Visits



9.000

Website
Pageviews

14

Newsletters &
Press Releases 3



Governance and Structure



Board Members



Mr Gregor Tomschizek, President
Board member of Sozialwirtschaft
Österreich and Managing Director of
Volkshilfe Niederösterreich (Austria)



Mr Jiří Horecký,
Vice-President
President of APSS ČR
(Czech Republic)



Mr Stéphane Racz,
Vice-President
Director General of NEXEM
(France)



Ms Diana Chiriacescu,
Treasurer
Director of FONSS
(Romania)



Ms Elise Lay,
Secretary
Legal Advisor at UNIPSO
(Belgium)



Ms Diane Grech Galea,
Board member
Agenzija Sapport (Malta)



Mr Dionysios Serras,
Board Member
The Net (Greece)



Ms Joel Kuuva,
Board member
Hyvinvointialan liitto (Finland)



Mr José Luis Pareja Rivas,
Board Member
LARES (Spain)



Ms Justyna K. Ochędzan,
Board member
WRZOS (Poland)



Ms Martine Ewerard
Board member
COPAS (Luxembourg)



Mr Michiel Kooijman,
Board member
Actiz (Netherlands)



Mr Rifat Fersahoglu-Weber,
Board member
AWO Bezirksverband
Braunschweig (Germany).

General Assembly

The Social Employers is an independent, democratic and participatory organisation governed by a General Assembly, made up of all the member organisations.

Board

The Board includes representatives of member organisations from each country we have members in.

In 2023 the Social Employers General Assembly met three times, in January, June and October. The Board also met three times, in June, October and November.

This year the General Assembly validated statutes amendments and elected the members of the Board, who elected the presidential team (one President, two Vice-Presidents, one Secretary, one Treasurer).

Secretariat

The Secretariat is based in Brussels and supports and coordinates the implementation of the Social Employers activities.



Sylvain Renouvel,
Director



Alina Pavičevac,
Senior Project & Policy Officer



Tamara Gomez-Sanchez,
Project & Communications Officer

Social Dialogue



In July 2023, the European Commission set up a European sectoral social dialogue committee for social services. The Social Employers, joined by CEMR, engage in this Committee with their trade union counterpart, the European Federation of Public Service Unions (EPSU).



Developments

- **European Sectoral Social Dialogue Committee for Social Services**
Social Partners come together for first Plenary Meeting, 12 December.



Meetings and events



European Events

In 2023 the Social Employers organised 3 events at European level, in the framework of projects co-funded by the European Commission (FORESEE and FORTE projects).

- **Social services in times of crises: Building resilience and improving attractiveness**

FORESEE project final conference
18 January in Brussels, 60 participants



- **Joint seminar on evolving jobs, skills and training needs in social services**

Social Employers and EPSU joint seminar, in the framework of the FORTE project.
25 April online, 54 participants.

- **Improving working conditions in social services: Promising practices from across Europe**

Social Employers and EPSU joint seminar, in the framework of the FORTE project.
12 October hybrid, 50 participants.



Project Events/Meetings



- **DDSkills Project Final Conference Lithuania**

25-26 May

- **FWSS Project Coordination Meeting in Brussels**

13-14 June

- **IWorCon Project Kick-off meeting**

19-20 September

- **7 IWorCon Project Meetings - improve working conditions**

20 September	09 November	28 November
03 October	21 November	19 December
07 November		

- **5 HelpDesk steering committees**

15 February	21 June	06 November
04 April	27 October	

Other Events/Meetings

The Social Employers organised and spoke in European and national events and meetings to increase the visibility of the federation and discuss relevant topics for the social services sector.

- **How can we make care jobs more attractive ?**

EURECO, 15 March 2023

- **Cedefop panel discussion: get-together on shortages**

22 June

- **Webinar to the Israeli Ministry on evolving jobs, skills, and training needs in the social services sector**

14 June

- **EU Taiwan Symposium: Working conditions of caregivers**

30 June

- **EU Japan Symposium: Addressing workforce challenges in Long-Term Care**

13 September

- **European Social Economy Congress: Social Dialogue for Social Services**

14 November

- **EU-OSHA interview: OSH in figures in the health and social care sector**


06 September

Membership


In 2023 the Social Employers welcomed one new member, Agenzija Sapport from Malta.




The Social Employers now has 31 members in 20 European countries and continues to grow.


-  -Arbeiter-Samariter-Bund
Österreich
- BARS
- Service Mensch GmbH
- Sozialwirtschaft Österreich

-  -UNIPSO


-  -NASOR

-  -APSS CR


-  -LCEducational

-  -Hexopée
- Elisfa
- Nexem

-  -The Network

-  -Hyvinvointialan liitto

-  -AGV AWO


-  -Federsolidarietà
Confcooperative
- LegaCoop Sociali


-  -LARG


-  -Fédération COPAS
- FEDAS

-  -CDI

-  -Agenzija Sapport

-  -WRZOS

-  -FONSS

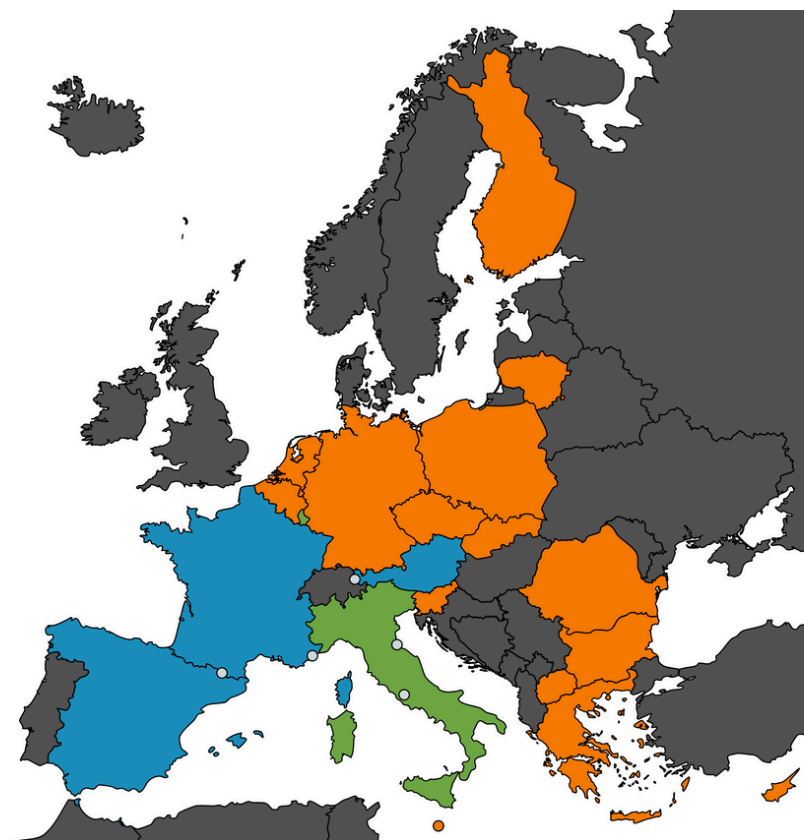
-  -SSZ SLO

-  -APSS v SR

-  -Lares
- FEACEM
- CEDDD

-  -Actiz

-  -European Ageing Network
- Social Services Europe



■ One member ■ Two members ■ Three or more members

Projects



IWorCon Project aims to improve the working conditions in social services sector to reinforce its attractiveness and building capacity for employers' organisations.

- August 2023 – February 2025
DG Employment, Social Affairs & Inclusion,
Support for social dialogue



FORTE Project aims to gather evidence and highlight the needs of the social services sector in the field of skills and training, linked to evolving needs of service users and new models of care.

- August 2022 – July 2024
DG Employment, Social Affairs & Inclusion,
Support for social dialogue



The foreign workers in social sector (FWSS) project aims to remove barriers and create equal opportunities for foreign workers to support their inclusion in the social care labour market. The project will develop guidelines and recommendations and create a vocational training program targeting HR and management in the sector.

- February 2022 – July 2024
Erasmus+ Programme of the European Union



The Social Services Helpdesk on EU Funds project, aims to finance the building blocks for a Social Services Helpdesk. The project focuses on supporting social services in better accessing and using EU funds and on helping Managing Authorities to use EU funds (ESF+, ERDF and ReactEU in particular) to finance quality interventions in the field of social services.

- May 2022 - April 2024
Co-funded by the European Union



The FORESEE project aims to further build capacities of social partners in social services at national and EU level and by doing so, help the sector better manage current and future challenges, such as its attractiveness.

- February 2021 – February 2023
DG Employment, Social Affairs &
Inclusion, Support for social dialogue



The DDSkills project aims to develop training courses to enhance digital competences of professional caregivers, so they can make better use of new technologies, and support persons with disabilities & their families in the use of those technologies.

- January 2020 – June 2023
Erasmus+ Programme of the European Union

Policy



Policy Developments

In 2023, the Social Employers developed several policy outputs, focusing on skills and training for the social sector, and on the EU care strategy. The initiatives aimed to enhance workforce capabilities, improve care quality, and foster resilience in the face of evolving societal needs.



New Partnership to Drive up Skills for Long-Term Care

The Social Employers together with other 5 European organisation have launched the Partnership for Skills in Long-Term Care (LTC) to drive up training and lifelong learning in the sector(s) involved.



European Care Strategy: Member States must act now!

Joint statement - European Care Strategy: Member States must act now!

The Social Employers and EPSU Joint statement, urging EU Member States to take action now to implement the European Care Strategy.



Report on Evolving jobs, skills and training needs in social services

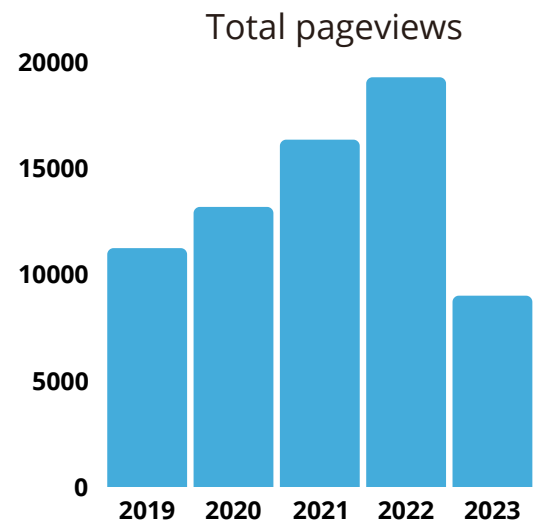
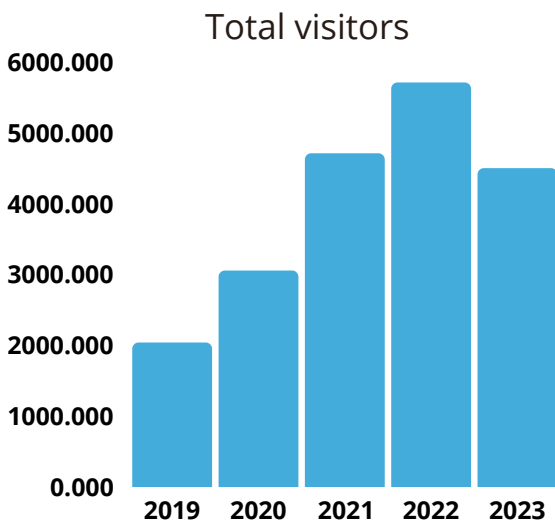
It examines the **skills and training needs** of workers in the changing landscape of social services provision and the **potential of social dialogue to better meet these needs**.

Communication



Website

In 2023, the Social Employers created a brand new website. It is more informative, user-friendly, and visually engaging. Finding information is now more straightforward with a clear pathway to the areas of interest. The website also includes now a membership interactive map, which brings to the relevant information of each member.



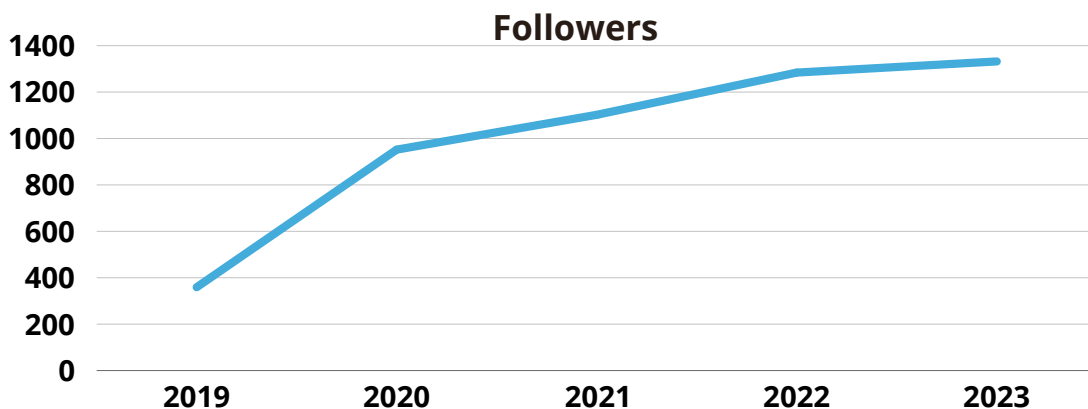
Twitter



1.332 followers



On average
1.438 impressions per month



LinkedIn



596 followers

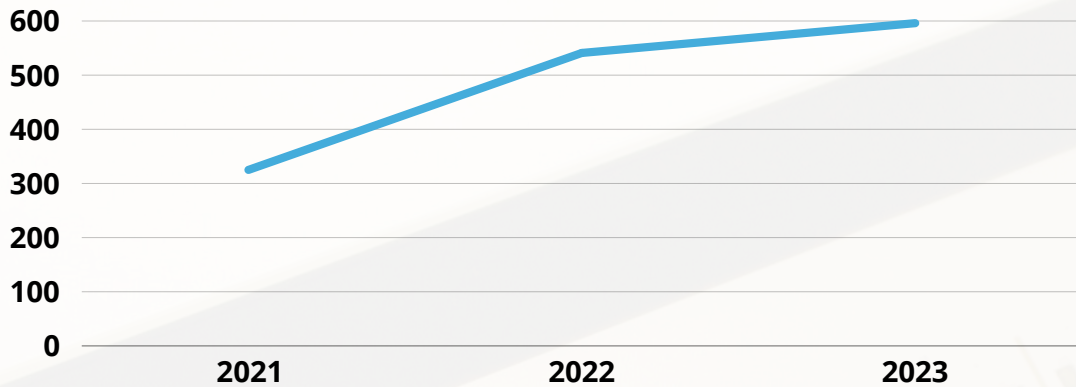


On average
234 impressions per post,
118 more than in 2022



149 profile visits

Followers



Newsletters & Press Releases

In 2023 the Social Employers secretariat released newsletters & press releases to inform about:

- ▶ Social Employers news & key activities
- ▶ Members' news
- ▶ Projects
- ▶ Relevant European policy news
- ▶ Overview on current research
- ▶ Relevant information about events and activities

6 newsletters, 4 press releases and 4 project newsletters.


Total of 884 subscribers, increased by 276 from 2022.



Federation of European Social Employers

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 <https://sociaemployers.eu/en/>

 [@SocialEmployers](https://twitter.com/SocialEmployers)

 [Federation of European Social Employers](https://www.linkedin.com/company/federation-of-european-social-employers/)

 [Presentation video](#)