

# The Federation of European Social Employers & European Social Dialogue

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# Content

- **The Federation of European Social Employers**
  - The Social Employers: Who are we?
  - Our members
  - How to join us
- **Social Services: crucial for social cohesion & social rights**
  - Social Services & Job Creation
  - Challenges for Social Services Employers
  - Growing impact of the European Union
- **European Social Dialogue**
  - What is European Social Dialogue
  - Advantages of European Social Dialogue
  - How is it organised
  - Social Services and Sectoral Social Dialogue
- **Next steps**





# The Social Employers: Who are we?

- We are the voice for **Social Services Employers** at EU level
- We understand Social Services to comprise of all care and support services for older people, persons with disabilities & children (and other excluded or disadvantaged persons).
- Our Objectives are to
  - Strengthen the position of employers in social services
  - Guide & influence European legislation
  - Establish common positions and negotiate with European Trade Unions (European Social Dialogue)
  - Stimulate the exchange of promising practices



# Our members



ASOCIACE POSKYTOVATELŮ  
SOCIÁLNÍCH SLUŽEB ČR

APSS CR



Arbeitgeberverband AWO Deutschland e.V.

Arbeitgeberverband AWO  
Deutschland e.V.



CONSEJO ESPAÑOL DEFENSA DISCAPACIDAD Y DEPENDENCIA

CEDDD



HYVINVOINTIALA

Hyvinvointialan liitto



COMPROMISO y SOLIDARIDAD  
con la PERSONA

Lares



employeurs, différemment

NEXEM



SNAEC SO



Social Services Europe

Social Services Europe



Sozialwirtschaft  
Österreich

Sozialwirtschaft Österreich



UNIPSO  
Union des entreprises à profit social

UNIPSO



WRZOS  
WSPÓLNOTA ROBOCZA ZWIĄZKÓW  
ORGANIZACJI SOCJALNYCH

WRZOS

Federation of European  
Social Employers

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België/Belgique



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Federation of European  
Social Employers




# How to join us

There are three types of membership:

- **Full Members**, representing national social services employers, who are recognised as part of Member States' social partner structures. They have the right to vote in the General Assembly.
- **Associate Members**, representing national associations of social services providers, who are not yet able to negotiate agreements.
- **Observer Members**
  - for those who wish to learn more about the Social Employers, before becoming Full or Associate Members; albeit for a limited duration,
  - for those who fulfil none of the above but who can help to support the Social Employers achieve their objectives.





# Social Services: crucial for social cohesion & social rights

- There is **no Social Europe without social services** employers, who
  - enable older people to live better, longer and healthier lives.
  - help persons with disabilities to have full and active lives
  - Ensure that all children can have decent lives and education
  - And provide choice and options to these people's families and friends in terms of informal care and support.
- As such, they are also key to inclusive growth!





# Social Services & Job Creation

- Social services employers are also **Europe's biggest job creators** with
  - Over 10 million staff, 2 million new jobs created since 2008 and many more to come in response to the increase in demand
  - Social services contributing to getting people excluded from the labour market back into jobs
  - Social services enabling better work-life balance options, thus increasing the employment rates of informal carers, often women

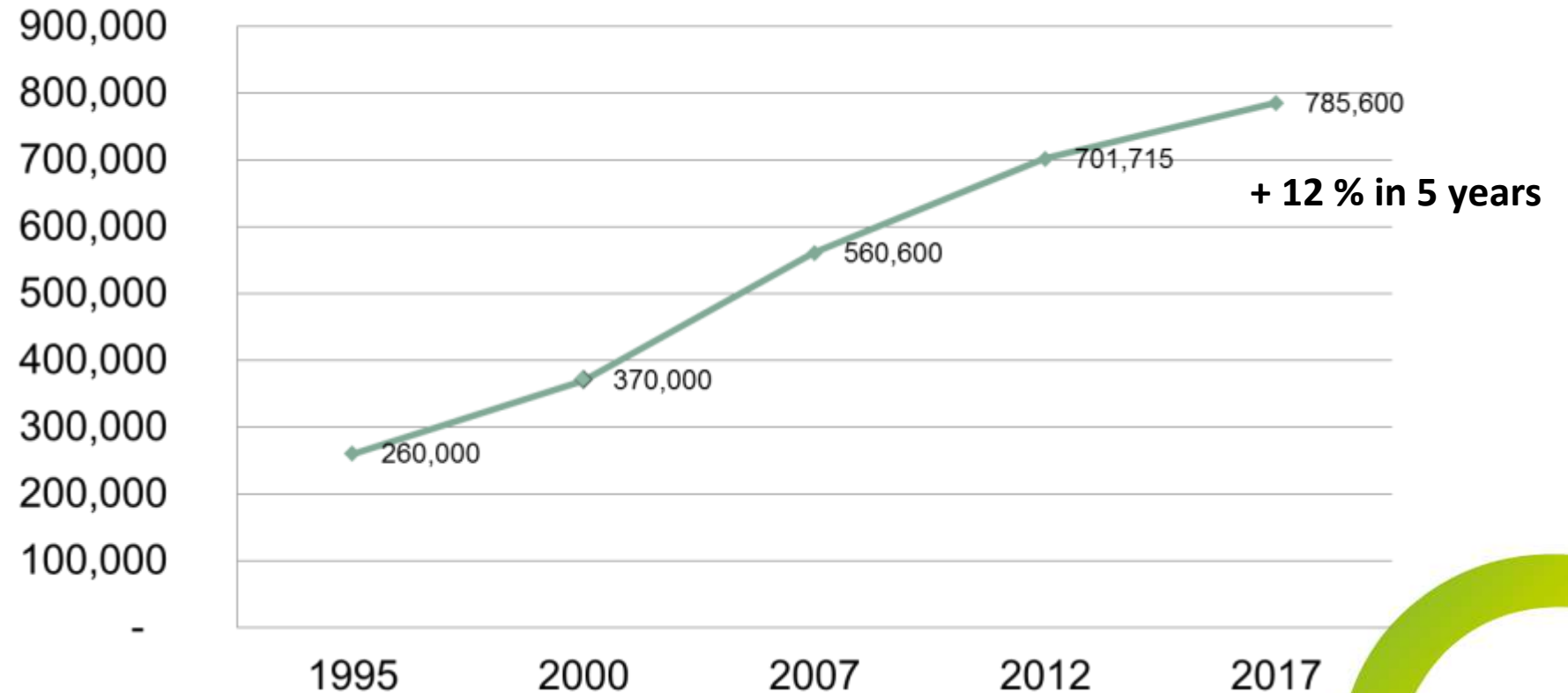




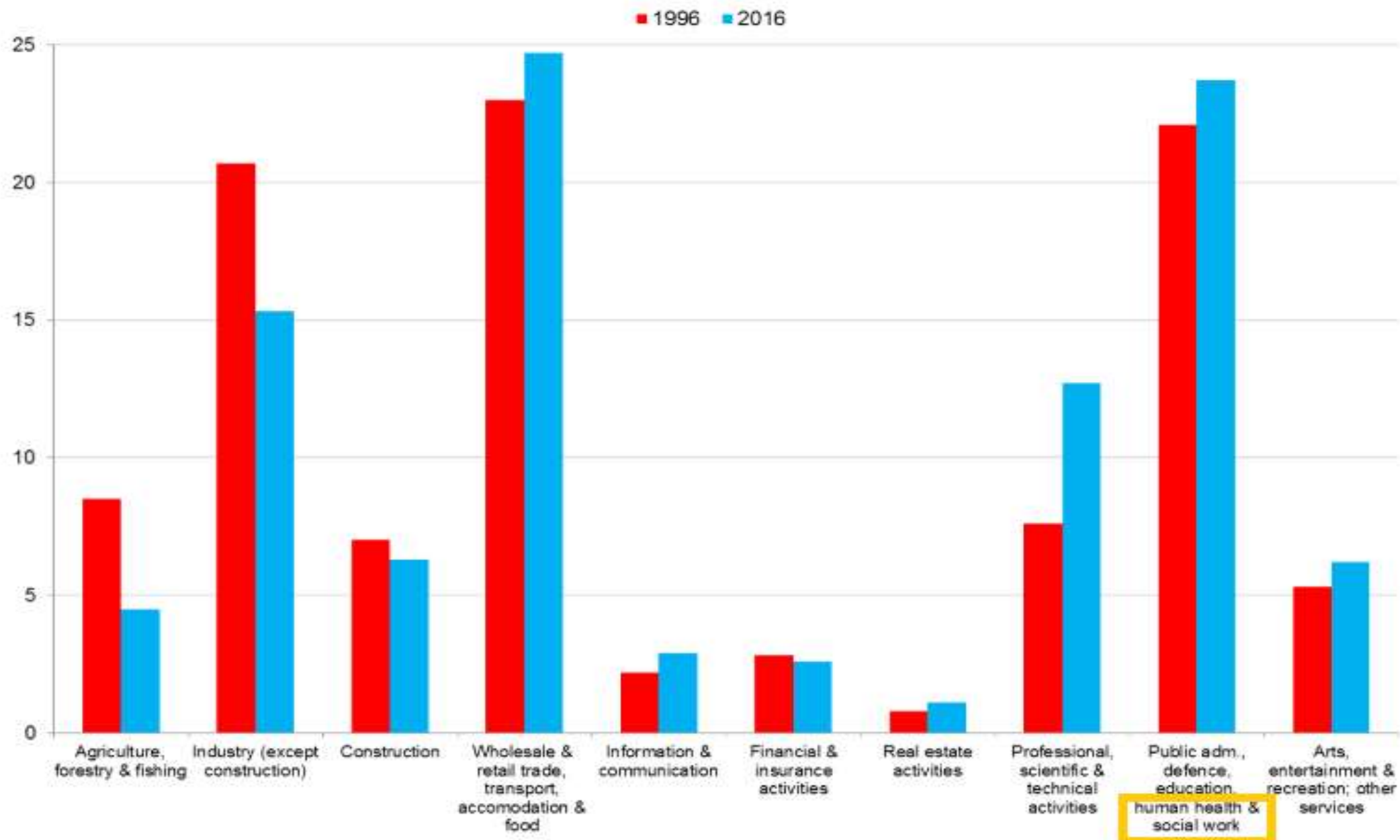
# Social Services & Job Creation

**Example France**, Source: UNIFAF Survey on Employment in French Social Services Sector (2018)

**Employment growth between 1995 and 2017**



# Share of 10 main economic activities in EU total employment, 1996 and 2016 (%)





# Challenges for social services employers

- Constrained financial resources & evolving financial models
- Staff shortages and/or lack of qualified staff
- Fast-changing technological developments
- Gender imbalances and inequalities



# Growing Impact of the European Union

- **EU legislation** (public procurement, state aid, working time directive, written statement directive, etc)
- **European funds** (ESF, ERDF & the EU Investment Plan/InvestEU)
- **Strategic vision** (European Pillar of Social Rights, European Semester)
- **European Social Dialogue**





# What is European Social Dialogue

“European social dialogue refers to discussions, consultations, negotiations and joint actions involving organisations representing the two sides of industry (employers and workers).”

<http://ec.europa.eu/social/main.jsp?catId=329&langId=en>



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# Advantages of European Social Dialogue

- Provides a space to discuss common **challenges**
- Allows social partners to negotiate and agree on common **solutions**
- Facilitates the exchange of **good practices**
- **Commission exclusively consults the social partners** on all EU policy initiatives in the field of employment and social affairs (Art. 154 TFEU)
- Opportunity to **co-legislate EU policies** (Art. 155 TFEU)





# How is European Social Dialogue organised

- **Cross-sectoral social dialogue**: deals with topics that affect all or most sectors
- **Sectoral social dialogue**: deals with topics that affect a specific industry, e.g. the social services sector
- There are **over 40 European sectoral social dialogue committees**, for example for the agriculture, banking, electricity and hospital sector.





# Social Services and Sectoral Social Dialogue

As demonstrated, the Social Services sector has a **high social and economic relevance**:

- Promotes access to basic human rights
  - Contributes to the general well-being of society
  - Fights exclusion and inequality
  - Employs over 10 million people in Europe
  - Created 2 million new jobs in the last 10 years and many more to come in response to the increase in demand
- Despite all that, there is **no sectoral social dialogue committee for the social services sector yet**
    - **The Federation of European Social Employers aim to change this!**







# Next steps

- Our next General Assembly: 23<sup>rd</sup> October
- Thematic Meeting with EPSU dedicated to the impact of Digitalisation on social services: 24<sup>th</sup> October

➤ **We invite you to join us for these meetings and apply for membership!**





# Thank you for your attention!

## Any questions?

For more information on the **Social Employers**, see also

- [www.sociaemployers.eu](http://www.sociaemployers.eu)
- Twitter @SocialEmployers