

**EASPD**

IMPROVING SERVICES  
IMPROVING LIVES

# *Disability and Long Term Care*

*Is there a future for  
Long Term Care?  
Prague, September  
13/14*

*James Crowe  
President  
[www.easpd.eu](http://www.easpd.eu)*



# Content



- Policy context
- Growth of Social Services sector
- Poverty & the Work force
- Working Time Directive



- Founded 1996, **voice of 15.000 disability service** providers in Europe
- **Expertise across disability & across services** Work on **3 pillars**: information, innovation and impact
- Key partner in **EU and international policy debates** in disability sector (EU, CoE, UN)

**Objective:** *promote equal opportunities for persons with disabilities through effective and high quality service systems*

# UN Convention UNCRPD 2006



## **Article 19:**

Living independently and being included in the community:

- with choices equal to others
- choose place of residence and who you live with
- have support necessary to live and be included in the community



## **Article 26:**

Habilitation and rehabilitation.

- effective measures to attain and maintain maximum independence, full physical, mental, social and vocational ability, and full inclusion and participation in all aspects of life.



- **Article 20:**  
Personal mobility
  
- **Article 30:**  
Participation in cultural life, recreation, leisure and sport



December 2017:

EU Council issued ‘Conclusions on Enhancing Community-Based Support and Care for Independent Living’

Ref <http://data.consilium.europa.e...>

Member states to:

- “develop an independent living approach in all care settings and accelerate the transition from institutional to community-based care”
- involve persons concerned in the decisions-making process
- retrain and upskill specialists working in residential care institutions.

# Social services and employment



- The health and social services sector is one of the **fastest growing economic sectors** in terms of employment and value in Europe.
- 2008 and 2015, with over **2.6 million new jobs** created.

# Social services and employment



**Table 1: Human health and social sector jobs**

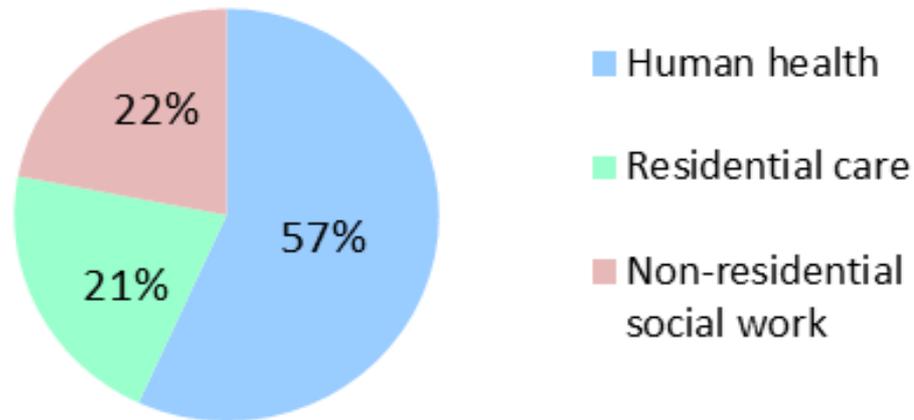
<b>Types of care</b>	<b>Total jobs in EU</b>	<b>Increases 2008-2015</b>
Residential care	4,965,600	42%
Human health	13,283,700	33%
Non-residential social work	5,141,200	25%
Total	23,400,500	

*Source: EC (2015) European Semester Thematic Fiche Health and Health Systems*

# Social services and employment



*Human Health and social sector jobs*



# Poverty & the Workforce



- Situation in 13 states of **social care** staff
- Situation in 13 states of **social work** staff
- Is it possible to live on the average social work/care wage as a single person with no children, second wage or other benefits?

# Poverty & the Workforce



- Replies received from 13 states; Austria, Belgium, Bulgaria, Cyprus, Finland, Georgia, Germany, Greece, Hungary, Ireland, Romania, Spain, United Kingdom
- ‘Poverty’ defined as 60% of the median household income



## Workforce:

- overwhelmingly female
- social care has low status, social work better regarded
- Status: Social work is largely 'invisible' & Social care is totally invisible

# Poverty & the Workforce



- Social worker - in all states except Greece, Bulgaria, Romania Spain, could live on wages without second income or state benefits
- Social care staff - in only Belgium, Austria, Ireland and Finland could staff live on wages without second income or state benefits
- Conclusion: Majority of social care staff at risk of poverty

# Poverty & the Workforce



- EU policy & demographics drive steady growth  
e.g. an ageing Europe, deinstitutionalisation, more personalised services
- care is classic EU ‘single market’ area
- Care a high growth sector – but is it heading for in-work poverty & falling standards?
- how can we change the situation?



Possible actions:

- find out what is really happening
- set & support minimum standards for staff
- use proposed European Pillar of Social Rights to improve status of social work & social care
- ensure Structural Funds do not support institutional care & practices



Potential action by EU:

Create EU social care standards to protect vulnerable people, raise standards, protect workers' rights & promote health & safety.

# Working Time Directive



We support the principles of the WTD:

- Sector needs a skilled competent workforce
- The sector should be attractive to work in
- There should be a sensible work-life balance

# Working Time Directive



It gives EU workers:

- the right to at least 4 weeks (20 days) paid holidays each year
- rest breaks, and rest of at least 11 hours in any 24 hours
- restricts excessive night work
- a day off after a week's work
- provides for a right to work no more than 48 hours per week

# Working Time Directive



Research in 4 countries:

- Austria
- Slovakia
- Spain
- UK

# Working Time Directive



What the researchers found:

- WTD often seen by people with disabilities, employers and (some) workers as obstructing the provision of the best possible care and support within current resources

# Working Time Directive



- The WTD is not working well in social care & support services for persons with disabilities.
- WTD working patterns are often inflexible/unworkable
- WTD 48 hours average working limit is circumvented / exceeded, e.g. 'voluntary' work
- Size matters!
  - large institutions can comply with WTD
  - smaller services find it much more difficult
  - micro services find it impossible

# Working Time Directive



Dangers in doing nothing:

- a huge sector ignoring aspects of the WTD undermines its value
- It does not help the sector to improve its standing or image / attractiveness as a positive career choice
- ‘Inappropriate’ solutions will be found to get round the impasse e.g. the ‘domestic servants’/ ‘family workers’ route

# Working Time Directive



## Solutions?

- Greater flexibility by negotiation & social dialogue in the sector (including ALL stakeholders)
- Use WTD provisions for flexibility due to ‘specific characteristics of the activity concerned’ & also ‘where there is need for continuity of service (or production)’ in small services
- Review alongside other policies e.g. UNCRPD

# Federation of European Social Employers



- 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

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# Federation of European Social Employers



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APSS CR



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Lares



NEXEM



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Social Services Europe



Sozialwirtschaft Österreich



UNIPSO  
Union des entreprises à profit social

UNIPSO



WRZOS

# Thank you!



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