

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



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*



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

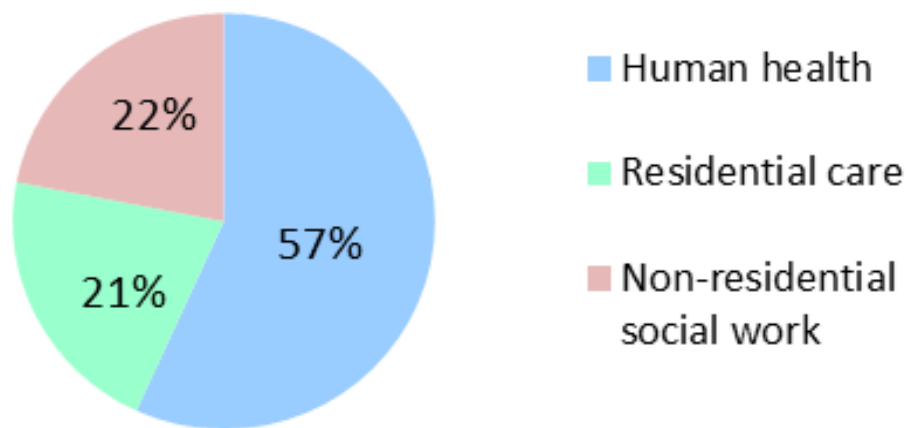
Types of care	Total jobs in EU	Increases 2008-2015
Residential care	4,965,600	42%
Human health	13,283,700	33%
Non-residential social work	5,141,200	25%
Total	23,400,500	

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

Poverty & the Workforce



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?

Poverty & the Workforce



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

Federation of European Social Employers



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



WSPÓLNOTA ROBOCZA ZWIĄZKÓW
ORGANIZACJI SPOŁECZNYCH

WRZOS

Thank you!



CONTACT DETAILS

Jim Crowe
jim.crowe@easpd.eu