



Position Paper II

The health and social care sector are job creators

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Activities that contribute to ageing well, such as personal and home care services and housework services and secure and appropriate housing, all have an important job-creation potential. Demand for care, household and housing services is expected to increase due to the trend to population ageing in all Member States, combined with the expected decline of the number of potential carers within the family circle. The stark reality is that in only 5 years - by 2020 - the EU will face a shortfall of up to 2 million workers in health and social care sector.

Some facts and figures :

- Most jobs will require highly qualified people (more than 5 million), while the need for skilled personnel will also be very significant (around 3 million). Around 200.000 job openings will exist for lesser qualified people.
- OECD estimates show that adult household members in European Member States of the OECD spend on average 2.5 hours per day on housework and care. This represents +/- 830 million hours/day of household work in the EU or nearly 100 million FTE. The externalisation of some of these activities could represent an important source of new jobs.
- Over 21.5 million people work in the health and social care sectors. There are currently five million people in Europe providing social care services at home and 13 million people in the healthcare workforce. Employment in personal and household services of the total workforce is nearly 5% of the total.
- The number of jobs in the sector increased by 21% between 2000-2010, creating 4 million new jobs. Even during the economic crisis, employment in the healthcare sector has continued to grow: while overall employment fell by 5 million over the period

2008-2010, the healthcare sector created more than 770 000 new jobs.

- More than 1 million new jobs are expected to be created between 2010-2020.

EAHSA therefor calls for Member States, all stakeholders and the aged care services and housing sectors:

- To regularly monitor and assess health and social care workers labour markets and to identify early on trends in order to improve workforce planning and forecasting and the implementation of appropriate labour market measures;
- To invest immediately and substantially in the education and training of workers in these sectors and to develop training and accreditation arrangements for those currently not formally recognized for their training and skills. Developing a career path in the sectors is a key priority;
- To improve recruitment and retention of health and care professionals and to facilitate continuous professional development and lifelong learning;
- To establish a European regulatory framework for the recognition and accreditation of health and care workers' trainings and diplomas.
- To adapt training requirements to the realities of daily practice and availability of health and social care workers;
- To promote self care projects with "assistive technology" and the participation of older persons in the development and organisation of their independent living arrangement.