



# European Social dialogue in Social services





# Programme

- The Federation of European Social Employers
- Sectoral Social Dialogue Committee for Social Services
- Projects supporting social dialogue, working conditions and capacity building
- European Labour Authority campaign on LTC






# Who are the Social Employers?





# The Social Employers

- The voice of **social services employers** at EU level
  - We define social services as care and support for older adults, persons with disabilities, children, and other 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
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# The Social Employers' timeline

2012-2017

- PESSIS projects - mapping of existing structures and capacity building

Oct 2017

- Creation of the Federation of European Social Employers

2017-2023

- Further capacity building projects
- Close and fruitful cooperation with EPSU

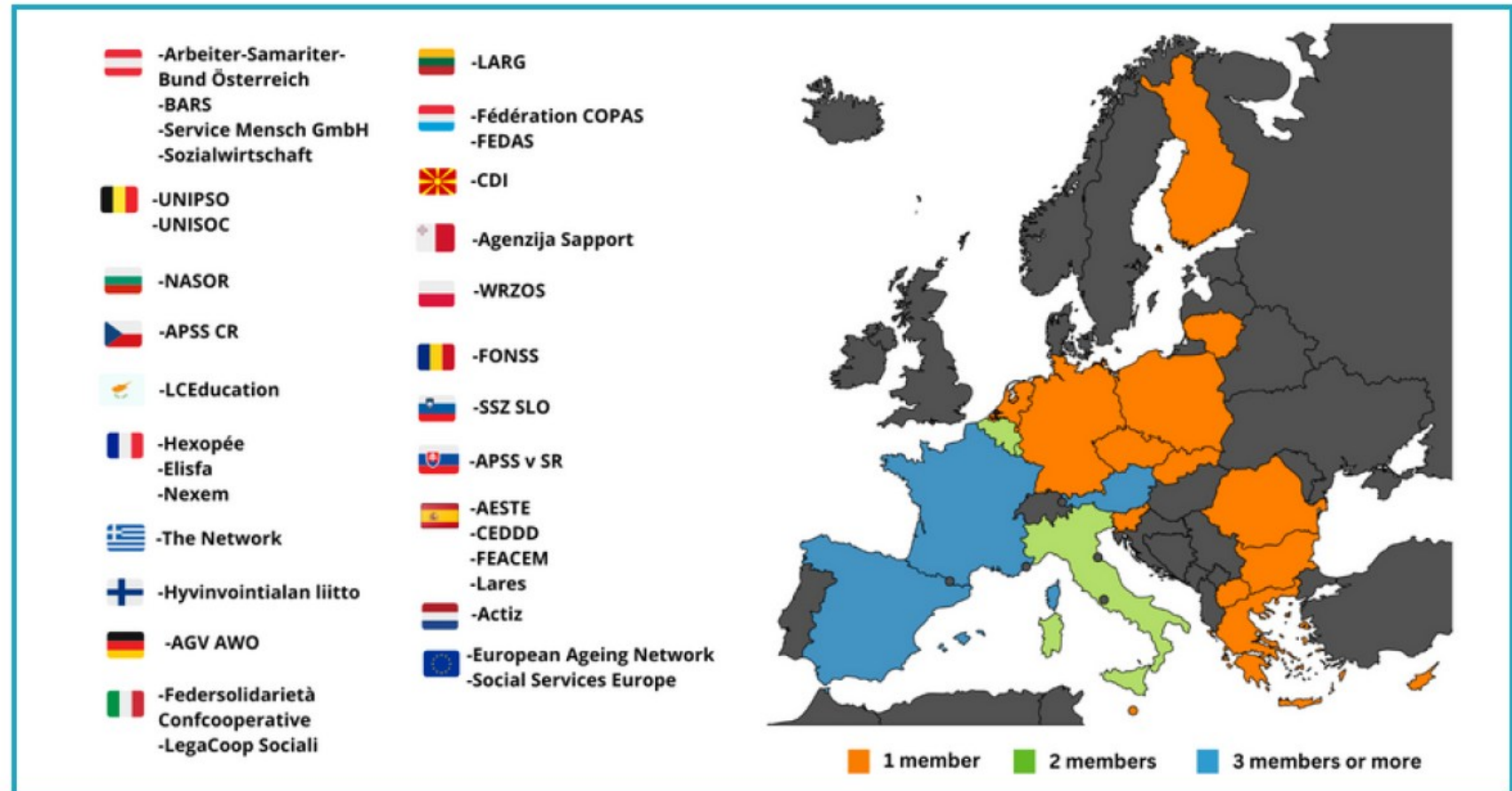
July 2023

- Sectoral Social Dialogue Committee formally established by the European Commission

June 2025

- Framework of Actions on Retention & Recruitment in Social Services jointly adopted by the Social Employers & EPSU

# Membership: 34 members in 20 countries






# July 2023 - Creation of the Sectoral Social Dialogue Committee for Social Services





# Scope

- NACE codes:
    - 87 Residential care activities
    - 88 Social work activities without accommodation
  - Service providers mostly part of the Social Economy
  - 10 million workers in the EU
  - 82% are women
  - Paid 20 % under the average
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# Sectoral Social Dialogue (Social Services)



# What do Social Partners do? (1/2)

## 1. Negotiations

<b>Categories of texts and outcomes of European sectoral social dialogue</b>		
<b>Category of texts</b>	<b>Sub-categories</b>	<b>Follow-up measures</b>
<b>Agreements</b>	Implementation by directives Implementation by social partners (Article 155)	Implementation reports
<b>Process-oriented texts</b>	Framework of actions, guidelines, codes of conduct, policy orientations	Follow-up reports
<b>Joint opinions and tools</b>	Declarations, guides, handbooks, websites, tools	No follow-up clauses Promotional activities



# What do Social Partners do? (2/2)

## 2. Influence


According to EU treaties, for any initiative in the social field, the Commission;

- **Can** consult civil society organisations
  - **Must** consult social partners
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# What do the Social Partners discuss?

A draft work programme for 3 years with 4 key topics

1. Retain and attract social services workers (diversity - job evolution - working conditions)
  2. Capacity building (support national social partners and social dialogue)
  3. Public procurement
  4. European Care Strategy follow-up
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# Joint Outcomes & Contributions

2026

Contribution to the EC skills portability initiative

2025

Social Dialogue Outcome – Framework of Actions on Retention and Recruitment in Social Services

Joint Contribution – Contribution from the Social Services Social Partners to the European Commission Consultation on a Quality Jobs Roadmap

2024

Joint Contribution – European Commission's Action Plan on Labour and Skills Shortages

2023

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





# Framework of Actions on Retention and Recruitment in Social Services

Education and initial training

Welcoming staff

Sufficient staffing levels

Valuing existing staff

Training, lifelong learning

Work life balance

Gender equality and workforce diversity


Occupational Safety and Health

Managing change


Communication

Social Dialogue & collective bargaining





Projects supporting social dialogue,  
working conditions and capacity  
building in social services...



# IWorCon (Aug 2023 – Feb 2025)

- [Report](#) with recommendations on improving working conditions in social services
- Study visits in 6 countries (NL, CZ, FR, ES, AT and BE) to further build capacity for social dialogue and social services employers' organisations
- [Guide](#) on how to create and manage effective employers' organisations in social services



# InGoodShape (April 2025 – March 2027)



1. Follow-up on European Care Strategy implementation regarding workforce
2. Prevent musculoskeletal disorders (MSD) in social services
3. Prevent psychosocial risks (PSR) in social services
4. Capacity Building for employers' organisations and social dialogue (study visits – national events)



# Quality Jobs 4 Care (July 2026-June 2028)

## 1. EU Labour Law Training

- Increase awareness and improving social partners' understanding of EU legislation related to employee status

## 2. Analysis of Collective Agreement Contents

- Comparative study of collective agreements across different countries
- Online questionnaire, interviews, data analysis, validation workshop, final analytical report

## 3. On-Site Capacity Building

- One-day events (RO, PL) with service providers and workers' representatives
- Present findings on collective agreements, discuss capacity-building needs



European Labour Authority:  
Long-Term Care report  
Awareness-raising campaign

# Key points

- How to face the +41 % increase in care needs by 2040
- with an ageing workforce (40% aged 50+)
- in a sector needing strong investment
- how to enforce the mobility of workers



- Link to the [campaign](#)
- Link to the [report](#)



# Thank you for your attention!

For more information:



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