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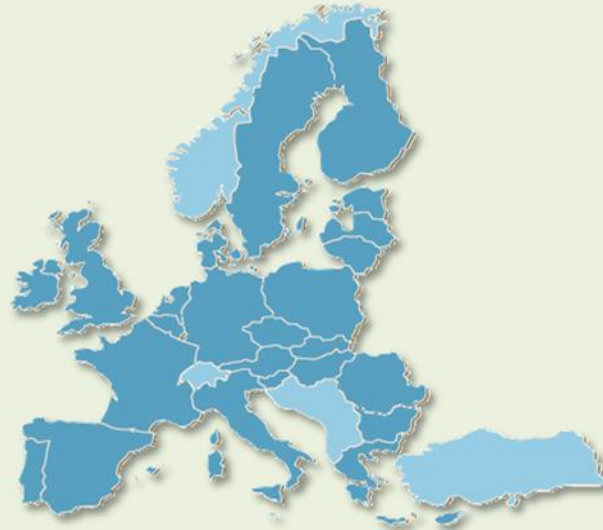
EMPLOYMENT AND WORKING CONDITIONS IN THE HEALTHCARE SECTOR IN EUROPE

3rd Annual Convention of the European Platform Against Poverty Side Event

In-Work Poverty, the Contribution of Employment to Poverty Reduction and Inclusion

Brussels, 26th November

www.easpd.eu





European Association of Service providers for Persons with Disabilities

We represent 10 000 social service providers in 31 European countries covering all disabilities

Our main objective is to promote equal opportunities for people with disabilities through EFFECTIVE, HIGH QUALITY , AFFORDABLE, AVAILABLE AND ADAPTABLE social services, based on the UN Convention on the Rights of Persons with Disabilities.

Our membership: Umbrella and Single social service providers

Our partners: we are part of the network Social Services Europe and of the Social Platform of European NGOs



Contradictive situation:

- **INCREASING NEEDS** due to change in family patterns + ageing
- **THE SECTOR GREW IN THE LAST YEARS MORE THAN OTHER SECTORS** despite the crisis (Third Biennial Report SSGI)
- **IT STILL HAS A GREAT GROWTH POTENTIAL** (Empl Package, SIP, AGS 2014..)
- **DIFFICULT WORKING CONDITIONS** (low wages, stress, shifts, high part-time incidence, lack of career opportunities, lack of trainings)
- **ONE OF THE MOST EXPOSED SECTORS TO IN-WORK POVERTY**
- **STAFF SHORTAGES**
- **CUTS IN FUNDING** worsened this structural situation

Growth potential is locked and the quality of the services is threatened

New vulnerable groups: care workers/ informal carers



**Less funding to
services**

**More working-
poors**

**Consequences on
quality of services**

**Less services/
higher costs**

**Higher burden on
informal carers**



Project scope

1. Fact Sheet on staffing tendencies and problems identified in social sector in Europe;
2. Toolkit on HR methods and the improvement of sector's attractiveness;
3. List of recommendations that EASPD can disseminate to EU authorities and other organizations in the sector.

Focus on

- Northern and Western European countries
- Front-line employees

Project methodology



1. Desk research
2. Field research
 - a. Interviews (Members of EASPD, Employees, Graduates)
 - b. Best practice analysis (different countries and sectors)
3. Focus group (Members of Social Services Europe)

Key field research findings



**the issue of staff shortages is less prominent,
however might become critical again**

Issues & Challenges

- low wages;
- decreasing government funding;
- negative image of the social sector;
- competition for the workforce with public and private sector;
- introduction of a result-oriented approach;

Opportunities

- attractive and progressive wage structure;
- permanent contracts;
- development and introduction of career paths;
- trainings;
- non-monetary benefits;
- marketing campaign.

Toolkit – staff retention strategies



Morale enhancement tools

Training, education & career advancement

Compensation

Enhancement of management practices

Improvement of communication channels

Direct strategies

Policy Recommendations



Research

Social Dialogue

Qualifications

Social Services Online Portal

Sector Visibility



Thank you!