



# **DIESIS**

## **PHS France**

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diesis

# DIESIS Mission and Vision

DIESIS is a European network specialised in supporting Social Economy and Social Enterprises development.

Since 1997 **DIESIS** has supported the **development of the social economy** in Europe **through** the implementation of knowledge-based activities, such as **training, project design and management, consulting and advisory services, technical assistance, and research.**

# Network and Partnership

**DIESIS** members benefit from a network of thousands of social economy enterprises all over Europe.

DIESIS participate in the **European Migration Forum**, and it is part of **GECES**, the European Commission's expert group on social entrepreneurship that assists the EC in the implementation of the Social Business Initiative. DIESIS has been also appointed as expert of the **ESF Social Economy Thematic Network**, which assists Member States on the transnational aspects of the European Social Fund.

It is a founding member of the ProEFP Network, that study and promote employee participation, and is co-founder of the European Alliance for Responsible Tourism and Hospitality (EARTH), the first European Network created by experts of responsible tourism.

DIESIS **works** in **partnership** with European thematic networks and platforms such as **ETUC**, **REVES**, **Social Economy Europe**, **EMES**. It is member of **CECOP**.

# Fields of Action

- Thanks to its participation in several Erasmus + projects, as expert of Social economy, DIESIS promotes the education and the achievement of professional qualifications to foster employment and empowerment of young people, women, men / all age and condition

**Education and Vocational Training, Youth Employment**

- DIESIS is active in the field of social dialogue and employee involvement and work in partnership with important European Networks such as the ETUC. It is a founder member of the ProEFP network whose aim is to study and promote employee involvement and financial participation

**Social dialogue & EFP**

- DIESIS was able to bring the voice of Social economy entrepreneurship in the European dimension and become an active player in this field. It is a founding member of the UnionMigrantNet Network and an active member of the European Migration Forum, the civil society dialogue platform on migration, asylum and migrant integration.

**Migration**

**GECES & EFS  
Technical Assistance**

- As social economy expert DIESIS is part of the EC Expert group on social entrepreneurship (GECES) and has also been appointed as expert of the Social Economy Thematic Network, acting in the framework of ESF transnational cooperation activities.

# PHS France

France has been a pioneer in terms of promoting personal and household services (*services à la personne*).

The first interventions were based on incentives:

- Law 87-39 establishing, for people over 70 years or dependent who are direct employers, an exemption from social security contributions;
- Law 91-1323 that introduced tax deductions tax deduction on the salary paid to a person for home services;
- Law 96-63 that introduced incentives for companies to invest the PHS sector;
- 2000 Fiscal code that reduced (5.5%) the VAT for services for dependent people.

# PHS France

A new approach started in 2001 with interventions that took into account the changing lifestyles and the difficulties to take care of dependencies.

- The Law 2001-647 on dependency introduced the APA (*allocation personnalisée d'autonomie*) that introduced a financial support for individual assistance, technical assistance and specific adaptations in the homes of dependent persons;
- In 2005 A more important intervention was made by the Law n°2005-841 (*Barloo Plan*) that defined the sector in legal terms and introduced a list of activities considered part of it.
- In 2009, the Plan II for PHS further strengthens certain provisions, introduces new ones and extends the scope of supported activities.

# PHS France

Since the entry into force of the Borloo law in 2005, which liberalised PHS, the sector has grown dramatically counting today 34,902 organisations operating in this area (2016).

The 22% of the market is occupied by associations and public bodies, but private companies have made a remarkable breakthrough in this segment and represent today the 78.3% of players in the PHS sector.

It's a growing market that includes 26 different professions, and employ more than 1.1 million people serving 2.7 million customers (2014 figures) for a 20 billion € turnover.

# PHS France

At the moment the list (décret n. 2016-750) includes **26 activities** that have been defined as belonging to the scope of personal services. This very comprehensive definition including two types of services, which are very different in their logic and history :

- social services including the care for dependent persons, which is mostly attributed to the non-profit sector;
- The so-called "comfort" services to private individuals, mostly attributed to the private sector or direct employment with a specific employer.

# PHS France and representation

In France trade union have a strong support but the representation rate in PHS is very low due to the low salaries, which make it difficult for home helpers to devote part of it to union activism, and to the fact that they work alone, which does not help time investment.

# PHS in practice

Our research was enriched by the analysis of 2 different experiences in the provision of PHS services:

- Adessadomicile: National federation representing more than 400 public and private not-for-profit organisations and associations that employ more than 400k workers.
- Alenvi: a young start-up involving 35 professionals active in the Ile de France Region.

# PHS - Adessadomicile

Adessadomicile is the result of the merging of 2 federations, Adess and Domicile.

Active in 18 French Regions, it involves more than 400 public and private not-for-profit organisations and associations that employ more than 400k workers.

It is financed by membership fees and public funding for the development of specific projects.

The Federation supports its members in the implementation of innovative practices, like the possibility for the employees to organise their timing.

# PHS - Adessadomicile

Social dialogue in the sector is not always easy but the organisation supports its members.

Adessadomicile is part of the National and Regional Joint Committees for employment and trainings. They are responsible for bringing the Federation view to institutional partners with regard to employment and training.

The Federation is governed by a Board of Directors and a Federal bureau, which is accompanied by federal commissions, which have the objective to deepen the analysis of specific topics or actions of interest for the members.

# PHS - Alenvi

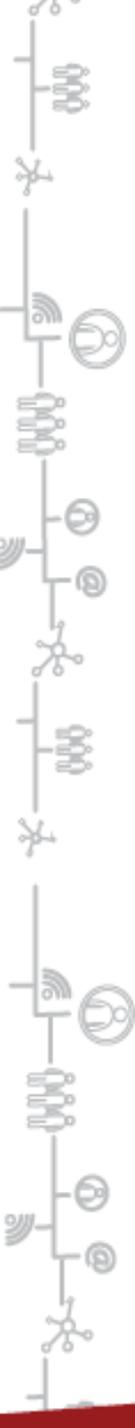
Alenvi is a social enterprise whose mission is to provide quality home services for elderly people.

Alenvi is innovative in the organisation of its activities and its work is based on a supportive and empowering framework for its employees (called "auxiliaire de vie"). The concept is that by promoting the professionalism of its auxiliary, they can guarantee a stimulating and quality support to elderly people.

# PHS - Alenvi

Auxiliaries work in autonomous communities of about ten people. This autonomy is made possible thanks to the mobile virtual assistant Pigi, which shares information concerning the schedules, the beneficiaries, the trainings, the indicators of the company. Each auxiliary can thus be an actor of his profession, without depending on a person who centralizes the information.

Today Alenvi counts 35 professionals (auxiliaries) who are full time employed with a remuneration that is 12% higher than the collective agreement for the sector, and that participate in the training organised by the association.



Thank you

Federico Camporesi

federico.camporesi@diesis.coop