



# Confederación Española de Cooperativas de Trabajo Asociado COCETA ElforPHS PROJECT

Brussels, June 12th 2018



Now, there are more than 20 thousand cooperatives in Spain that provide direct and indirect employment to more than 1 million and half people, and everything indicates that figures will be on the rise.

(Juan Antonio Pedreño  
Presidente COCETA)



## WORKER COOPERATIVES

COCETA coordinates and links to the 17 regional organizations representing Worker Cooperatives to represent, promote, defend and view this business model at the state and international, and along with the other cooperatives organizations contributes to the development of Cooperatives and Social Economy.



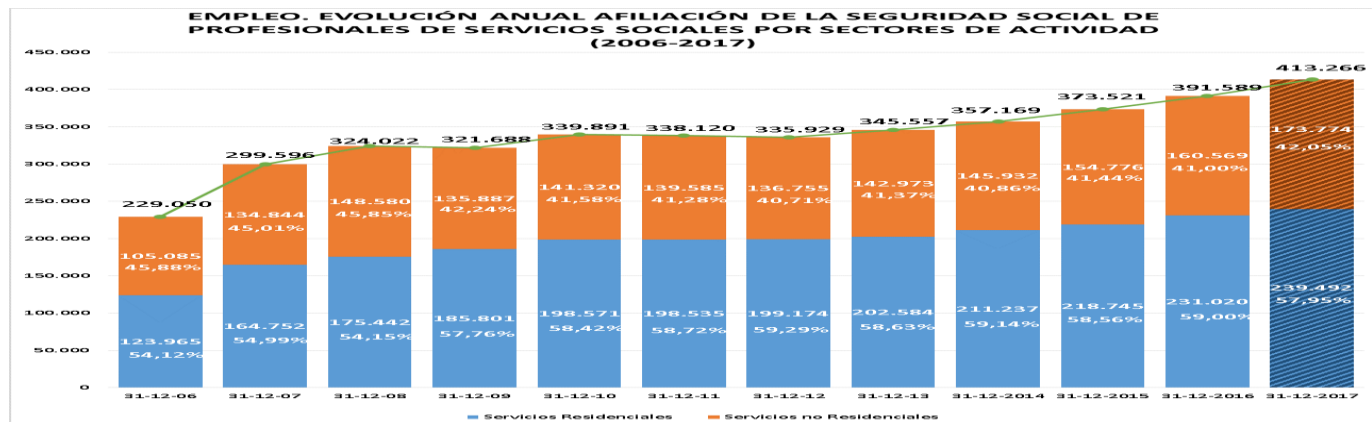
## WORKER COOPERATIVES

Promotes Workers Cooperatives as a way to make a responsible and social company, where the principles of democracy, equality, solidarity and self-management are the basis of their performance. Contributing with the creation of quality employment, social cohesion and sustainable development...

## 1. Legislations and evolution of the PHS in Spain

-“Ley de Dependencia”, Ley 39/2006 para la Promoción de la Autonomía Personal y Atención a Personas en Situación de Dependencia. Target 300,000 and 500,000 formal jobs, including the 115,000 existing informal caregivers of older people, by 2015.

-Employment is 413.226 workers at the end of 2017. 42.05% in non-residential establishments, and 57.95% in residential establishments.



## 1. Legislations and evolution of the PHS in Spain

- The beneficiaries amount to 954,831 in 2017.
- Real Decreto 1620/2011, that updates the labor relations of domestic workers and the Real Decreto 29/2012 on the improvement of the management and social security provisions of the special scheme for domestic workers.



- Increase in social security but to a lesser extent than the increase in jobs
- Undeclared work of 35%
- Professional training and recognition process of informal learning very slow
- Cooperative Sector: almost 500 cooperatives and 20,000 jobs
- Ley 9/2017, of November 8, on Public Sector Contracts

## 2. Business models and Figures that operating in the sector

- Parents and relatives, friend or neighbors (cuidadores no profesionales)
- Home/Family Carers (*cuidadores*): 35% undeclared work, 58,7% are not Spanish
- For Profit Companies
- Voluntary Associations
- Cooperatives
- Sociedad laborales
- Social Initiative Cooperatives of parents and relatives



Una persona visita la web de Rse.coop.

### Coceta apuesta por la Responsabilidad Social Empresarial

REDACCIÓN / Cada vez más empresas comienzan a ser conscientes de la importancia de implementar políticas de Responsabilidad Social Empresarial (Rse) encaminadas a conseguir un nuevo equilibrio en las dimensiones económicas, social y ambiental que les rodean. Para favorecer esta tendencia, desde la Confederación Española de Cooperativas de Trabajo Asociado (Coceta) se va a llevar a cabo durante los próximos meses un proceso de fomento y difusión de estas prácticas. Los objetivos principales del proyecto son, por un lado, la divulgación de las nuevas metodologías y estándares internacionales referidos a la Rse, y por otro, la implementación de dichas metodologías en un número determinado de empresas cooperativas.

#### Acciones concretas

A partir de los trabajos realizados en paralelo a este proyecto por Coceta, y dirigidos a la revisión y actualización del modelo Rse.escop, la Confederación elaborará y publicará la guía divulgativa *Rse y gestión empresarial: una nueva visión*. La segunda de las acciones, más compleja en su ejecución, abordará la implantación en 23 cooperativas de trabajo de las nuevas metodologías de Rse.escop.

Independientemente de estas dos acciones principales, Coceta realizará un estudio sobre la evolución de las cooperativas que han aplicado políticas de Rse. También tiene prevista la publicación de nuevas guías divulgativas. Y sobre todo, la realización de diversos seminarios en Madrid y Barcelona para la formación en Rse y su difusión.

## 3. Purchasing system

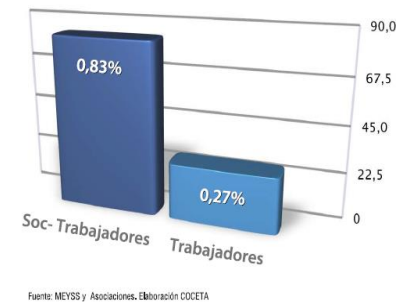
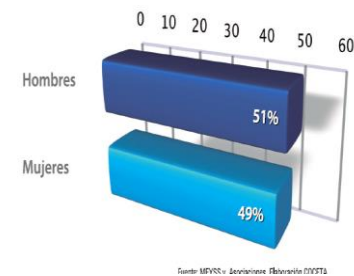
- Public direct purchasing
- Mixed with accreditation (copago)
- Direct grant
- Company welfare systems
- Client direct purchasing

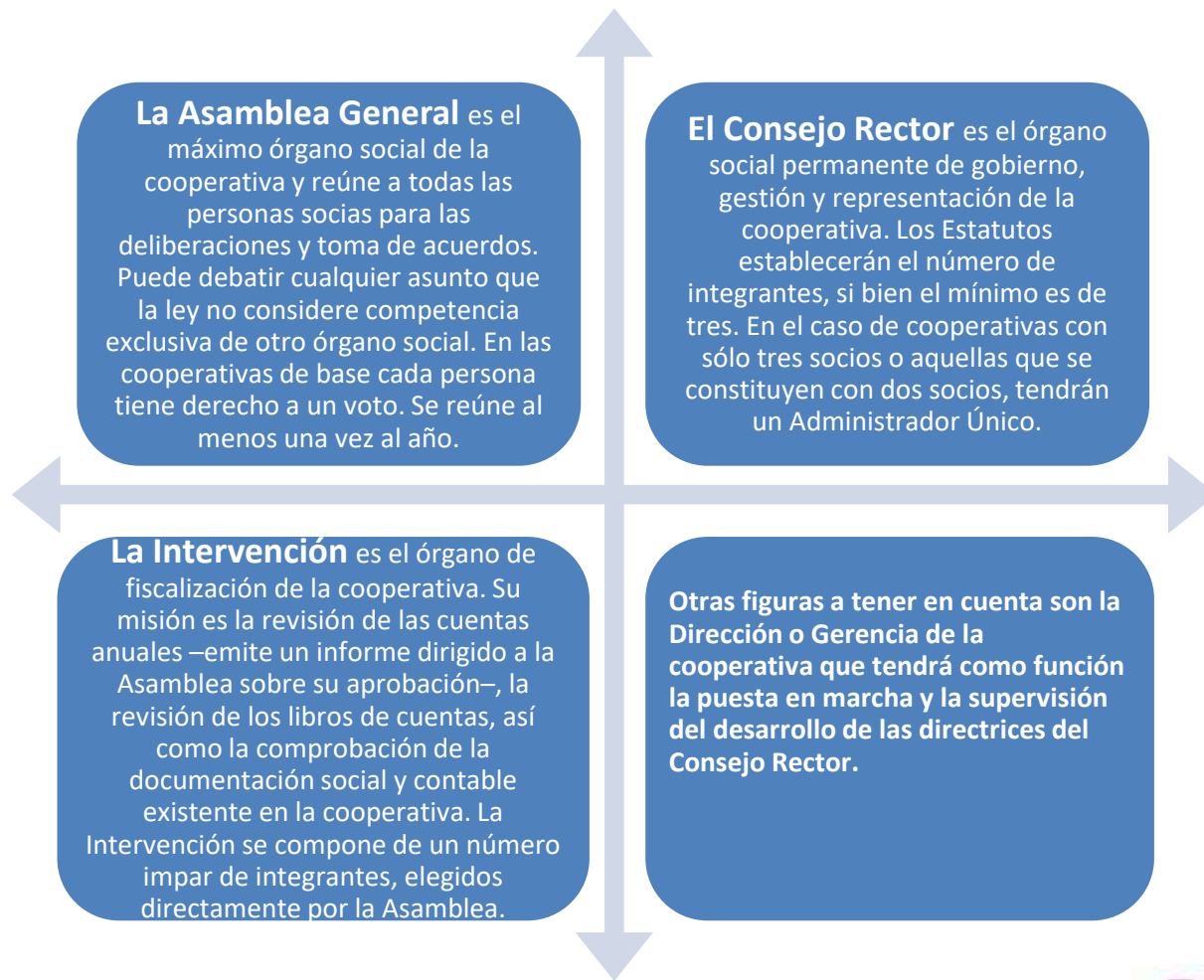


## 5. Focus on the cooperative and laborales models

### -Co-operatives:

- Well rooted, resilient, and Natural-Born Employee-Involved
- Women represent 49% of the workforce and the 39,3% of management positions
- Approximately 500 cooperatives dedicated to personal household services and 20,000 people working.
- Less temporality. 35% of the total number of employees are partner, 98% of whom are indefinite
- They have specific channels for the participation of workers in decision making
- Workers (partners and non-members) the greatest asset of the cooperative.
- A greater well-being, personal and labor, higher quality services that provide (especially from the point of view of the Training)





## EL ROBLE S.COOP.AND.



### CALIDAD y CALIDEZ en la ATENCIÓN A LAS PERSONAS

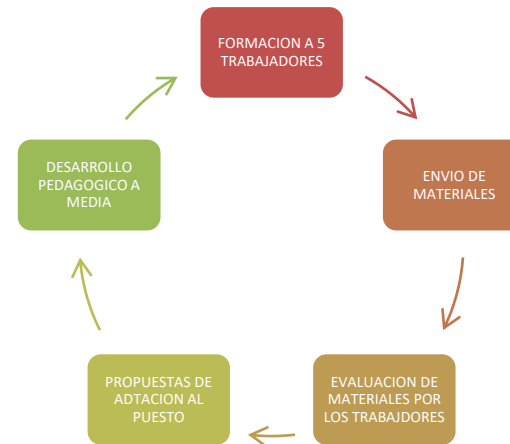
-Typology: TRAINING

-Goals:

- encourage the participation of people. Improve the internal processes of the organization
- and at the same time obtain a continuous improvement of the training

-Targeted groups:

- All the staff (affects all areas)
- Trainers, recipients of training
- Center Coordinators



## EL ROBLE S.COOP.



### INFORMATION AND CONSULTATION RIGHTS

- Assembly and Board
- Trade Union Representative
- Good level of communication and participation of all workers



### CORPORATE GOVERNANCE

- Assembly and Board, Intervention and Direction
- Opinions through the Trade Union Representative



### CONSISTENCY

- Private funds
- Human resources
- Technological



### EVALUATION AND MONITORING

- Annual satisfaction survey
- implemented quality system

## SERLICOOP S.COOP.V.



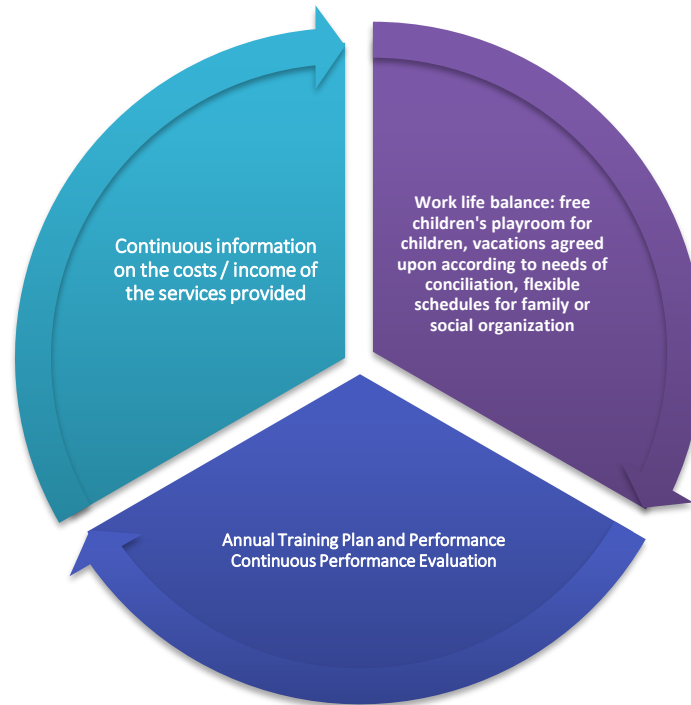
-Typology: INFORMATION, TRAINING and WORK-LIFE BALANCE

-Goals:

- Positions for women workers in the best possible conditions.
- Workers aware of the cost of the services provided
- Qualified staff capable of participating in decision making

- Targeted groups:

- All the staff



## SERLICOOP S.COOP.V



### INFORMATION AND CONSULTATION RIGHTS

- Assembly and Board
- Trade Union Representative
- Periodic meetings with the management team



### CORPORATE GOVERNANCE

- Assembly and Board, Intervention and Direction
- Participation of workers in the assemblies



### CONSISTENCY

- Private funds
- Human resources
- Technological



### EVALUATION AND MONITORING

- Annual satisfaction survey
- implemented quality system
- Internal audit
- Figure of the companion in performance



This is the moment....

... for workers coops!