



Social Employers & European Social Dialogue

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Co-funded by the Support for Social dialogue
Programme of the European Union



The Social Employers: Who are we?

- We are the voice for **Social Services Employers** at EU level
- We understand Social Services to comprise of all care and support services for older people, persons with disabilities & children (and other excluded or 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



Our members



ASOCIACE POSKYTOVATELŮ
SOCIÁLNÍCH SLUŽEB ČR

APSS CR



Arbeitgeberverband AWO Deutschland e.V.

Arbeitgeberverband AWO
Deutschland e.V.



CONSEJO ESPAÑOL DEFENSA DISCAPACIDAD Y DEPENDENCIA

CEDDD



HYVINVOINTIALA

Hyvinvointialan liitto



Lares



NEXEM



SNAECISO



Social Services Europe

Social Services Europe



Sozialwirtschaft Österreich



unipso
Union des entreprises à profit social

UNIPSO




WRZOS

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Social Services: crucial for social cohesion & social rights

- There is **no Social Europe without social services** employers, who
 - enable older people to live better, longer and healthier lives.
 - help persons with disabilities to have full and active lives
 - Ensure that all children can have decent lives and education
 - And provide choice and options to these people's families and friends in terms of informal care and support.
- As such, they are also key to inclusive growth!





Social Services & Job Creation

- Social services employers are also **Europe's biggest job creators** with
 - Over 10 million staff, 2 million new jobs created since 2008 and many more to come in response to the increase in demand
 - Social services contributing to getting people excluded from the labour market back into jobs
 - Social services enabling better work-life balance options, thus increasing the employment rates of informal carers, often women





Challenges for social services employers

- The shift to quality social services which are community-based, are personalised and promote active participation in the community
- Constrained financial resources & evolving financial models
- Staff shortages and/or lack of qualified staff
- Fast-changing technological developments
- Gender imbalances and inequalities



Growing Impact of the European Union

- **EU legislation** (public procurement, state aid, working time directive, written statement directive, etc)
- **European funds** (ESF, ERDF & the EU Investment Plan/InvestEU)
- **Strategic vision** (European Pillar of Social Rights, European Semester)
- **European Social Dialogue**



What is European Social Dialogue

“European social dialogue refers to discussions, consultations, negotiations and joint actions involving organisations representing the two sides of industry (employers and workers).”

<http://ec.europa.eu/social/main.jsp?catId=329&langId=en>



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How is European Social Dialogue organised

- **Cross-sectoral social dialogue:** deals with topics that affect all or most sectors
 - **Sectoral social dialogue:** deals with topics that affect a specific industry, e.g. the social services sector
 - There are over 40 European sectoral committees, but not one for social services
- The Social Employers aim to change this!**



Advantages of European Social Dialogue

- A Sectoral Committee for social services would
 - provide a space for a **collective assessment** of the challenges faced
 - Allow social partners to **negotiate and agree on common solutions** to these challenges,
 - exchange on **promising practices**
- A Stronger Voice for Social Services Employers, as recognised social partners have:
 - **Exclusive consultations** on policy initiatives in the area of employment and social affairs (Art. 154 TFEU)
 - The opportunity to **co-legislate** EU law (Art. 155 TFEU)



PESSIS+ project

- Develop and strengthen membership
- Set up the needed structures & workplan for a **sectoral European social dialogue** for social services between the Social Employers and European federation of Public Service Unions.
- Prioritised topics for the workplan agreed:
 - Digitalisation
 - Job Creation, Recruitment and Retention
 - Socially Responsible Public Procurement





Thank you for your attention!

For more information on the **Social Employers**, see also

- www.socialemployers.eu
- Twitter @SocialEmployers

