



The future contribution of social care – poverty or professionalism?

*Care in the 21st century – expanding the social
care workforce for people with disabilities*

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Social services and employment



- The health and social services sector is one of the **fastest growing economic sectors** in terms of employment and value in Europe.

Table 1: Human health and social sector jobs

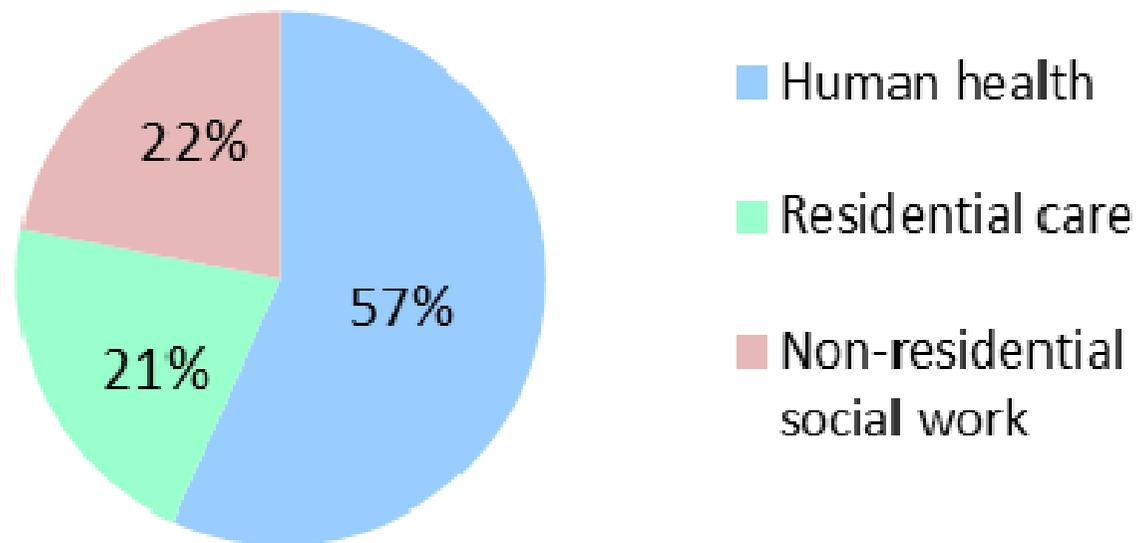
| Types of care | Total jobs in EU | Increases 2008-2015 |
|-----------------------------|------------------|---------------------|
| Residential care | 4,965,600 | 42% |
| Human health | 13,283,700 | 33% |
| Non-residential social work | 5,141,200 | 25% |
| Total | 23,400,500 | |

Source: EC (2015) European Semester Thematic Fiche Health and Health Systems

Social services and employment



Human Health and social sector jobs



Social services and employment

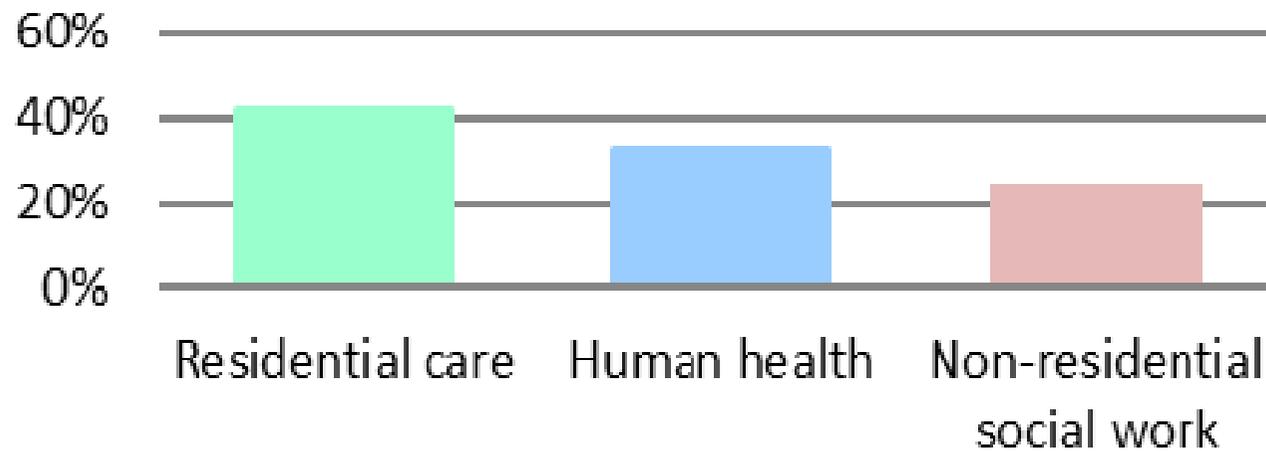


- This sector saw the highest rise in employment between 2008 and 2015, with over **2.6 million new jobs** created.
- Of these new jobs, **42%** of jobs were in residential care, **33%** in human health and **25%** in non-residential social work (EC, 2015).

Social services and employment



New jobs created between 2008 and 2015



Social services and employment



- The **ageing of the population** in Europe will require increased social care services.
- The **transition of formal care from institutional to personalised care** will require increased care services delivered in people's homes as well as in community and residential settings.
- There is **no parallel supply of labour to meet these growing needs**.

Workforce – related challenges in social services



- The nature of formal care has been changing from institutional to personalised care
- Care can cover both physical care but also includes ‘enabling’ people to be independent and as active as possible, which depends on some form of relationship between carer and person being cared for.

Workforce – related challenges in social services



- A care worker plays a number of roles, which draw from a wide range of skills, as:
 - An ethical human being;
 - A mentor;
 - A professional person with judgement;
 - A service provider (Hansen & Jensen, 2004).
- These are **all complex and demanding roles which are not widely valued by European societies.**

Workforce – related challenges in social services



- The **privatisation of services**, the introduction of **public procurement processes** and the **lack of regulatory frameworks in the social services** sector are resulting in low pay and the deskilling of the workforce.
- Social care workforces were being affected by the **cuts in public spending** that many governments introduced after 2008.
- **Funding** for services for people with disabilities is not a priority for many governments, especially those which have adopted austerity policies.

Workforce – related challenges in social services



- Shortage of skilled staff is a major problem. There are extensive training needs.
- Mobility of the workforce - staff who are qualified and experienced leave the country to find higher paid work in other European countries and this results in countries losing valuable human resources.
- Care work is often seen as something that is done by women in the household and this is reflected in the formal care workforce, which is predominantly female.

Service providers and young care workers



- Young care workers made up about **10%** of the workforce of the service providers in this survey which reflects a similar percentage of young care workers in Europe (10%).
- This is a relatively **low percentage of the workforce** and shows how there is scope for expanding the contribution of young care workers to the social care workforce.
- **Slow process of recruitment of young care workers**: over 50% of service providers reported that they had employed between 1 and 5 young care workers in the last year although 20% reported that they had not employed any young care workers at all.

Service providers and young care workers



- Low pay, low status and the problems of working with people who are sometimes difficult, unpredictable and aggressive, are the most important factors that dissuade young people from applying for care jobs.
- About 38% of young care workers thought that they were poorly or very poorly paid and about 38% thought they were paid an average wage.
- Care work could be made more attractive by increasing pay but also by providing a recognised vocational qualifications and making care work recognised as skilled work.

Service providers and young care workers



- Young care workers consider that working in the care sector requires commitment.
- About 35% of young care workers reported that they **did not receive any regular training**.
- Although low pay was mentioned by both young care workers and service providers as the main reason why young people do not want to enter the care sector, the difficult nature of the work, both emotionally and physically, were mentioned frequently.

Conclusions & Recommendations



- Young care workers form a relatively small part of the care workforce but **the future sustainability of the care workforce depends on drawing more young people into care work.**
- Young care workers **in countries which have adequate training and support** shows **positive attitudes** towards working in the sector although continuous professional development is needed.

Conclusions & Recommendations



- The potential of young care workers to bring new energy and insights into the social services sector is recognised by many social care providers.
- Service providers have a lack of awareness of the size of the young care workforce at organisational level and so are not in a position to identify changes in the young care workforce.

Conclusions & Recommendations



European institutions have to:

- Systematically **collect data** on the size and characteristics of the young care workforce by country;
- Incorporate the workforce needs of the social care sector into the framework of the **European Semester**;
- Consider using the recommendations of the **Annual Growth Survey** to promote greater social dialogue within the social care sector;
- Consider the use of the **Youth Employment/ Youth Guarantee at EU and national** levels to involve the social care sector in the creation of jobs;
- Consider the use of part of the **Youth Employment Initiative funds** to the care sector through national schemes;
- Work towards the creation of strong **European vocational training programme to be a national minimum requirement** for the care sector across Europe;
- Establish a **European Sectoral Social Dialogue Committee for the Social Services Sector**.

Conclusions & Recommendations



National policy makers have to:

- Recognise and value care work and its contribution to social well-being and social inclusion
- Promote the value of care work and reflect this through social policies and the allocation of supporting financial resources;
- Support the creation of effective social dialogue structures in the care sector, with adequate systems of representation for both employers and employees;
- Promote and encourage educational and training institutions to develop training schemes for young people in the care sector;
- Create and sponsor schemes that encourage young people to enter the care sector, e.g. apprenticeships, traineeships;
- Recognise the importance of pay and working conditions in the social care sector.

Conclusions & Recommendations



EASPD and social services providers have to:

- Encourage EASPD members, other service providers and public authorities to **collect more systematic data** on the size and qualifications of the young care workforce.
- Encourage EASPD members and other service providers to build on existing **links with universities and other training institutions** to develop strategies for recruiting young care workers
- Work with EASPD members and other stakeholders to raise the **profile of the multi-faceted nature of care work** in order to create a strong public understanding of what is involved in being a care worker and the value of this work.

Conclusions & Recommendations



EASPD and social services providers have to:

- **Lobby national governments** to recognise the importance of pay and working conditions in the care sector
- **Lobby for education and employment policies** which help young people enter the workforce so that they include specific measures to encourage young people into the care sector.
- **Lobby to make the value of young care workers** more widely understood in different countries across Europe
- **Lobby for a strong vocational training programme to be a national minimum requirement** for the care sector across Europe.

Thank you!



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