



The future contribution of social care – poverty or professionalism?

*Unlocking Job creation in the social services
sector, the role of the EU?*

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Chair, Interest Group

Human Resources

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- I. What we looked for

- II. What we found

- III. What this might mean

Section I what we looked for



- Situation in 13 states of **social care** staff
- Situation in 13 states of **social work** staff
- Is it possible to live on the average social work/care wage as a single person with no children, second wage or other benefits?

Section I what we looked for



- What is the workforce profile in social work/care
- How is social care paid for? Eg state aid /family only / a mixture / public/ private / charitable providers
- Does the 'delivery model' have an impact on the staff & their role/status in society?

Section II what we found



Replies received from 13 states;

Austria, Belgium, Bulgaria, Cyprus, Finland,
Georgia, Germany, Greece, Hungary, Ireland,
Romania, Spain, United Kingdom

‘Poverty’ defined as 60% of the median
household income

Section II what we found



- ◆ ‘Human Health and Social work’ category is mostly health (13.3 m out of 23.1m) in 2014
- ◆ Still leaves 4.8m in ‘residential care’ & 5m in ‘social work activities without accommodation’
- ◆ Workforce overwhelmingly female, social **care** has low status, social **work** better regarded
- ◆ Social **work** is largely ‘invisible’
- ◆ Social **care** is totally invisible

Section II what we found



- ◆ Social **worker** - in all states except Greece, Bulgaria, Romania Spain, could live on wages without second income or state benefits
- ◆ Social **care staff** - in only Belgium, Austria, Ireland and Finland could staff live on wages without second income or state benefits = MAJORITY OF **SOCIAL CARE STAFF** AT RISK OF IN-WORK POVERTY
- ◆ Huge variety of service delivery models –impact uncertain

Section III what this might mean



- ◆ EU policy & demographics drive steady growth, eg an ageing Europe, de-institutionalisation, more personalised services
- ◆ care is classic EU ‘single market’ area
- ◆ Care a high growth sector – but is it heading for in-work poverty & falling standards?
- ◆ how can we stop a slow motion car crash?

Section III what this might mean



- ◆ we need to find out what is *really* happening
- ◆ set & support minimum standards for staff
(compare importing a toaster & a care worker!)
- ◆ use proposed European Pillar of Social Rights
to improve status of social work & social care
- ◆ ensure Structural Funds don't perpetuate
institutional care & practices

Section III what this might mean -1



- ◆ does social **care** drag down social **work** as undervalued ‘women’s work’?
- ◆ social **care** sector exemplifies the gaps between the male/female; rich/poor; qualified/unqualified; secure/insecure workforce

Section III what this might mean - 2



◆ Here is a challenge !

social **care** could be a ‘test bed’ for showing how EU wide standards protect vulnerable people, raise standards, protect workers’ rights, promote health & safety. It could exemplify the very best of what the single market is about

OR..... the opposite?



**So which vision do you want to see happen?
&
What will you do about it?**

Thank you!



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