

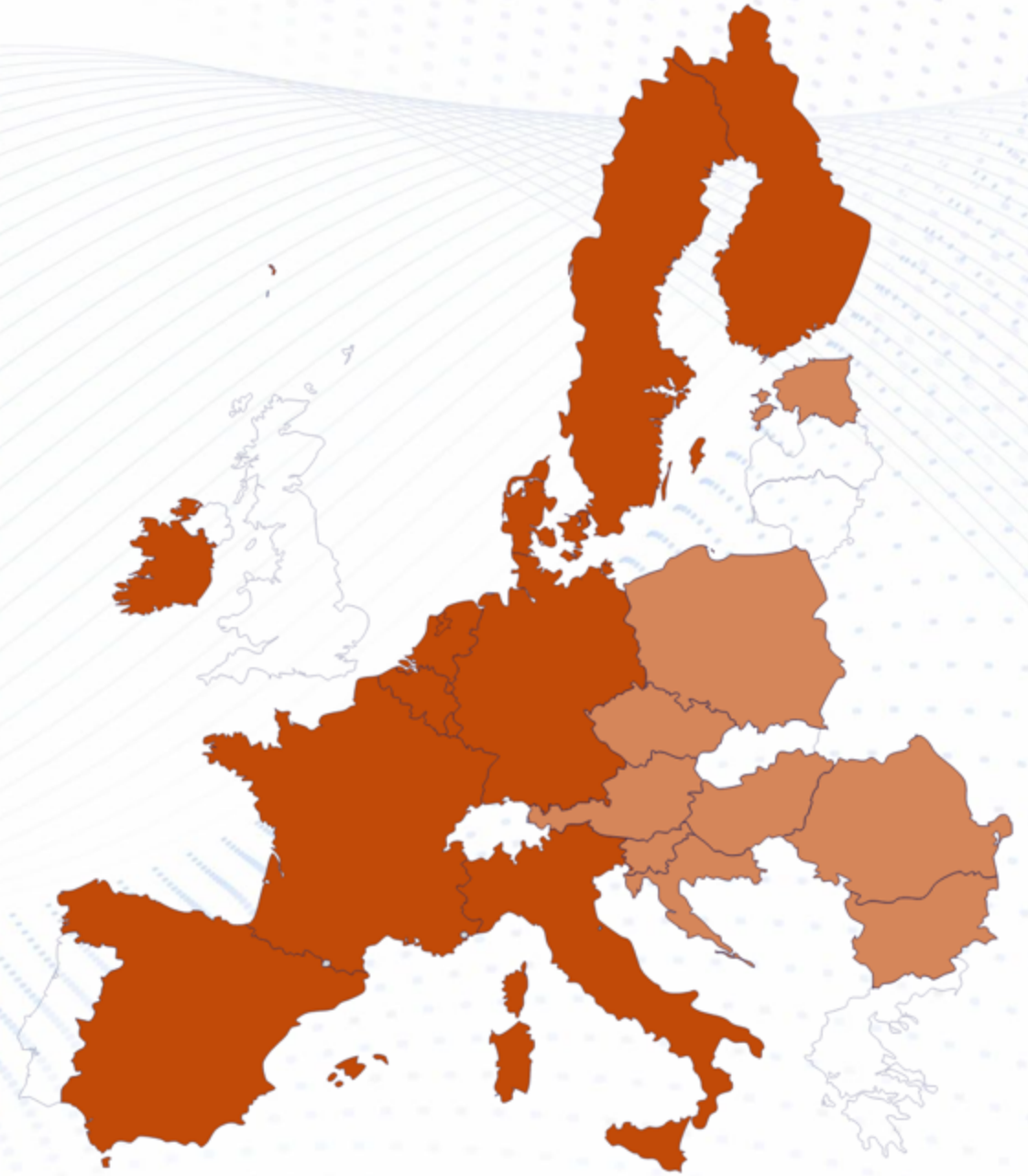
Ad-PHS FINAL CONFERENCE

10th December 2020

From 14:00 to 17:00 CEST via ZOOM

TG Social Dialogue

Thomas Bignal (EASPD)



Social Dialogue: definition



Section 01

Section 02

Section 03

Section 04

Section 05

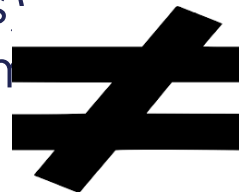
Section 06



International Labour Organisation defines social dialogue as
“all types of negotiations, consultations or exchange of information between or among governments/employers/ unions (...) to develop consensus on policy approaches and practical measures to ensure equitable social and economic development“

It can be

- bi-partite (employers & trade union organisations)
- Tri-partite (en



TU & public authorities)





Section 02

Section 03

Section 04

Section 05

Section 06



In both care and non-care home services

- Workers are the single most important element
 - Many workers are undeclared
 - There is significant job creation potential, yet recruitment & retention of workers is increasingly difficult
 - Wages, working conditions & career paths are below average or seem unattractive
- Social dialogue structures so often weak or non-existent in PHS, in particular –but not only- in central and eastern Europe. Yet, there is significant evidence that social dialogue contributes to better wages & working conditions, as well as to better legal frameworks in the sectors in which they are strong.



Social Dialogue in PHS



Section 03

Section 04

Section 05

Section 06



Effective Social Dialogue structures help

- To set sectoral minimum standards; in areas such as wages, working conditions, career paths, training, health and safety, qualifications
- Public Authorities to set good policies & legal frameworks, as it allows them to have a single point of contact with the sector's main counterparts: Employers and Trade Unions.
- Improve the sector's effectiveness and response to challenges; as it creates a space for dialogue enabling employers and employees to express their views, be listened and find solutions.





When strong and supported, Social Dialogue structures have proven to be an effective instrument in the development of Personal and Household Services; in terms of better wages, working conditions and legal frameworks

But, as a general rule, social dialogue

- remains weak or non-existent in PHS in many European Countries; in particular in central and eastern Europe.
- is also better developed in care activities, than in non-care activities.

Where it exists, Social Dialogue in PHS is organized in very different ways; reflecting the variety of sectors involved in PHS and the national context in which they operate in.

A few examples



Member State	Organisation	Operation
Belgium	<p>Set-up through “Branch level” committees;</p> <ul style="list-style-type: none"> - textile care (laundry, ironing and sewing) - Horticultural services (gardening services) - Family help services and help services for the elderly - Accredited service voucher agencies - Workers under the “domestic servant regime” - Non-merchant (non-profit) sector 	<p>Each Joint Committee negotiate new collective labour agreements every two years, taking into account new developments and their impact on working conditions, wages, etc.</p> <p>Each Joint Committee includes one or number of employer organisations & trade unions, each representing a specific sectoral approach within PHS, as well as taking into account the highly federalised nature of Belgium</p>
France	<p>Also set-up through branch (although differently set up to as in Belgium:</p> <ul style="list-style-type: none"> - Homecare service provision (often Non-profit) - Non-care Home Services (often for-profit) - Direct/home Employment 	<p>Home Care Branch includes USB-Domicile as Employer, which includes other sub-sectoral employers (UNA, ADMR & Adessa)</p> <p>Non-care Home Services incl as Employers: SESP, FEDESAP, SYNERPA & FFEC</p> <p>Direct/Home Employers is led by FEPEM.</p> <p>In all branches, three Trade Unions are active: CGT, FO, CFDT</p>
Sweden	<p>Divided between non-care home activities and homecare activities</p>	<p>For non-care activities, social dialogue is organized between Almega (Swedish Employers Organisation in the Service sector) & Kommunal</p> <p>For care-activities, there are several Employers (representing public authorities, non-profit and for-profit), who each negotiate with Kommunal</p>



- Social Dialogue structures must fit needs & context of each country; can be organized in different ways. No one-size-fits-all; but following elements are crucial
- Appropriate institutional support for social dialogue & supportive policies for Employers & Trade Unions
 - Respect for fundamental freedom of association and right to collective bargaining , through appropriate legal frameworks
 - Strong, Representative and independent employers and workers organisations, with the technical capacity and knowledge required to participate in social dialogue
 - Political will and commitment to engage in social dialogue on the part of all parties
 - Appropriate enforcement and implementation mechanisms including through functioning labour market administration, such as labour inspection
 - Respect for “social partners”





Thank you.



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