

Ad-PHS FINAL CONFERENCE

10th December 2020

From 14:00 to 17:00 CEST via ZOOM

Social voucher programs

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SOCIAL VOUCHERS? - DEFINITION



- Social vouchers are **social benefits** collectively attributed:
 - **by employers** (both public and private) to their workers, **carrying right to access specific goods or services** that improve their working conditions and facilitate their VVLB,
 - **by public authorities** to citizens to **distribute benefits and well-being** as an alternative to allowances in cash or in kind.
- Paper-based or digital
- Goods and services accessible within a **dedicated network** of merchants and providers.
- ≠ **declarative and remuneration systems** aimed at simplifying the administrative burden related to the hiring of a domestic worker (i.e. families are DW's employers) often wrongly termed "vouchers".

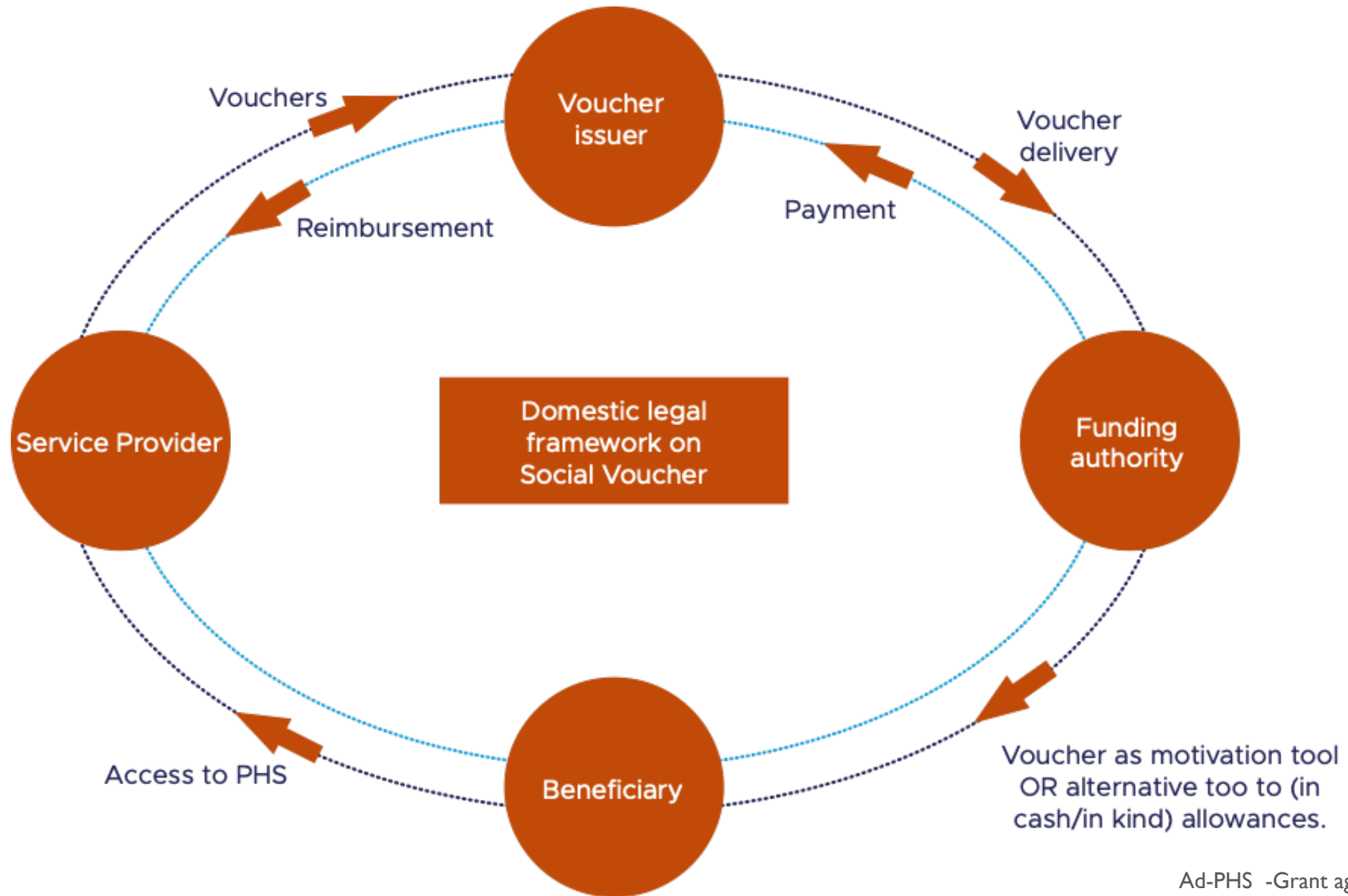


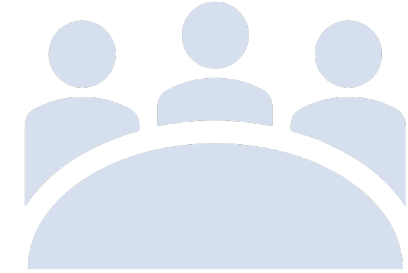
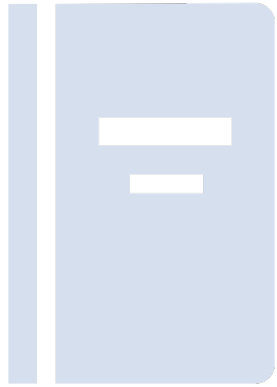


FEATURES

- **LIMITED GEOGRAPHICAL SCOPE:** valid only in a limited territory (State, Regions, sub-regional districts or municipalities).
- **REGULATED FRAMEWORK:** regulated by a specific social or tax framework intended to implement a social and/or employment policy.
- **FOR LEGAL ENTITIES:** provided upon request of an enterprise or a public entity.
- **ACCESS TO SERVICES/GOODS:** entitling an individual to receive goods or services.
- **DEDICATED NETWORK:** access to services providers having a commercial agreement with the issuer.
- **NO CASH:** cannot be exchanged for money.
- **EASY TO USE:** administrative formalities are simplified for beneficiaries who can identify clearly what services they are entitled to, how to access these services and how much they will cost.





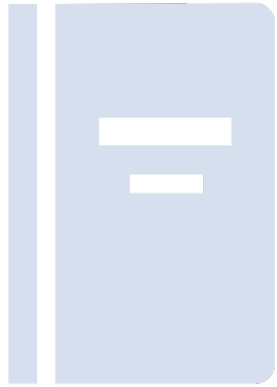


FRANCE PREPAID CESU

As from 2006, it enables a third party to prefund the purchase of PHS. It is used either by companies to ease their employees' WLB (HR CESU) or by public authorities to distribute social allowances (Social CESU). Each beneficiary receives named vouchers with a predefined amount which can be used to pay a domestic worker directly employed by the user, a child-minder, a registered PHS provider or a childcare organisation outside the household.

- **€298 million** were granted to **750,000 workers** in 2014,
- **71% of employees used it for childcare purpose,**
- Beneficiaries are mostly **women (68%), aged between 30 and 49 y.o. (79%)** with a monthly income ranging from €1,200 to €2,200 (60%)





ITALY COMPANY WELFARE VOUCHER

Since 2016, it allows companies to provide non-monetary benefits to their employees. They can offer a broad range of services like supplementary healthcare, training, family or long-term care services. These services - whose cost is entirely paid by the employer - are made available on an online platform and could only be used by the individual to whom they have been awarded.

- **2-2,5 million workers** have access to it,
- On average, they are granted **€600- €700 yearly**.



POSITIVE OUTCOMES



- **Undeclared work reduction and job creation:**
 - encourage citizens to purchase regular rather than undeclared PHS,
 - make undeclared market less attractive for PHS workers.
- **Improved affordability to PHS:**
 - Administrative formalities are simplified,
 - Third-party can be allowed to contribute to the financing of PHS related expenses.
- **Improved working conditions and professionalization:**
 - Legal minimum wage and social security benefits guaranteed,
 - Further institutionalization and regulation of PHS,
 - Development of initial and continuing training.



POSITIVE OUTCOMES



- **Guarantee of an effective and transparent investment:**
 - funds allocated are used for the intended purposes,
 - assessment of SV's impact on beneficiaries' behavior,
 - data collection, monitoring and assessment are facilitated.

- **Improved gender equality and work-life balance:**
 - fight against the imbalance division of unpaid indirect and direct care work between men and women,
 - Contribute to improve working conditions in highly feminized sectors or occupations.





KEY RECOMMENDATIONS

When designing and implementing social vouchers programs, public authorities should:

- Benefit from a strong political consensus
- Clearly specify the target group and eligible services
- Adopt fiscal incentives
- Ensure a professional management of the program either by the State of professional voucher issuers
- Ensure a wide promotion
- Put in place a monitoring system



**Any
questions ?**





Thank you.



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