

PESSIS2 Action 3 Outcome of Discussions of 4 Options at National Level

26 03 2014 and 23 05 2014

Action 2 of the PESSIS2 project focused on better understanding the interest of employers in the social services sector in 5 countries to participate in European Social Dialogue. One of the outcomes of this action was for each country to agree on a national Roadmap towards European Social Dialogue.

Action 2 was divided into 2 separate meetings. A first focus group was organised in each country to discuss the Strengths, Weaknesses, Opportunities and Threats of the Social Dialogue structures for their social services sector, as well as their interest in participating in European Social Dialogue. The focus group was followed by a second meeting, called Roundtable towards European Social Dialogue, which offered the opportunity to those present to discuss how their sector might be involved in European Social Dialogue, based on the following options:

- Joining the Sectoral Committee for Local and Regional Governments;
- Joining the Sectoral Committee for the Hospital and Healthcare sector;
- Creating an inter-sectoral Committee for the non-for-profit sector, including the social, health, cultural and education sectors;
- Creating a Sectoral Committee for the Social Services Sector.

The Focus Group was attended by

Christian Dopheide (Ev. Stiftung Hephata, Diakonie), Michaela Evans (Institut Arbeit und Technik (IAT), researcher), Rifat Fersahoglu-Weber (Head of AWO-Bezirksverband Braunschweig, AWO association at regional level), Prof. Dr. Otto Foit (hospital expert, former German representative in Social Dialog Hospitals at EU-Level), Claudius Hasenau (APD Ambulante Pflegedienste Gelsenkirchen, owner and manager of a privately owned care provider), Prof. Dr. Josef Hilbert (Institut Arbeit und Technik (IAT), researcher), Christin Lübbert (AWO Bundesverband, umbrella association of AWO at federal level), Eva-Maria Schneider (SOLIDAR, Brussels), Dr. Joß Steinke (AWO Bundesverband, umbrella association of AWO at federal level)

The Roundtable was attended by

Thomas Eisenreich (Ev. Stiftung Alsterdorf Hamburg, Diakonie); Michaela Evans (IAT, researcher); Rifat Fersahoglu-Weber (Head of AWO-Bezirksverband Braunschweig, AWO association at regional level); Prof. Dr. Otto Foit (hospital expert, former German representative in Social Dialogue Hospitals at EU-level); Claudius Hasenau (APD Gelsenkirchen, owner and manager of a privately owned care provider), Prof. Dr. Josef Hilbert (IAT, researcher); Gero Kettler (Arbeitgeberverband AWO Deutschland, employers' association of AWO at federal level); Dr. Pascal Krimmer (Arbeitsrechtliche Kommission des Deutschen Caritasverbandes, commission for labour related issues of Caritas Germany); Christin Lübbert (AWO Bundesverband, umbrella association of AWO at federal level), Marius Mühlhausen (AWO Bundesverband, umbrella association of AWO at federal level; Public Relations expert); Dr. Klaus Nutzenberger (Europabüro des Deutschen Städte- und Gemeindebundes, EU representative of German association of cities and municipalities); Dirk Reidelbach (Vereinigung der kommunalen Arbeitgeberverbände, Employers' Association of municipal employers organisations); Conny Reuter (SOLIDAR, Brussels); Dr. Joachim Rock (Paritätischer Gesamtverband (DPWV), umbrella association of DPWV at federal level Berlin); Wolfgang Stadler (CIO of AWO Bundesverband, umbrella association of AWO at federal level); Dr. Joß Steinke (AWO Bundesverband, umbrella association of AWO at federal level)

What was the Outcome of these discussions? Which option would you prefer to take?

Representatives and labour issues experts of almost all leading Social Services Sector Associations

1. agree and support the results of PESSIS 1;
2. welcome PESSIS 2;
3. support the idea to go for an European Social Dialogue;
4. develop a common understanding of the fields of social services;
5. are prepared to discuss and sign a Memorandum of Understanding (MoU) on jointly supporting the creation of a Social Dialogue;
6. ask IAT to develop a first draft proposal for this MoU;
7. develop and prioritize a list of issues to be discussed in Social Dialogue at the EU-level (distinguish between issues of Social Dialogue at EU-level and those linked to the discussion at national level);
8. ask AWO to prepare and invite for a next roundtable meeting in autumn 2014;
9. encourage AWO and IAT to develop a strategy to jointly address labour/union representatives to join the roundtable;
10. welcome the idea to find a further funding for organisational and research support for developing Social Services Social Dialogue in Germany;
11. prefer creating a Sectoral Committee for the Social Services.

Why this approach?

A Sectoral Committee offers the opportunity to be clearly visible and avoids the danger of being marginalized by others. These arguments significantly profited from lessons learned in the Social Dialogue in the Hospital Sector. This was started as part of Social Dialogue in Municipal Enterprises and learned to fly when it became an independent Social Dialogue institution. (It is important to note that this positioning remains a theoretical and preferred option, rather than a conclusive decision.)

What are the main issues with regard to participation in European Social Dialogue? What still needs to be tackled?

- Development of policy/position documents,
- Economic and social impact of social services,
- Social sustainability of (new) social services (social innovations),
- Challenges and consequences of international health care markets,
- Challenges and consequences of the use of technology in social services,
- Coordination of strategies in education and vocational training in health care professions,
- Strategies and actions against labour and skill shortages,
- Concepts and solutions for socially acceptable productivity in health care,
- Values (Disability Rights Convention, Charta of rights for people in need of help and nursing care)
- Challenges and consequences of work force mobility,
- Challenges and consequences of demographic change,
- Attractiveness of professions in the social services sector,
- Modernisation of the welfare state and Social Europe,
- Market conditions, e. g. fair competition (general conditions).