



Invitation

European Thematic Seminar

“How to manage diversity and mobility of the workforce in more attractive social services”

- **Date:** Thursday, 27th February 2020
- **Start Time – End Time:** 9h – 17h00
- **Venue:** Rue Guimard 1, 1000 Brussels

The Social Employers and EPSU cordially invite you to our joint European Thematic Seminar on “How to manage diversity and mobility of the workforce in more attractive social services”, that will take place on **27 February 2020** in Brussels, Belgium. Please see the attached agenda for more information on the structure of the day.

The purpose of this event is to discuss and exchange experiences **on how to build diversity in the workplace, especially regarding gender and age and how to handle mobility and migration, ensuring ethical recruitment across borders**. A mixture of presentations and discussions in working groups will facilitate the exchange among participants.

The event will also:

- Identify the main **challenges** linked to building diversity and better managing mobility and migration of the workforce in the sector;
- Develop possible **solutions and ideas** for action, reflect on the **role of social partners** at national and EU level and explore **further cooperation** between them;
- Discuss which **national and EU policies** are needed to build diversity and to be better manage mobility and migration in the sector;

Background information

The social services sector is one of Europe’s biggest job creators, directly employing 11 million staff in Europe and representing 4.7% of the total EU workforce. Due to changing demographics and family patterns, the social services sector is one of the fastest growing economic sectors today and is expected to further grow significantly over the next few decades.

Despite the growing demand, many employers experience difficulties in recruiting and retaining an appropriately skilled workforce, while employees often find themselves working under conditions that prevent a long-term career and growth in the sector.



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On Workforce Diversity

According to Eurostat data, a striking 82% of the social services workforce is female. As working in the social field is often considered a “female career”, efforts must be made to increase diversity and tackle gender stereotypes. In addition, the share of care workers over the age of 50 is steadily increasing. As a result, organisations face specific challenges in responding to older workers’ needs, but also in building up a new, younger workforce.

On Workforce Mobility

To address workforce shortages in the sector, many EU Member States increasingly rely on migrant workers. However, recruiting from other EU countries has several implications, e.g. concerning qualifications requirements, fair contracting, ethical concerns, etc. In addition, qualified workers leaving their countries to work abroad (“care drain”) cause labour shortages in countries of origin, who then have to turn to third countries in order to fill their demand.

Registration

Register for this event by filling in the [online form](#).
Registration deadline is **13th February 2020**.

Please note that the **main working language of the event is English**, other languages will be defined according to needs expressed. If you need interpretation, please indicate it in the registration form.

The [DialogueS](#) project has a small budget for **reimbursement of travel and subsistence costs**. We reimburse according to EU project rules, which foresee that economy class flights, up to 148€/night hotel, and other classic expenses can be covered. Taxis are not covered unless justifiable. Please keep all original invoices and boarding passes of your trip. We will share a reimbursement claim with you after the event. For further information, please contact the organisers.



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Draft Agenda

Venue: Rue Guimard 1, Brussels, Belgium

Key question	
<ul style="list-style-type: none"> • How to build diversity in the workplace, especially regarding gender and age? • How to handle mobility and migration, while ensuring ethical recruitment across borders? 	
08.45 – 09.15	Arrival of participants and welcome coffee: Registration
09.15 – 09.30	<p>Opening & welcome</p> <p>Welcome to participants by Gregor Tomschizek, President, Social Employers & Maryvonne Nicolle, President of the EPSU Standing Committee for Health and Social Services</p> <p>Setting the scene: aims, objectives, key questions and format of the day.</p>
09.30 – 10.15	<p>Input Presentations: Exploring future employment trends across Europe</p> <p><i>This session will provide insight in the future of work in the care sector. Speakers will discuss future skills profiles as well as policies to ensure decent care work in a changing world of work.</i></p> <ul style="list-style-type: none"> • Presentation by Ilias Livanos., Cedefop • Presentation by N.N., ILO (TBC) <p><i>Questions and interventions from participants.</i></p>
10.15 – 10.30	<p>Setting the scene for workshop 1: Diversity in the workplace</p> <p><i>This session will give an introduction to the topic of the first workshop, including facts and figures, to frame the following discussions.</i></p> <ul style="list-style-type: none"> • Sylvain Renouvel, Director, Social Employers
10.30 – 11.00	Coffee break
11.00 – 12.30	<p>Working group discussion focusing on diversity in the workplace</p> <p><i>Discussion in two moderated groups, providing opportunities for each of the participants to contribute their views, comments and any additional information they would like to provide. Possible questions to frame the discussions:</i></p> <ul style="list-style-type: none"> • What are the main challenges linked to fostering diversity at the workplace, in particular regarding age and gender? • What are possible solutions to foster and improve diversity management at the workplace? • What national and EU policies are needed to improve diversity at the workplace?

12.30 – 13.30	Lunch
13.30 – 13.45	<p>Setting the scene for workshop 2: Mobility, migration and ethical recruitment in social services</p> <p><i>This session will give an introduction to the topic of the second workshop, including facts and figures, to frame the following discussions.</i></p> <ul style="list-style-type: none"> • Luca Scarpiello, Policy Officer, EPSU
13.45 – 15.15	<p>Working group discussion focusing on mobility and migration in social services</p> <p><i>Discussion in two moderated groups, providing opportunities for each of the participants to contribute their views, comments and any additional information they would like to provide. Possible questions to frame the discussions:</i></p> <ul style="list-style-type: none"> • What are the main challenges linked to migration and mobility in social services? • What are possible solutions to harness opportunities, but also better manage the challenges linked to mobility and migration? • What national and EU policies are needed to manage mobility and migration in social services?
15.15 – 15.45	Coffee break
15.45 – 16.15	<p>Reporting back from the working group discussion</p> <p><i>Two designated rapporteurs (TBC) from the workshops will share their insights along the following questions:</i></p> <ul style="list-style-type: none"> • <i>What are the three key take-aways from the workshops?</i> • <i>What are the three main challenges that still have to be addressed?</i> • <i>What are the three priority policy actions that could be taken?</i>
16.15 – 16.45	<p>Wrapping it up: Priority actions and next steps</p> <p><i>This session will give participants the opportunity to settle on the most pressing issues and to decide on next steps for the Social Employers and EPSU to move forward.</i></p>
16.45 – 17.00	<p>Overall conclusions and final words</p> <ul style="list-style-type: none"> • Maryvonne Nicolle, President of the EPSU Standing Committee for Health and Social Services • Gregor Tomschizek, President, Social Employers
17.00	Close