

SOWELL

Social dialogue in welfare services



Employment relations, labour market and social actors
in the care services

RESEARCH PHASES: operative instructions

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MULTILEVEL STRUCTURE OF THE PROJECT

WP4 – EU LEVEL

THE EUROPEAN ARENA OF CARE SERVICES: SOCIAL DIALOGUE, ACTORS AND INITIATIVES

WP1 – NATIONAL LEVEL

THE LABOUR MARKET IN THE CARE SERVICES

WP2 – NATIONAL LEVEL

THE EMPLOYMENT RELATIONS IN THE CARE SERVICES

WP3 – LOCAL LEVEL

THE CASE STUDIES ANALYSIS

DETAILED SCHEDULE OF PROJECT ACTIVITIES

Main phases of the project → (provisional) rescheduling

	2020				2021				2022															
	Sept.	Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug	Sept	Oct	Nov	Dec	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug
Preparatory																								
Implementation WP1																								
Implementation WP2																								
Implementation WP3																								
Implementation WP4																								
Reporting																								
Dissemination																								

FOCUS OF THE PROJECT

- The analysis specifically focuses on **early childhood education and care services** (ECEC) and **long term care** (LTC) services.
- It comprises **pre-school services** (age 0-4/5) and the **long-term care services** including both the domiciliary as well as the residential care services.
- According to the structural characteristics of each national context, **informal domiciliary care** can be included (e.g. in the case of Italy or Spain where the phenomenon of in-home caregivers is particularly widespread).
 - **What does this mean in each country? What services are included and how are they structured?**
 - **Can we identify specific professionals profiles from international classifications (e.g. NACE) to clearly circumscribe both the qualitative and the quantitative analysis?**

WP1 — THE LABOUR MARKET IN THE CARE SERVICES AT THE NATIONAL LEVEL

OBJECTIVES

- To investigate the structure and the **characteristics of the labour market in the care sector** and how they have changed over time (the share of the overall workforce employed and its composition).
- To map how the **care services are provided** (e.g. in terms of providers involved)

RESEARCH PHASES: *desk research*

- 1) **Desk research** of previous studies and of the main related documents and internal reports produced by social partners on the following dimensions:
 - **General framework on the care services** in the country (kind of services provided, coverage, assessment of the services' quality)
 - Peculiarities and structural **characteristics of the labour market** in the care services in the country (rate of employment, descriptive characteristics of the workforce, professional profiles, trend over the last decades)
 - Peculiarities and structural **characteristics of the services providers** (public/ private / hybrid status / informal workers)

WP1 – THE LABOUR MARKET IN THE CARE SERVICES AT THE NATIONAL LEVEL

RESEARCH PHASES: *quantitative analysis*

2) Elaboration of data on public and private expenditure in the care sector over time, using data from Eurostat (ESSPROSS - European System of integrated Social PROtection Statistics), OECD (SOCX - Social Expenditure Database) and national sources (from Ministries, National Statistical Institutions and other possible sources – e.g. trade unions data).

- **Time-lapse:** data on the last two decades to provide a picture before and after the 2008 crisis
- **Dimensions of analysis** (according to the available data): public (in-house and contracting out) and private share of expenditure for the care services; coverage (e.g. number of beds for long-term care, places in kindergartens)

➤ **What data sources are available in each country? What level of detail?**

3) Elaboration of data on the characteristics of employment in the care sector and of providers.

Eurostat microdata (Labour Force Survey), as well we Eurofound microdata (survey on European Working Conditions Survey), OECD aggregated data, national sources (from Ministries, National Statistical Institutions and other possible sources – e.g. trade unions data)

- **Time-lapse:** data on the last two decades to provide a picture before and after the 2008 crisis
- **Dimensions of analysis** (according to the available data): rate of employment, descriptive characteristics of the workforce (gender, age, qualification, employer)

➤ **What data sources are available in each country? With what level of detail?**

WP1 — THE LABOUR MARKET IN THE CARE SERVICES AT THE NATIONAL LEVEL

RESEARCH PHASES: *qualitative analysis*

- 4) **Semi-structured interviews** with social partners and state representatives at national level.
- Around **20 interviews for each country (10 for each sub-sector)**: trade unions, employers' associations, non-profit and for-profit providers' associations, and state representatives dealing with the care sector.
 - In a first phase: **identifying the potential expert interviewees to contact**
 - A common template for the interviews will be agreed upon
 - Carrying out interviews in person/by phone/video call, depending on the Covid-19 situation. The interviews will be recorded and content-analysed to complement this section.

DELIVERABLES

- Part one of the national report by April 2021 (UMIL, UAB, CELSI, FAOS, UVA, UNI BREMEN)
- Part one of the comparative report by May 2021 (UMIL)

DURATION

- Months 1-9 → **RESCHEDULED**: September 2020 - May 2021

WP2 – THE EMPLOYMENT RELATIONS IN THE CARE SERVICES AT THE NATIONAL LEVEL

OBJECTIVES

- To provide an overview of the **main characteristics of the employment relations system** in the care sector, including the institutions of labour regulation (both individual and collective), the mechanism of coordination, the collective agreements adopted and their characteristics (coverage, etc.).
- To map **the actors involved on the union and on the employer side** and to investigate their main characteristics in terms of membership, role played, functions in the industrial relation system in the care sector and relationships.

RESEARCH PHASES: *desk research*

- 1) **Desk research** of previous studies **on the employment relations system** and of the main related documents and internal reports produced by social partners, public organisations and research institutions
 - **General framework on the employment relations system in the care sector** in the country (institutions of employment relations, structure of collective bargaining, labour regulation in the sector)
 - **General framework on the actors involved in the IR system**, including trade unions, employers' organisations, professional associations, other civil society actors, NGOs

WP2 – THE EMPLOYMENT RELATIONS IN THE CARE SERVICES AT THE NATIONAL LEVEL

RESEARCH PHASES: *quantitative analysis*

2) Elaboration of **quantitative data on social partners and employment relations**. Data source may be represented by ICTWSS - Database on Institutional Characteristics of Trade Unions, Wage Setting, State Intervention and Social Pacts, Eurofound studies and national official statistics.

- **Time-lapse**: data on the last two decades to provide a picture before and after the 2008 crisis
 - **Dimensions to investigate** (according to the available data): comparative or national data on rate of unionisation at national level, the coverage of collective bargaining, the diffusion of workplace representativeness, data on membership for trade unions and employers' associations
- **What data sources are available in each country? With what level of detail?**

WP2 – THE EMPLOYMENT RELATIONS IN THE CARE SERVICES AT THE NATIONAL LEVEL

RESEARCH PHASES: *qualitative analysis*

- 3) **Analysis of the main national collective agreements** adopted in the ECEC and LTC services, including both the public and the private sector
- **Time-lapse:** NCAs signed over the last 10-15 years.
 - **Dimensions to analyse:** wage rate, working hours, qualifications, annual holydays, sickness leaves, union rights, progressions
- 4) The **20 semi-structured interviews** carried out for WP1 will inform also for WP2, but some interviews (2-3 for each sub-sector at national level) may be added.

DELIVERABLES

- Part two of the national report by April 2021 (UMIL, UAB, CELSI, FAOS, UVA, UNI BREMEN)
- Part two of the comparative report by May 2021 (UMIL)

DURATION

- **Months 1-9 → RESCHEDULED:** September 2020 - May 2021

WP4 – THE EUROPEAN ARENA OF CARE SERVICES: SOCIAL DIALOGUE, ACTORS AND INITIATIVES

OBJECTIVES

- To analyse **the main features of the sectoral social dialogue at EU level**, focusing on how European social dialogue is born and is evolving, who are the main actors involved, what issues the social partners are emphasising and pushing in the agenda of the EU institutions, what are the formal and informal relationships between the European and national level, the role played by the multinational companies

RESEARCH PHASES

- 1) **Desk research: analysis of official and internal documents** delivered by social partners and European institutions.
- 2) **Quantitative analysis** of data, statistics and other information on social partners (i.e. membership, representativeness) drawn by relevant studies (i.e. the Eurofound Representativeness Studies)
- 3) **Semi-structured interview** to complement the information: 8-10 semi-structured interviews (respectively 4/5 for the ECEC and LTC sub-sectors) to European trade unions and employer associations

WP4 — THE EUROPEAN ARENA OF CARE SERVICES: SOCIAL DIALOGUE, ACTORS AND INITIATIVES

ROLES

- UMIL will carry out the research for the WP4, with the support of EPSU and FESE.
- In particular EPSU and FESE will help in identifying and providing the relevant documentation at the EU level and the list of potential expert interviewees to contact.

DELIVERABLES

- European-level report by March 2022 (UMIL)

DURATION

- **Months 1-18 → RESCHEDULED:** September 2020 - March 2022