

Federation of European
SOCIAL EMPLOYERS

Federation of European Social Employers





What is the Federation of European Social Employers?

The Social Employers is a European umbrella organisation, bringing together major employer organisations active in the field of social services. Our overarching aim is to be the voice for social services employers at European level.

Since July 2023, the Social Employers is, by decision of the European Commission, part of the European social dialogue committee for social services, together with CEMR on employers side and EPSU on employees' side with the participation of UNI-Europa and CESI trade unions

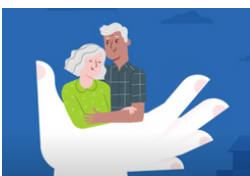
Our objectives

- Strengthen the position of employers in social services at EU, national & regional level.
- Influence European legislation, in particular, through European social dialogue.
- Establish common positions between our members; before engaging with European trade union associations representing workers in social services.
- Stimulate the exchange of promising practices, research and experiences among employers in Europe.

Our scope

We understand social services to comprise of all care and support services, especially for:

Older people



Persons with disabilities



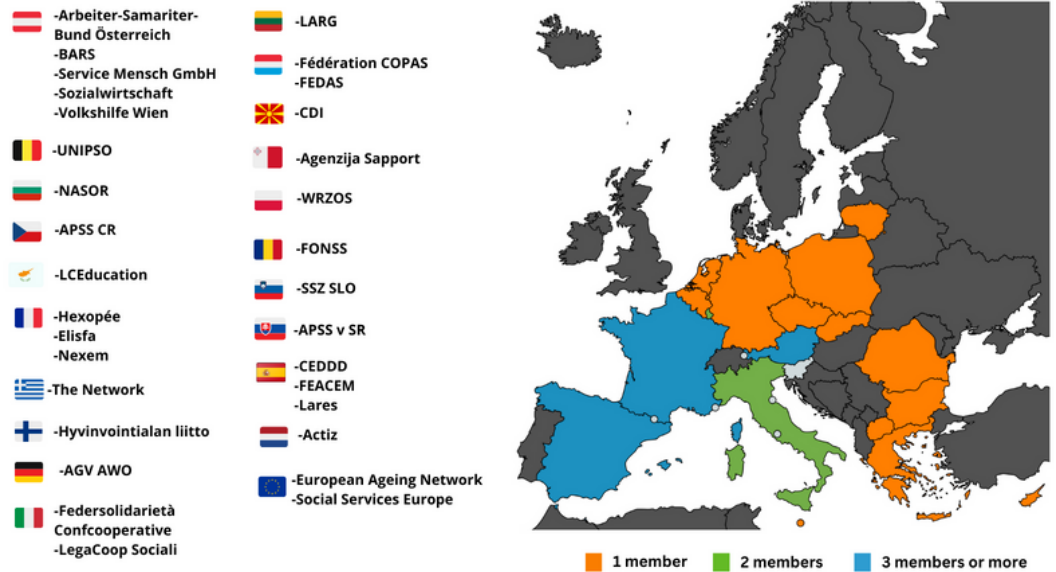
Children



and other excluded and disadvantaged persons.

Our membership

Created in October 2017 with 6 founding Members, the Social Employers now has 31 members in 20 European countries and continues to grow.



What the Social Employers do

In 2023, the Federation of European Social Employers has several key priorities:

- Work on skills and training needs in the social services sector and on how to ensure safe, and healthy working conditions in the sector, to be able to attract and retain the workforce.
- Develop our role as a key partner to the EU institutions in their policy-making.
- Improve the exchange of information to, from and between members; and strengthen our identity towards EU partners and relevant stakeholders across Europe.
- Support national-level capacity building for social services employers.



Social Employers & EPSU Joint Event, 05.07.2022

Projects

- IWorCon Project 2023 - 2025 : The project aims to support the improvement of working conditions in social services by improving attractiveness & capacity building of employers' organisations.
- **FORTE Project 2022 – 2024**: aims to gather evidence and highlight the needs of the social services sector in the field of skills and training, linked to evolving needs of service users and new models of care and in the field of working conditions improvement.
- **HELPDESK project 2022 - 2024**: aims to finance the building blocks for a Social Services Helpdesk. It focuses on supporting social services in better accessing and using EU funds and on helping Managing Authorities to use EU funds (ESF+, ERDF and ReactEU in particular).
- **FWSS Project 2022 – 2024**: aims to prepare guidelines and recommendations and create a vocational training program for HR managers in social care in order to remove barriers and create equal opportunities for foreign workers to support their inclusion in the social care labour market.



Our Achievements

Since its creation in October 2017, the Federation has been working, with its European counterpart EPSU, on strategic issues leading to several major outputs:

- Recognition of a 44th European social dialogue committee for Social Services.
- Social Employers & EPSU Joint statement European Care Strategy: Member States must act now!



- Social partners joint declaration - "European Care Strategy: strong social dialogue in social services needed".



- The Social Employers and EPSU joint statement on the situation in Ukraine.

- Joint webinar with EPSU within EU OSHA "lighten the load" campaign on MSDs prevention.



- Social Employers initiatives on COVID-19, Joint Position Paper between the Social Employers and EPSU on Preparing the social services sector for the COVID-19 resurgence and increasing its resilience.

- Joint Position Paper between the Social Employers and EPSU on Recruitment & Retention.

- Joint Position Paper between the Social Employers and EPSU on Digitalisation in the Social Services Sector.

What is European Social Dialogue and why it is so important to the Social Employers

The EU treaties give a special status to recognised social partners (employers and employee representatives) and allow them to contribute to the governance of the European Union and the definition of European social standards; through both sectoral and cross-sectoral social dialogue.

Recognised **social partners** at EU level are entitled to "exclusive consultations on policy initiatives in the area of employment and social affairs" (Art. 154 TFEU). This status also gives them the opportunity to co-legislate EU law, if they wish to (Art. 155 TFEU).

Sectoral social dialogue at EU level enables representative social partners from specific sectors to set-up dedicated committees, which provides them with a space for discussion and engagement at European level to exchange on cross-border or transnational issues which affect their sector.

Benefits of being a Social Employers member



Diana Chiriacescu,
Director of FONSS (Romania)

"The Social Employers helps us to build our capacity at national level, to gather in the future as an employer's organisation and have an impact on social policies."



Joelle Garello,
President of ELISFA (France)

"The Social Employers gives us the opportunity to participate in EU projects that help us to reflect collectively on our own promising practices."



Michiel Kooijman,
Legal advisor at Actiz (Netherlands)

"Through the Social Employers, we regularly meet colleagues from other countries to discuss common challenges, such as the attractiveness in the social services sector."



Juan Vela,
President of Grupo Social Lares(Spain)

"With the Social Employers we strengthen the representation of social services at EU level, bring new visions to EU and national Trade Union representatives and influence new EU regulations before they arrive in our country."



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 [Presentation video](#)



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