

JOB MOBILITY FUTURE PROOF FOR CURE AND CARE

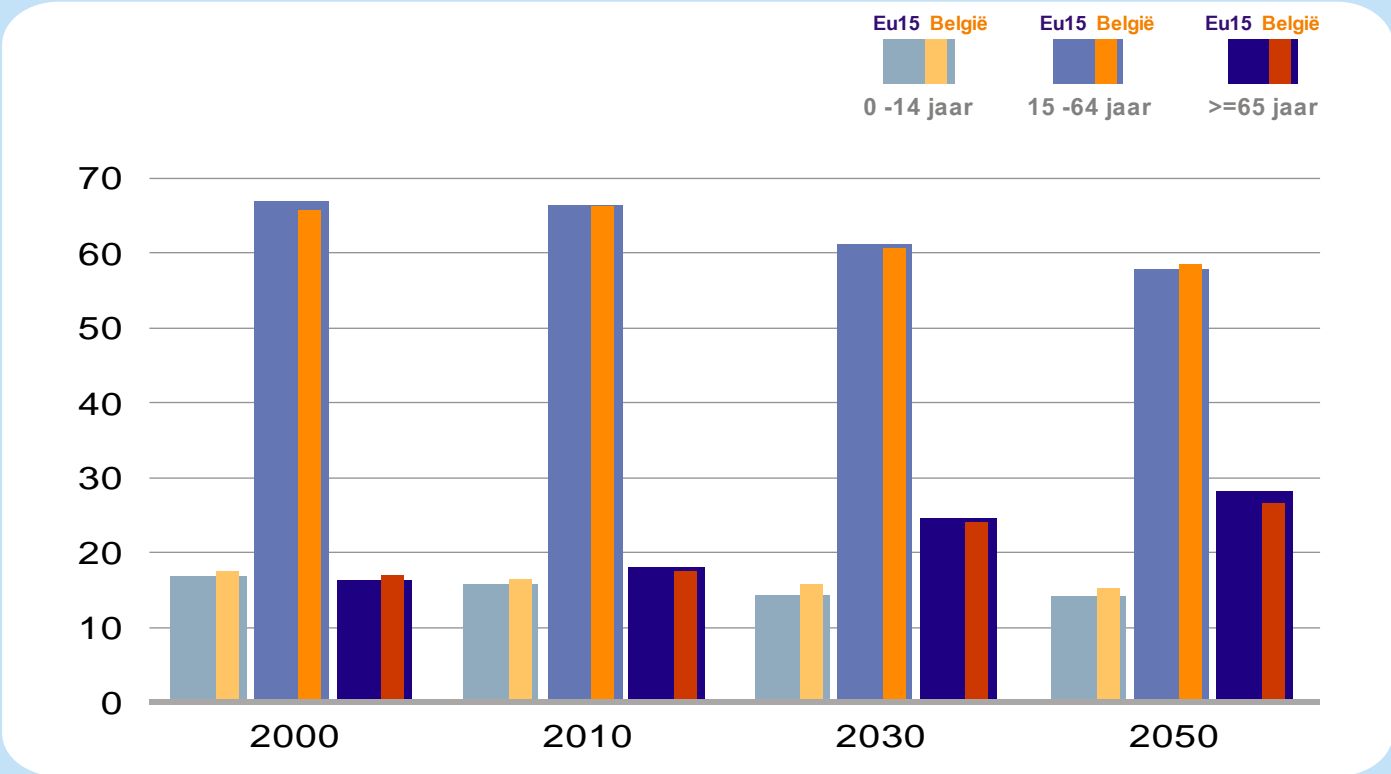
Case: employment in the care and
welfare sectors in Flanders

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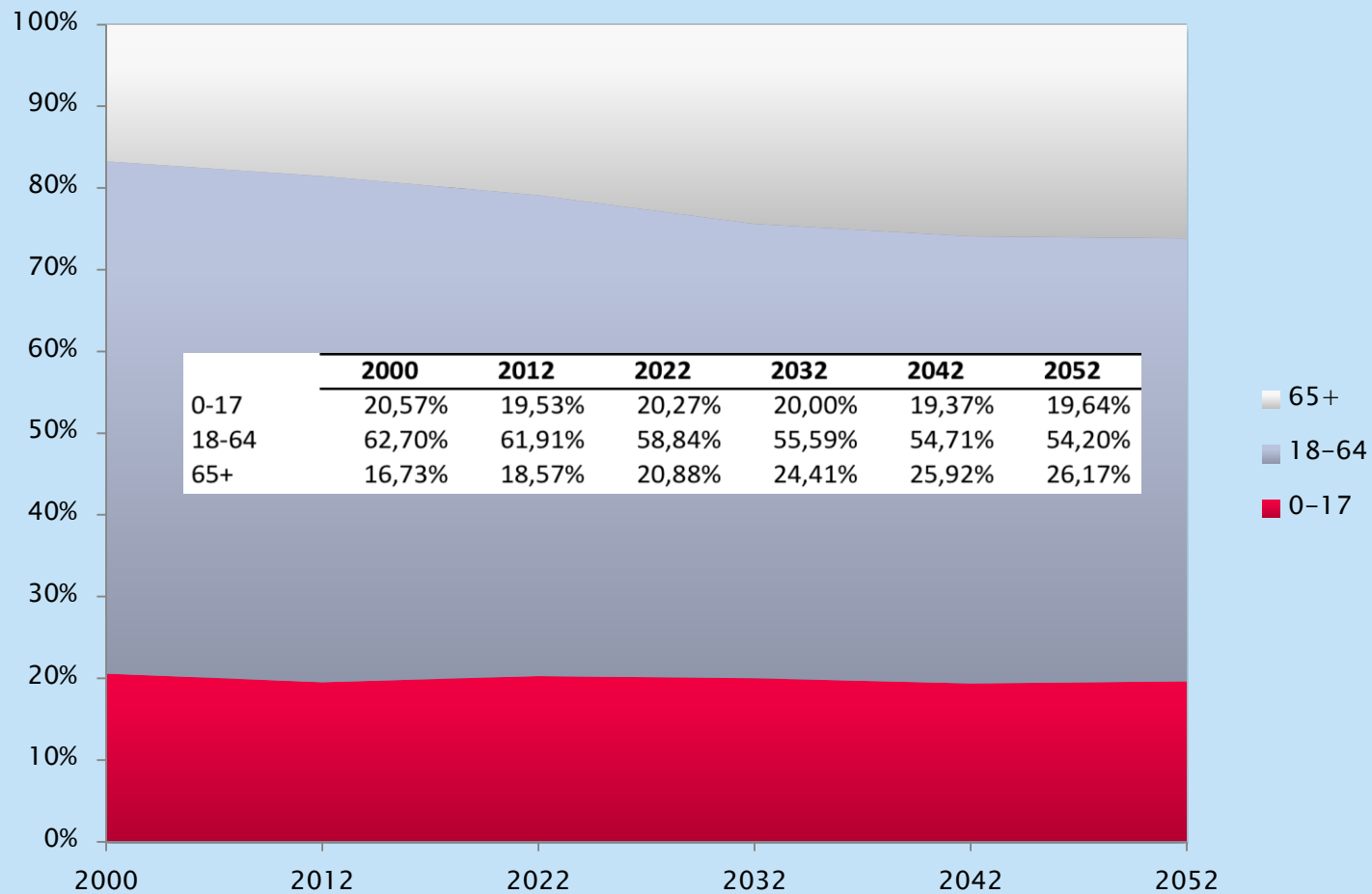
- ▶ Context and Sociological Framework
- ▶ Migration as such: context Europe
- ▶ European Complexity: project Future Proof for cure and care
- ▶ Vivo: recommendations in the case of labour migration
- ▶ Plan of Action in Flanders: “I go for it”

AGENDA

CONTEXT AND SOCIOLOGICAL FRAMEWORK

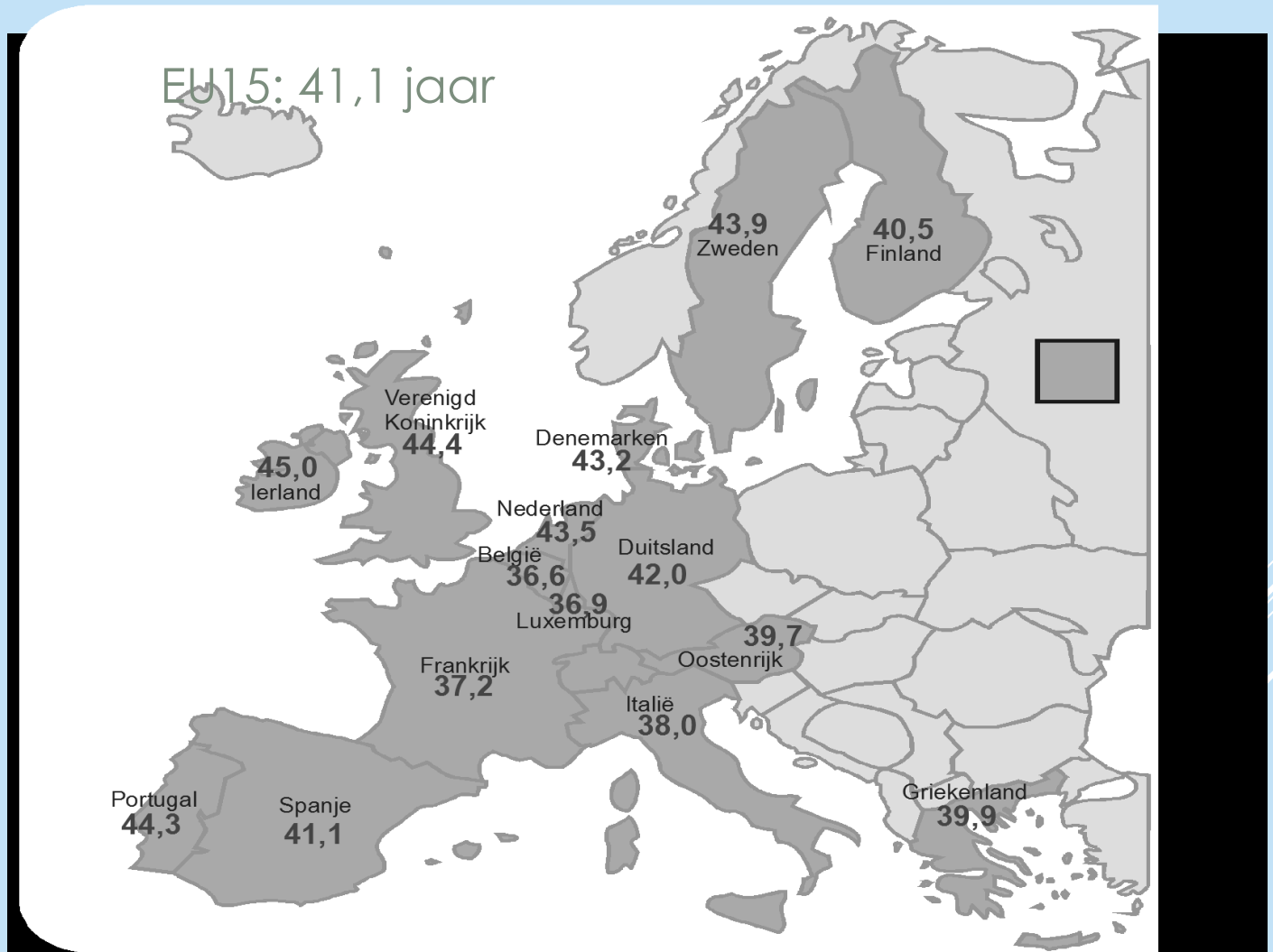


FLUCTUATION OF THE POPULATION (1)



FLUCTUATION OF THE POPULATION (2)

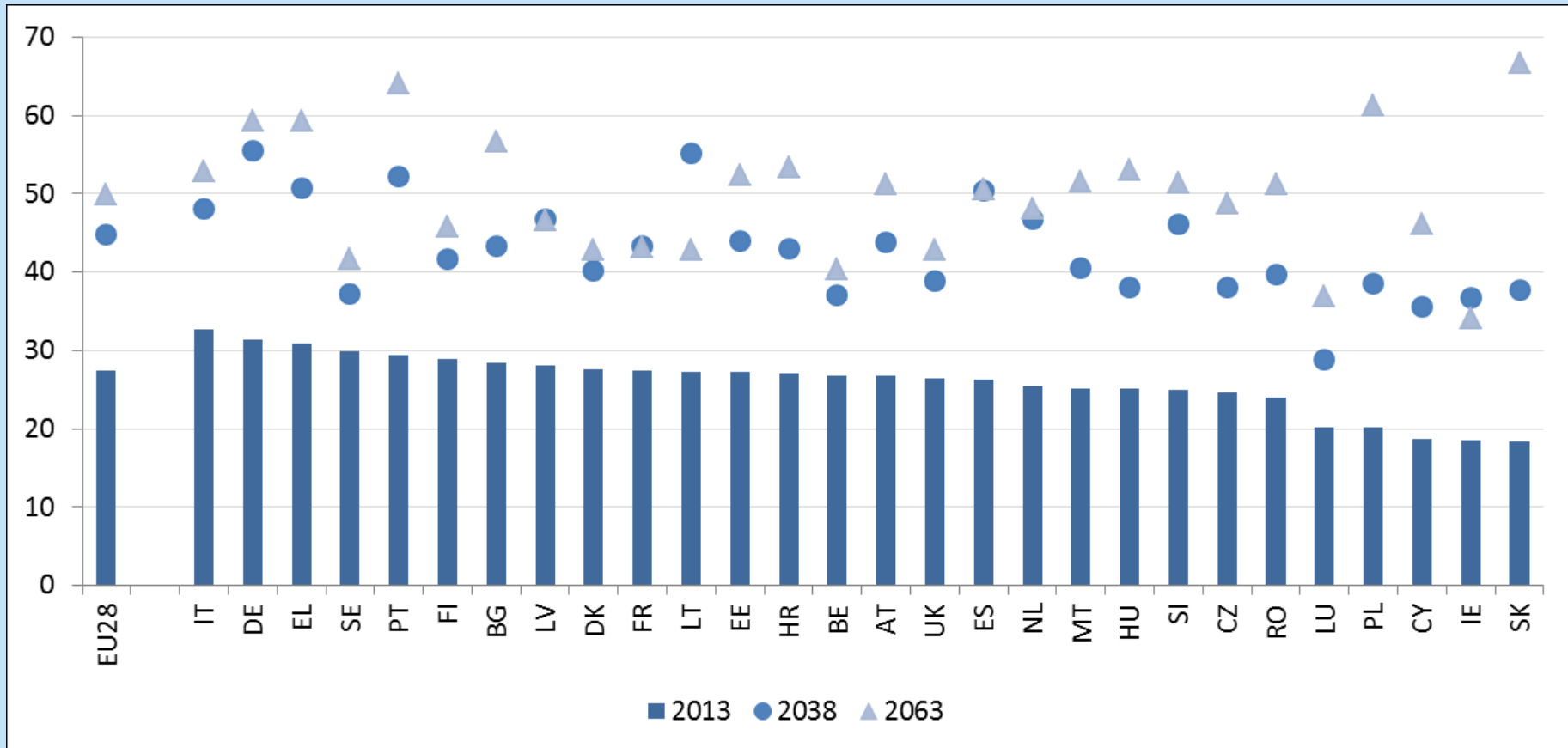
IS THAT A PROBLEM? ...



MIGRATION AS SUCH: CONTEXT EUROPE

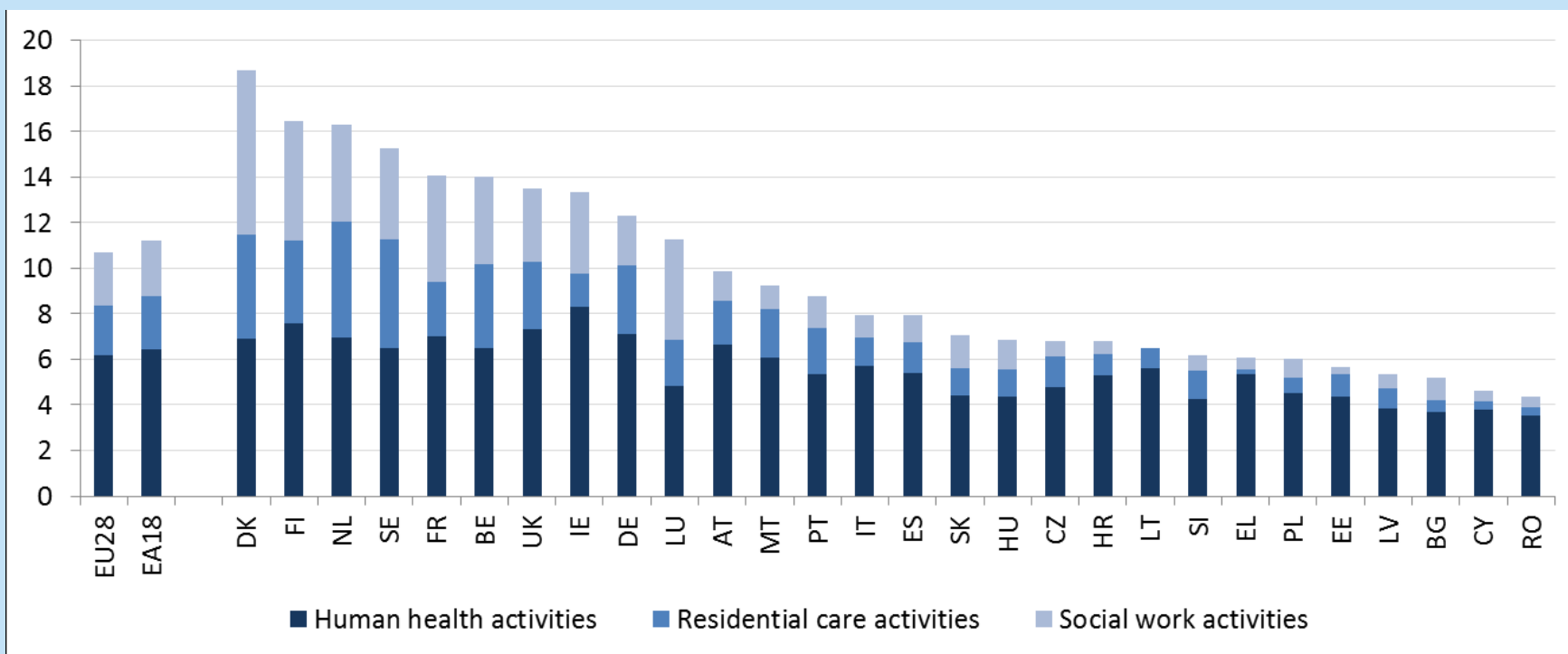
Old age dependency ratio (65+ to 15-64 year olds) by Member State 2013, and projections for 2038 and 2063

Source: DG EMPL calculations based on Eurostat EUROPOP2013



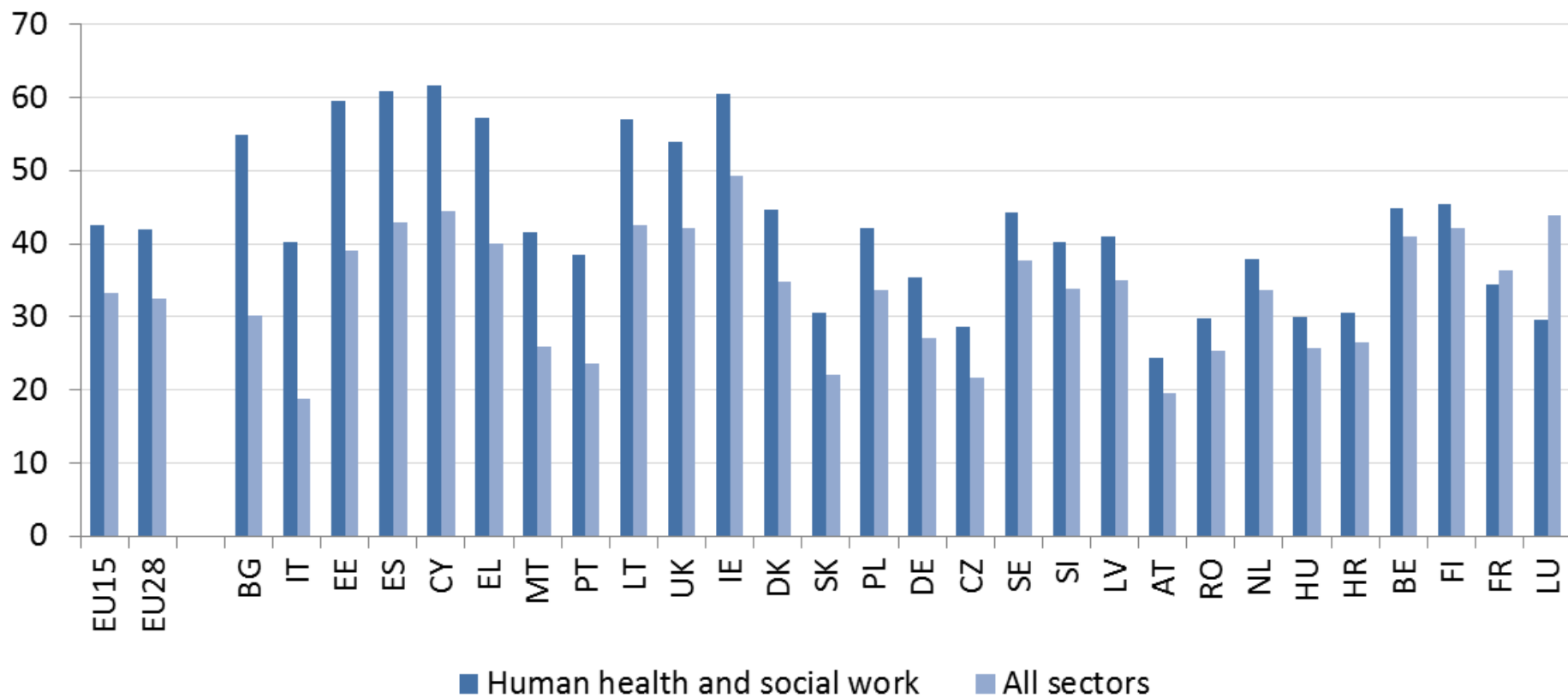
Share of employment in human health and social work sectors on total employment (in per cent, 2013).

Source: DGEMPL calculations, based on Eurostat, LFS



Share of high-skilled employees in human health and social work versus the whole economy, EU-28, 2013, in per cent.

Source: Eurostat, LFS



KIND OF EMPLOYMENT

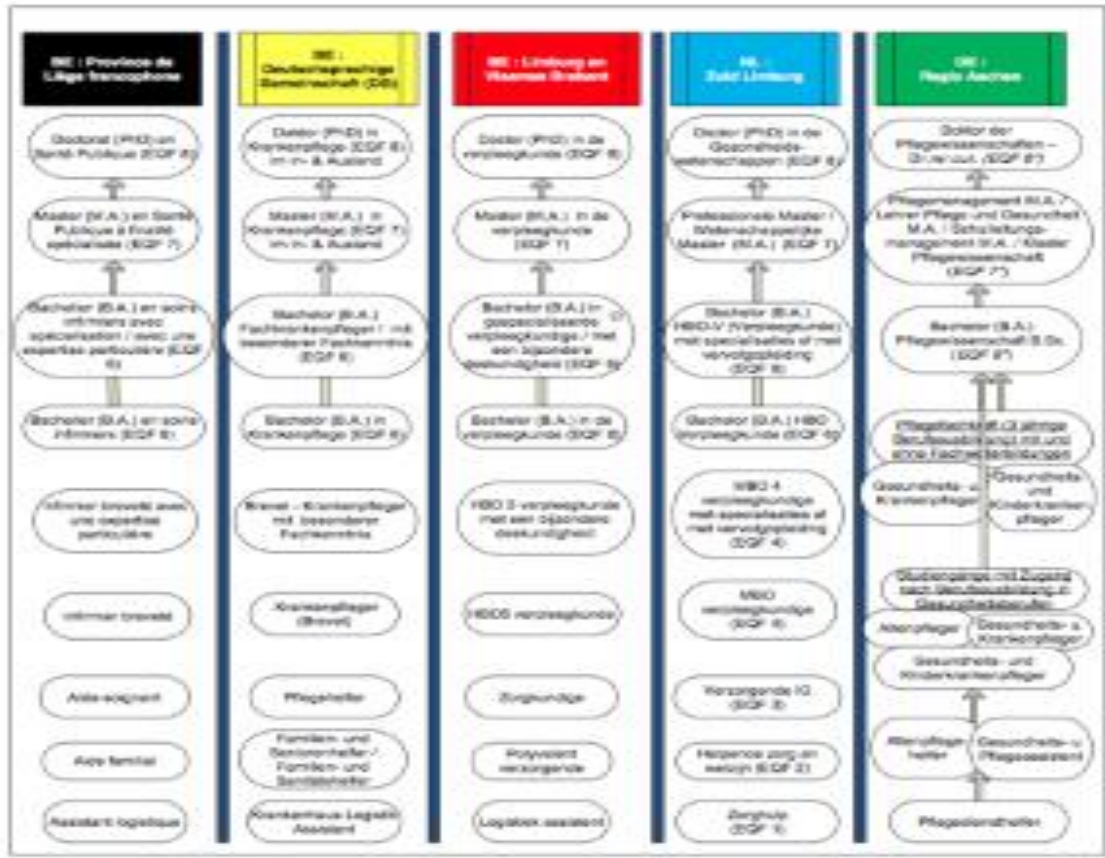
- The workforce in the health and social services is mainly female; with women representing 78% of all employment in the sector.
- 81% of the newly created jobs in the sector are occupied by women.
- The difference in earnings between men and women is higher than in other sectors.
- Workers in the health and social services sector are on average better skilled compared to the average in other sectors (**diploma requirements in the sector**).
- Part-time work is more common in this sector than in the total economy and the share of part-time work in the sector increased during the crisis.

COMPLEXITY OF EUROPE: PROJECT
FUTURE PROOF FOR CURE AND
CARE



future proof for **cure** and **care**

project of the Euregion Meuse-Rhine



³ Europees model: ACTIE 4V: hoges van het procesmodel aan de gekwalificeerde beroepskrachten in de zorg

VIVO

PRINCIPLES AND
RECOMMENDATIONS
CONCERNING INTERNATIONAL
LABOUR MIGRATION IN THE
SOCIAL PROFIT SECTOR VIVO

- ▶ **A voluntary code of conduct:**
- ▶ It is **a framework of requirements** that puts into words general principles and recommendations concerning the possibilities and limitations of labour migration in the social profit area.
- ▶ To promote an optimal service in the social profit sectors:
 - ▶ need for a multi-track policy at national, regional and local levels
 - ▶ need to organise a good match between supply and demand of personell
- ▶ This presupposes:
 - ▶ An adequate education policy
 - ▶ A performant labour market policy
 - ▶ Efforts in the field of permanent education
 - ▶ Retention of the labourers population
 - ▶ Attention to the innovation of labour organisation
 - ▶ Good pay and labour conditions

- ▶ **International migration of staff in social profit sectors:**
- ▶ Can contribute to the development and improvement of systems and structures in the fields of health, welfare, culture and social cohesion on national, regional and local levels
- ▶ This applies both to countries of origin and to countries of destination
- ▶ International migration can not disrupt the operation of social profit services
- ▶ Potentially negative effects of labour migration on the sustainable improvement of the quality of life of the population should be avoided from an ethical perspective, especially concerning the countries of origin
- ▶ One should always look for positive ways of co-operation that aim at a balanced social progress on an international level

- ▶ **Mobility should be possible:**
- ▶ This doesn't limit the freedom of individuals or businesses in the social profit sector to use international labour migration, within the framework of existing legislation.
- ▶ Concerning Belgium and Flanders, a distinction should be made between legislation on labour migration from EU/EEA countries (free movement, with transitional measures for Bulgaria and Rumania) on one hand and labour migration from countries outside EU/EEA (work permit system) on the other.

- ▶ **Legal security:**
- ▶ **Objectivity, transparency and legal security** are crucial principles in the implementation of international labour migration and should always be guaranteed to all parties concerned when applying the relevant legal.
- ▶ Moreover, **all procedures to be followed** should always be completed within a reasonable time period, f.i. the procedures concerning the recognition of foreign diplomas, obtaining work permits, drafting contracts, etc.

- ▶ Employers, intermediary authorities and other organisations that wish to **recruit** abroad (Eures, recruitment agencies, etc.) are responsible for the application of fair recruitment practices and for **giving impartial and clear information about job and function requirements**. Practices like binding contracts, penalty clauses and other arrangements that compromise the normal freedom and position of employees, should be barred.
- ▶ On the other hand one can expect the applicant labour migrants **to provide accurate en complete information** concerning their qualifications, experience and possible ongoing contractual commitments.

▶ Recruitment

- ▶ Reception and orientation of labour migrants need appropriate attention.
- ▶ Acquiring:
 - ▶ The necessary language skills
 - ▶ The mandatory job and organisation related professional education is crucial in this respect.
 - ▶ Both employers and employees must be able to appeal to a range of support measures (i.e. via VIVO, sector funds, employment agencies, Dutch courses, integration programmes, etc.)
 - ▶ Housing programmes too should get the necessary attention by providing the required information on local housing possibilities and community facilities.

- ▶ **Joint responsibility**
- ▶ Implementation and preservation of international labour migration is a joint responsibility of authorities and social partners.
- ▶ Both quantitative and qualitative aspects (registration and collection of data, support tools, bottlenecks, ...) can be considered.
- ▶ To this end, a collaboration is set up with other, intermediary stakeholders (education and labour market actors, ...).

PRAXIS IN FLANDERS

- ▶ The group of facilities that were questioned consists of all the services recognized by Flanders, regardless of their scope (consequently including Brussels):
 - ▶ 67 general hospitals
 - ▶ 38 psychiatric hospitals
 - ▶ 195 services for in-home care
 - ▶ 936 nursing homes, day care centres, service flats
- ▶ 443 of 1236 interviews were completed, which means a response rate of **35,8%**

- ▶ **18,7%** of the facilities **does** employ foreign nurses(14,2%) and/or is going through a selection process (4,5%)
- ▶ **82,2%** of the facilities does **not** employ foreign nurses
- ▶ Split up by type of facility:
 - ▶ Particularly the general hospitals employ proportionately the most foreign nurses (20,9%)
 - ▶ Followed by in-home care(18,2%)

- ▶ As principle reasons for not having foreign nurses the following are checked off:
 - ▶ Having a no shortage of foreign nurses (37,6%)
 - ▶ The cost is too high (18,7%)
 - ▶ Doubts about capabilities (technical, language skills, etc.) (15,1%)
- ▶ Facilities checking off 'another reason' several times mentioned the language problem.
- ▶ On the positive side: only 1,9% gives 'the patients wouldn't accept a foreign nurse' as a reason.

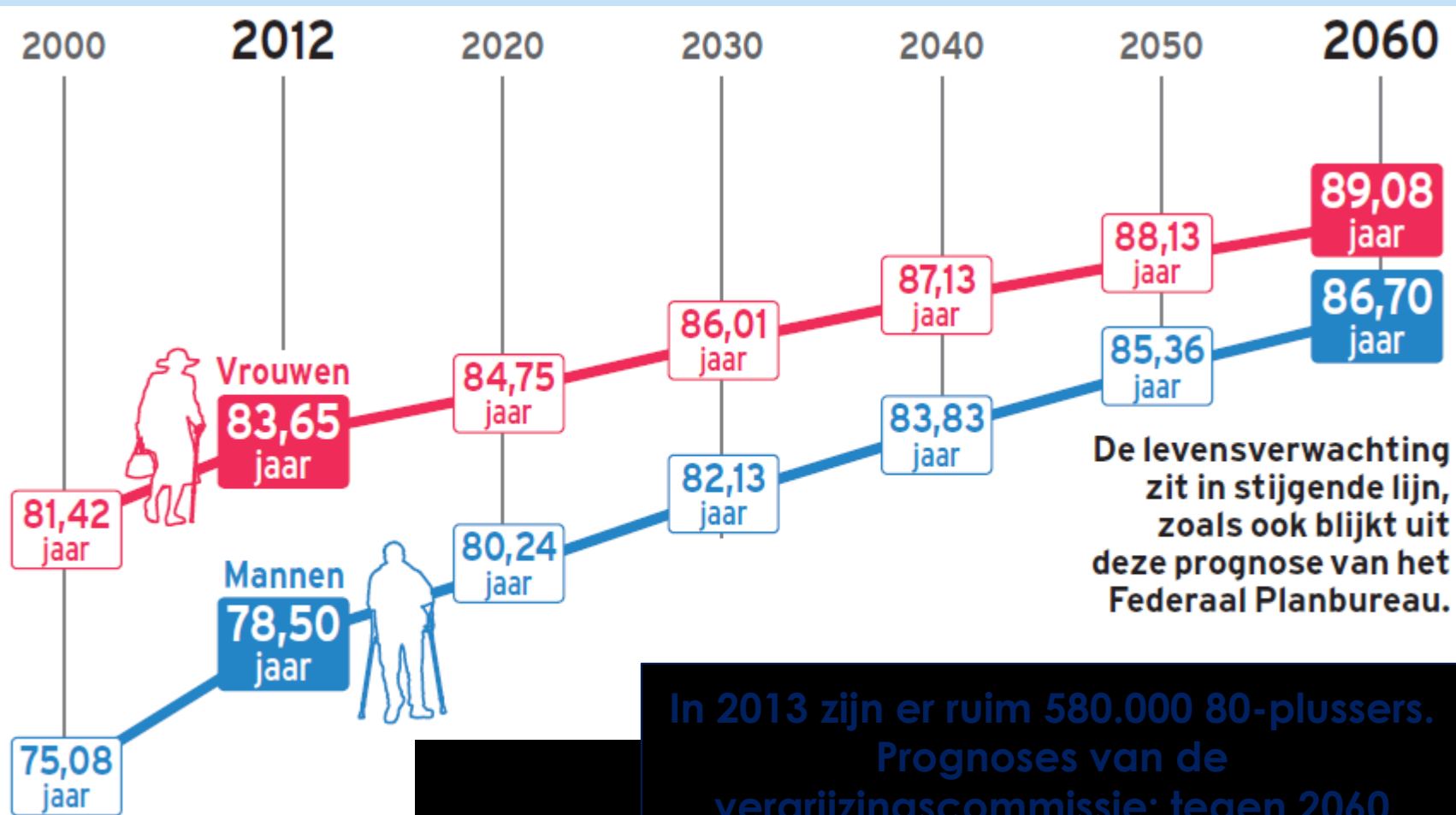
- ▶ 40,1% considers to recruit a foreign nurse at some point in the future, with a preference for:
 - ▶ Polish nurses (54,1%)
 - ▶ Philippine nurses(46,6%)
 - ▶ Rumanian nurses (43,8%)
- ▶ The principle reason for considering this clearly is: 'In case there aren't any more nurses to be found on the own, national labour market'. Attracting foreign nurses is seen rather as an emergency measure.
- ▶ 46,7% doesn't know whether they will ever recruit a foreign nurse.

- ▶ 57% believes the procedure to recruit foreign nurses should be improved.
- ▶ Most mentioned **difficulties** are:
 - ▶ Knowledge of the language
 - ▶ Equalisation of the diploma (NARIC)
 - ▶ General administrative regulations
- ▶ Most mentioned **elements to improve** are:
 - ▶ A faster administrative processing by the authorities
 - ▶ Functioning of NARIC

▶ **General conclusions:**

- ▶ The framework for the whole discussion about the importance of recruiting foreign nurses should be improved.
- ▶ A minority of facilities employs foreign nurses.
- ▶ It is more of an emergency measure.
- ▶ Language is considered a main problem.
- ▶ Slow administration is a bottleneck.

PLAN OF ACTION IN FLANDERS “I GO FOR IT”



In 2013 zijn er ruim 580.000 80-plussers. Prognoses van de vergrijzingscommissie: tegen 2060 meer dan 1,3 miljoen.