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European Commission

EUROPEAN CARE STRATEGY

ERA gender equality law seminar

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The Care Package

Communication on the European care strategy

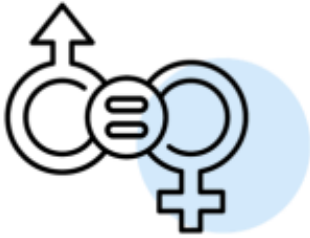
SWD on
consultation
activities

**Proposal for a Council
Recommendation on the
revision of the Barcelona
targets**

**Proposal for a Council
Recommendation on
access to affordable
high-quality long-term
care**

Analytical
SWD on LTC

The gender dimensions in care



- Women make up **90%** of the **workforce in care**.
- Almost all women (**92%**) in the EU are **regular carers** and **81%** are **daily carers**, compared to **68%** and **48%** of men respectively.
- **Unpaid care responsibilities** keep **7.7 million** women out of the labour market, contributing to the **gender employment, pay and pension gap**.
- **Women** are more likely to need **long-term care** but are less able to afford it.

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Commission Communication on the European care strategy

Overview

Scope

- Care receivers and carers
- Care in a lifelong perspective, with focus on early childhood education and care and long-term care

Areas of action

- Improving care services
- Improving working conditions in the care sector
- Better balance between work and care responsibilities
- Investing in care
- Improving the evidence base and monitoring progress



Improving care services – ECEC and LTC



Availability



Quality



Affordability



Accessibility

Improving working conditions

Support for social dialogue

- Explore set up of sectoral social dialogue
- Funding opportunities

1

Working conditions

- Review application of EU law on working conditions in LTC
- Research funding
- Assessing social & economic value of work in care sector

2

Skills

- Erasmus opportunities for ECEC staff
- Skills partnership for LTC under Pact for Skills
- Digital skills in health & care via Digital programme + EU4H
- Skills intelligence

3

Legal migration

- Map admission conditions & rights of non-EU LTC workers
- Talent partnerships

4

Better balance between work and care responsibilities

Ensure implementation of WLB Directive

Awareness raising campaign on WLB Directive

Tackle unfavourable treatment of workers who take family leave

Support family-friendly work practices and promote the role of men in family responsibilities

Support measures for informal carers

Investing in care



Spending on early childhood education and care varies between **0.1** and **1.7** % of GDP across the EU and has slightly increased over the past 20 years.



Public expenditure on long-term care ranges from below **1** % in half of the Member States to above **3** % of GDP in other countries. On average, public expenditure on long-term care came to **1.7** % of EU GDP in 2019, which is relatively low compared to the value of hours of long-term care provided by informal carers (estimated to be around **2.5** % of EU GDP).

- Need to ensure adequate and sustainable financing of care systems
- Public support for care is a social investment, which needs to be stepped up
- Public spending on care varies considerably between Member States
- Prevention and cost-effectiveness can contribute to fiscal sustainability
- Social economy actors bring added-value

Improving evidence base & monitoring progress

Improving care-related data collection & analysis

Monitoring progress

Developing indicators

Projections on demand for health and LTC

Country specific recommendations in European Semester

Proposal for a Council recommendation on the revision of the Barcelona targets

Structure

Revision of the Barcelona targets

Quality, accessibility and affordability

Staff working conditions

Gender Care Gap

Governance, data collection, monitoring and reporting

Revised Barcelona targets

- New ECEC targets to be reached by 2030
 - At least **50%** of children below age 3 and at least **96%** of children between 3 and mandatory school age –
- Taking into account additional dimensions:
 - ❖ **intensity of participation** of at least 25 hours for children below 3 and 35 for children between 3 and compulsory school age
 - ❖ **participation of children from disadvantaged background**, in particular children at risk of poverty or social exclusion with the specific aim to
 - ❖ Closing the gap in participation for **AROPE children**

Quality, accessibility and affordability

- **Quality** - national quality frameworks – adult-child ratio and professionalisation of staff
- **Accessibility** – territorial distribution, physical barriers, opening hours and out of school activities, awareness of rights and administrative barriers – **legal entitlement**
- **Affordability** - net cost of ECEC reasonably proportionate to other household expenses and disposable income

Data collection, monitoring and reporting

- Reporting on implementation
- Data availability and quality (breakdowns, confidence intervals and metadata)
- Annual report on gender equality/Gender Equality Strategy Monitoring Portal and European semester process
- SPC and EMCO work, technical support and mutual learning
- Union agencies specific analysis

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Proposal for a Council Recommendation on access to affordable high-quality long-term care

Structure

Adequacy of social protection, availability and quality

Carers (formal and informal carers)

Governance, monitoring and reporting

Annex with quality principles

Staff Working Document with analytical underpinning

Key Recommendations

Affordability

- social protection (timely, comprehensive, adequate)

Availability

- more LTC services & more options
- home care & community-base care
- territorial gaps
- innovative & digital solutions
- accessibility

Quality

- LTC quality principles
- LTC quality assurance elements

Carers

- formal (working conditions, skills needs and worker shortages, social dialogue)
- informal (mapping carers, training, counselling, respite care)

Governance, monitoring and reporting

- MS to ensure **sound policy governance** in LTC (stakeholder involvement, better data, LTC needs forecasting, contingency planning, cost-effectiveness, awareness)
- MS to appoint national **LTC coordinators**, submit national **action plans** (within 12 months) and subsequent **progress reports**
- Monitoring via the **European Semester** with the SPC (and EMCO), based on a dedicated framework of indicators to be developed with the SPC
- EC to support MS (EU funding, mutual learning, better data) and **report to the Council** on progress within 5 years

The way forward

- Adoption of Council Recommendations at December EPSCO
- Implementation of Recommendations in Member States
- Start of implementation of EU level actions outlined in Communication
- Monitoring in the European semester, the social Open Method of Coordination, the annual report on gender equality
- Implementation report after 5 years

Thank you



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