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| **Meeting summary for CEECAW Care Workshop (06/23/2025)**  (AI companion – automated summary) | |
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| **Quick recap**  The meeting focused on organizing a panel discussion about the care sector crisis and collective bargaining in Central and Eastern Europe, with participants coordinating presentations and technical arrangements for the event. Maciej presented a study on care sector challenges across 12 European countries, highlighting issues like underfunding, labor shortages, and the need for better recognition of care workers. The discussion concluded with panelists addressing various challenges in the care sector, including funding, working conditions, and labor shortages, while emphasizing the importance of collective bargaining and social dialogue to improve the sector's conditions.  **Next steps**   * [Social Partners: Sign and implement the framework of actions on retention and recruitment in social services](https://us02tasks.zoom.us/?meetingId=X5yEp3P8RQKqP73Rqu20wA%3D%3D&stepId=0a237ef8-503c-11f0-ba63-bae52c643599) * [Project Team: Prepare and publish policy papers based on the research findings](https://us02tasks.zoom.us/?meetingId=X5yEp3P8RQKqP73Rqu20wA%3D%3D&stepId=0a23839e-503c-11f0-ba63-bae52c643599) * [Trade Unions: Develop advocacy and awareness campaigns to highlight union support and strengthen collective bargaining in the private sector](https://us02tasks.zoom.us/?meetingId=X5yEp3P8RQKqP73Rqu20wA%3D%3D&stepId=0a23866e-503c-11f0-ba63-bae52c643599) * [European Social Partners: Work on implementing the framework of actions through social dialogue committee](https://us02tasks.zoom.us/?meetingId=X5yEp3P8RQKqP73Rqu20wA%3D%3D&stepId=0a238826-503c-11f0-ba63-bae52c643599) * [Chamber of Carers: Work on shifting the paradigm of how care work is valued in society](https://us02tasks.zoom.us/?meetingId=X5yEp3P8RQKqP73Rqu20wA%3D%3D&stepId=0a2389b6-503c-11f0-ba63-bae52c643599) * [Czech and Slovak Trade Unions: Continue efforts to establish and strengthen sectoral-level collective bargaining](https://us02tasks.zoom.us/?meetingId=X5yEp3P8RQKqP73Rqu20wA%3D%3D&stepId=0a238b78-503c-11f0-ba63-bae52c643599) * [Social Partners: Strengthen cooperation between national unions through training and exchange of good practices](https://us02tasks.zoom.us/?meetingId=X5yEp3P8RQKqP73Rqu20wA%3D%3D&stepId=0a238d30-503c-11f0-ba63-bae52c643599) * [Project Team: Organize final conference in Brussels on October 15th](https://us02tasks.zoom.us/?meetingId=X5yEp3P8RQKqP73Rqu20wA%3D%3D&stepId=0a238ede-503c-11f0-ba63-bae52c643599) * [Project Team: Prepare and publish executive summaries of comparative reports translated into national languages](https://us02tasks.zoom.us/?meetingId=X5yEp3P8RQKqP73Rqu20wA%3D%3D&stepId=0a239082-503c-11f0-ba63-bae52c643599) * [CELSI Team: Circulate presentations and notes from the webinar to participants](https://us02tasks.zoom.us/?meetingId=X5yEp3P8RQKqP73Rqu20wA%3D%3D&stepId=0a239230-503c-11f0-ba63-bae52c643599)   **Summary**  **Panel Discussion Planning and Coordination**  The meeting focused on organizing a panel discussion and managing technical aspects of the event. Marta coordinated with other participants, including Anna, Maciej, and SZALAY, to ensure smooth communication and presentation. They discussed the agenda, slide presentations, and the use of an active poll to prioritize topics. Marta emphasized the importance of time management and ensuring all panelists had equal opportunities to present and engage in discussions. The conversation ended with preparations for the upcoming panel discussion, including testing technical equipment and finalizing presentation materials.  **Care Sector Crisis Webinar Discussion**  The meeting began with introductions and technical checks for interpretation services. Marta, the managing director of the Central European Labor Studies Institute, welcomed participants to the webinar on the care sector crisis and collective bargaining in Central and Eastern Europe. The agenda was outlined, including presentations from Maciej Panku, Anna Mori, and Simona Brunnerova, followed by a panel discussion featuring representatives from trade unions, employers, and experts. The session aimed to explore responses to challenges in the care sector and concluded with a plan for key conclusions to be presented by Samantha Howe from EPSU.  **European Care Sector Funding Study**  Maciej presented a study on the care sector in 12 European countries, including new EU member states and Serbia. The study involved interviews with trade union representatives, employer organizations, and experts, revealing significant underfunding of care services compared to the EU average. Maciej highlighted that the care sector is relatively underrepresented by employer organizations in the region, leading to interviews with other relevant stakeholders. The study also found that public spending on long-term care is lower than the EU average in most countries, while early childhood education and care sometimes fare better.  **Challenges in Care Sector Unionization**  Maciej presented on the challenges and problems in the care sector, highlighting issues such as low wages, poor working conditions, and labor shortages. He discussed the difficulties in unionizing workers due to structural problems and lack of forward-thinking by policymakers. Maciej also touched on the negative media portrayal of the sector and the need for better social recognition of care workers. He concluded by outlining recommendations for trade unions, including advocacy activities and the implementation of action plans to improve working conditions in the care sector.  **Care Sector Challenges in Central Europe**  The meeting focused on a comprehensive report examining the care sector across 12 Central and Eastern European countries, highlighting significant challenges such as underfunding, labor shortages, and brain drain. Anna Mori, an expert on the care sector, commended the report for its methodological challenges and insights into the care sector's structural issues, including its treatment as a budgetary cost rather than a priority. Maciej acknowledged the report's findings on care drain and the unattractiveness of the sector to third-country immigrants, noting that the study did not cover questions about user associations or changes over time. The discussion concluded with Simona Brunnerova preparing to present findings on the Czech Republic and Slovakia, emphasizing the need for further research on user involvement and temporal trends in the care sector.  **Care Sector Challenges in Central Europe**  Simona presented a comprehensive overview of the care sector in Slovakia and Czechia, highlighting its fragmented structure, financing systems, and workforce challenges. She discussed the low staffing ratios, high reliance on informal carers, and precarious employment conditions in both countries, particularly in Slovakia. Simona also covered the social dialogue structures and collective bargaining processes in both countries, noting the challenges faced by trade unions in organizing employees in the care sector.  **Care Sector Bargaining Challenges**  The meeting focused on challenges in organizing and bargaining in the care sector across Central and Eastern Europe, with Simona presenting data on union organizing difficulties and collective bargaining practices in Slovakia and the Czech Republic. Marta led a ranking exercise using Slido where participants identified wages as the top challenge, followed by workload and care worker shortages. The panel discussion was then launched with Yana Hnykova and Anton Szalay from the Czech and Slovak trade union federations, along with European representatives Sylvan Renouel and Anna Mori, to discuss the identified challenges.  **Care Sector Challenges and Improvements**  The meeting focused on the challenges and potential improvements in the care sector, particularly regarding wages, working conditions, and visibility. Participants discussed the importance of social dialogue and collective bargaining to address these issues, highlighting the sector's lack of visibility compared to the hospital sector and the need for better recognition of care workers. They also touched on the complexities of funding and legislative frameworks in different countries, with Slovakia and the Czech Republic being used as examples to illustrate these challenges. The discussion emphasized the need for political attention and sufficient budgets to improve the sector's conditions and attract new staff.  **Social Care Workforce Challenges**  The discussion focused on challenges in the social care sector, particularly regarding collective bargaining and workforce issues. Hnykova highlighted difficulties in organizing workers in private sector institutions and noted that employers are often resistant to negotiations, while Sylvain emphasized the need for sufficient funding to enable wage increases through collective bargaining. Anna, a care sector expert, identified workload as the primary challenge, even in well-funded countries, and highlighted the importance of intrinsic motivation for caregivers, suggesting that emotional bonds with care recipients play a significant role in retention.  **European Care Sector Challenges**  The meeting focused on challenges in the care sector across European countries, particularly regarding funding, working conditions, and labor shortages. Anna highlighted the importance of funding and the emerging alliances between social partners against state underpayment and understaffing. Marta discussed the need for sectoral negotiations and suggested that employers might join forces with trade unions to address structural problems. Sylvain mentioned upcoming legislation in Slovakia aimed at improving funding for care services. The discussion also touched on the need to change the paradigm of viewing care work as "dirty work" and to improve the social identity and compensation of caregivers. Samantha, representing EPSU, expressed appreciation for the report and emphasized the importance of addressing these issues at the EU level.  **Enhancing Europe's Care Sector Future**  The meeting focused on the challenges and future of the care sector in Europe, highlighting geographical and systemic issues such as fragmented funding, low wages, and high workloads. Samantha emphasized the need to improve the sector's visibility, address staffing shortages, and shift the perception of care work from a cost to an investment. The participants discussed the importance of collective bargaining, social dialogue, and better campaigns to attract and retain workers. Maciej announced the upcoming final conference in Brussels on October 15th and the publication of executive summaries and policy papers in various languages. | |