

WICARE -

Surveying wages and working conditions in the Social Services

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- **Why WICARE ?**

- severe lack of information concerning wages and working conditions in the social services across EU and outside EU
- need for comparative information for collective bargaining strategies of unions at national and European levels

- **WICARE aims ...**

- to analyse wages, working conditions, occupational structures, skills and industrial relations in workplaces
- using a large-scale survey in print and a web survey

- **Funding**

- EU Industrial Relations and Social Dialogue Program

- **Partners**

- European Federation of Public Services Unions (EPSU)
- University of Amsterdam/AIAS
- CELSI research institute, Bratislava
- WageIndicator Foundation, Amsterdam

- **Time schedule**

- Dec. 2013 Start of project
- Jan. 2014 Start WICARE web-survey and print survey
- Jan.-Oct. 2014 EPSU affiliates invite workers to complete survey
- Nov. 2014 Final conference in Amsterdam
- Dec. 2014 Final reports for EPSU and affiliates (downloadable)



- **6 sectors covered ...**
 - Residential nursing care activities
 - Residential care for mental health and substance abuse
 - Residential care for the elderly, disabled and youth
 - Home care for the elderly and disabled
 - Child day-care activities
 - Social work, counselling, welfare, community or similar services
- **30 countries covered ...**
 - Austria, Belgium, Bulgaria, Cyprus, Czech Republic, Denmark, Finland, France, Germany, Greece, Hungary, Ireland, Italy, Luxembourg, Malta, Netherlands, Poland, Portugal, Romania, Slovakia, Slovenia, Spain, Sweden, United Kingdom
 - Armenia, Azerbaijan, Belarus, Kazakhstan, Russian Federation, Ukraine

The survey



- **Existing survey**
 - Existing web survey posted on national WageIndicator websites
 - Survey is in the national language(s) in many countries
 - Invitation to web visitor: please complete survey (prize incentive)
 - For WICARE customized version of the survey
- **Survey questions about ...**
 - Wages, bonuses, contribution & entitlement to social security
 - Working hours, overtime, weekend/evening/night work
 - Working conditions, work intensity
 - Employment contract, employment history
 - Occupation, education, region, religion
 - Household composition, age, country of birth
 - Well being and satisfaction with the job and pay

- **All websites: 3 pillars**
 - **Pay** -> up-to-date information about wages (Salary Check) and minimum wages
 - **Law & advice** -> up-to-date information about labour law, compliance form, Decent Work Check
 - **Career & training** -> tips for interviews and for training
 - All websites are in the main national language(s)
 - All websites invite visitors for the web survey
 - All websites answer visitor's emails
- **Web strategy**
 - Cooperation with trade unions and media partners with high Internet penetration: portals, newspapers, career sites
 - Web-marketing and search engine optimization attracts millions of web-visitors (2012: almost 20 million)

Survey customized for WICARE



- **Web survey**

- web survey customized for social services
- teasers to this web survey are posted on all national WageIndicator websites in the 30 countries
- web marketing to increase response to survey
- EPSU affiliates are asked to post links to the web survey on their websites

- **Print survey**

- print survey extracted from the customized web survey
- available in PDF and Word format
- EPSU affiliates are asked to print the survey in their magazines or to distribute it to workers at their workplaces or in meetings
- affiliates collect completed surveys and return these to EPSU

Nine topical reports

1. Employment contracts
2. Occupational structures and skills
3. Remuneration, overtime compensation
4. Participation in benefit and pension schemes
5. Workers' representation
6. Working hours, irregular hours
7. Working conditions, work-related stress
8. Satisfaction with pay and working hours
9. Socio-demographic characteristics

Four country reports

For countries with the largest response relative to the workforce in the social services

Reports resulting from survey - 2



Nine topical reports

In English

With 2-page summaries in four other languages

Four country reports

In English and in language of country at stake

Survey

January – October 2014

Affiliates distribute & collect survey

Social Services Working Group

22 January 2014, Luxembourg

presentation and discussion about project

9th EPSU Congress

20-23 May 2014, Toulouse

presentation of preliminary results

WICARE final conference

November 2014, Amsterdam

EPSU affiliates are invited to attend



Thank you for your attention



Please visit the websites

<http://www.epsu.org/a/10010>

[http:// www.wageindicator.org](http://www.wageindicator.org)

<http://www.wageindicator.org/main/Wageindicatorfoundation/projects/wicare>

UK customized web survey

<http://www.paywizard.co.uk/main/pay/salariesurvey/salary-survey-workers-in-care>

Contact

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