

Form of municipalisation ?

Municipality level. Shared responsibility with association with experience in the care sector since it may be more transparent than a company.

Worker's pay, conditions and trade union rights

In our sense, the public sector would take over the same workers and give no less favorable conditions than in the public sectors.

We provide the necessary trainings to those who don't have the required qualifications.

We encourage them to join the union to be protected against any kind of false allegations and also to look after the material, and to prevent physical risks.

Transfer

What to consider :

- if we want to cover the same amount of persons, with a better care and a more respectful attitude towards the workers' rights, we have to hire more people, which will cost a bit.
- We have to organize training sessions for the workers, also about security and safety
- To ensure that the employees have been vetted by the authorities to make sure that they are fit to practice in this sector.
- About transportation : look what is already in place : if the employees use their own vehicle, continue with that system making sure that they receive a good compensation for the use

of their own cars. If the cars are from the company, we have to look what's the best solution : leasing or buying new cars.

- Organize the communication around the new service provider : a launch of it.

Support

Council members, local media, local union branches and shop stewards, employees of the company, other local service providers

Knowledge and demands

We would need the expertise of care sector specialists, lawyers, trade union legal advisers, the employees themselves, ...

Success indicators

Happy clients and happy workers