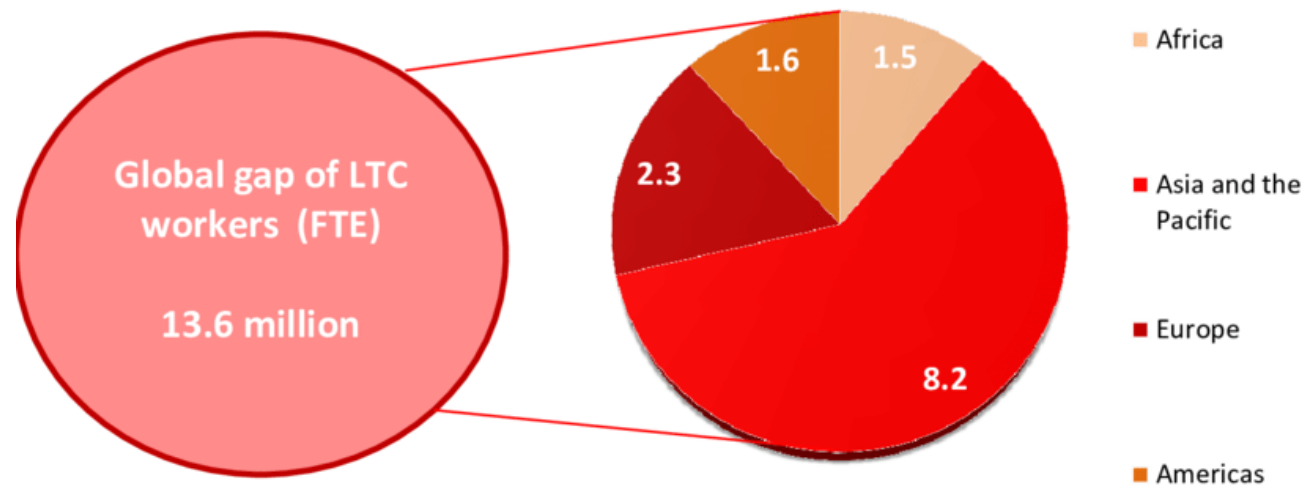


# Migration, mobility and ethical recruitment

Joint Seminar on Mobility and  
Diversity, 27 February 2020

EUROPEAN PUBLIC SERVICE UNION

# Europe lacks 2.3 million carers



“When interpreting these data it should be taken into account that figures reflect the current situation. However, the demand for LTC workers is expected to significantly increase in the future due to demographic ageing. Data sources suggest that the **number of LTC workers will need to double between the years 2008 and 2050 to maintain existing staffing ratio.**”

# Main motivations to migrate

- Better remuneration
- Safer environment
- Professional development and career advancement opportunities
- Improved working conditions and facilities
- Higher standards of living

# Challenges for sender countries

- Outward migration exacerbates an existing lack of careworkers.
- Public investment in training and education of workers is „exported“.



# What is ethical recruitment?

- Avoiding difficulties in meeting the requirements to care for their own ageing population in “sender countries”;
- Improving the mutual recognition of professional LTC qualifications;
- Ensuring fair contracting;
- Promoting inclusion in destination countries;
- Promoting gender-balance in recruiting.

What can social partners do to promote ethical recruitment?



# What can social partners do to promote ethical recruitment?

- Engage in collective bargaining in order to render salaries and working conditions more attractive in „sender countries“.
- Improve the transparency and effectiveness of the cross-border recognition of skills and qualifications.
- Enshrine the principle of „equal pay for equal work and work of equal value“.

# What can social partners do to promote ethical recruitment?

- Combat myths of migration and racism in all forms.
- Work to rebalance the workforce and recruit more men as carers.





# What can trade unions do to promote ethical recruitment?

- Trade unions can play an important role in ensuring that all workers are aware of their rights and legal protection is guaranteed.
- Works Councils can facilitate integration by directly supporting and giving advice to workers.
- Trade unions can make efforts to organise migrant workers, including self-employed workers and those working in private households.

# What can employers do to promote ethical recruitment?

- Employers can prevent abusive working conditions by hiring only via agencies that uphold ethical standards as well as by ensuring fair and transparent contracting.
- Employers and/or public authorities can contribute by providing language and vocational training.

# Possible questions for debate

- How could a comprehensive LTC staff recruiting strategy avoid the emergence of care drain?
- How to improve the recognition of professional LTC qualifications?
- How can we promote a framework of effective recognition of skills and qualifications?
- What measures serve to best support inclusion in destination countries?

Thank you for your attention!

EPSU

EUROPEAN PUBLIC SERVICE UNION