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Preprimary and long-term care services and the role of social partners in Slovakia

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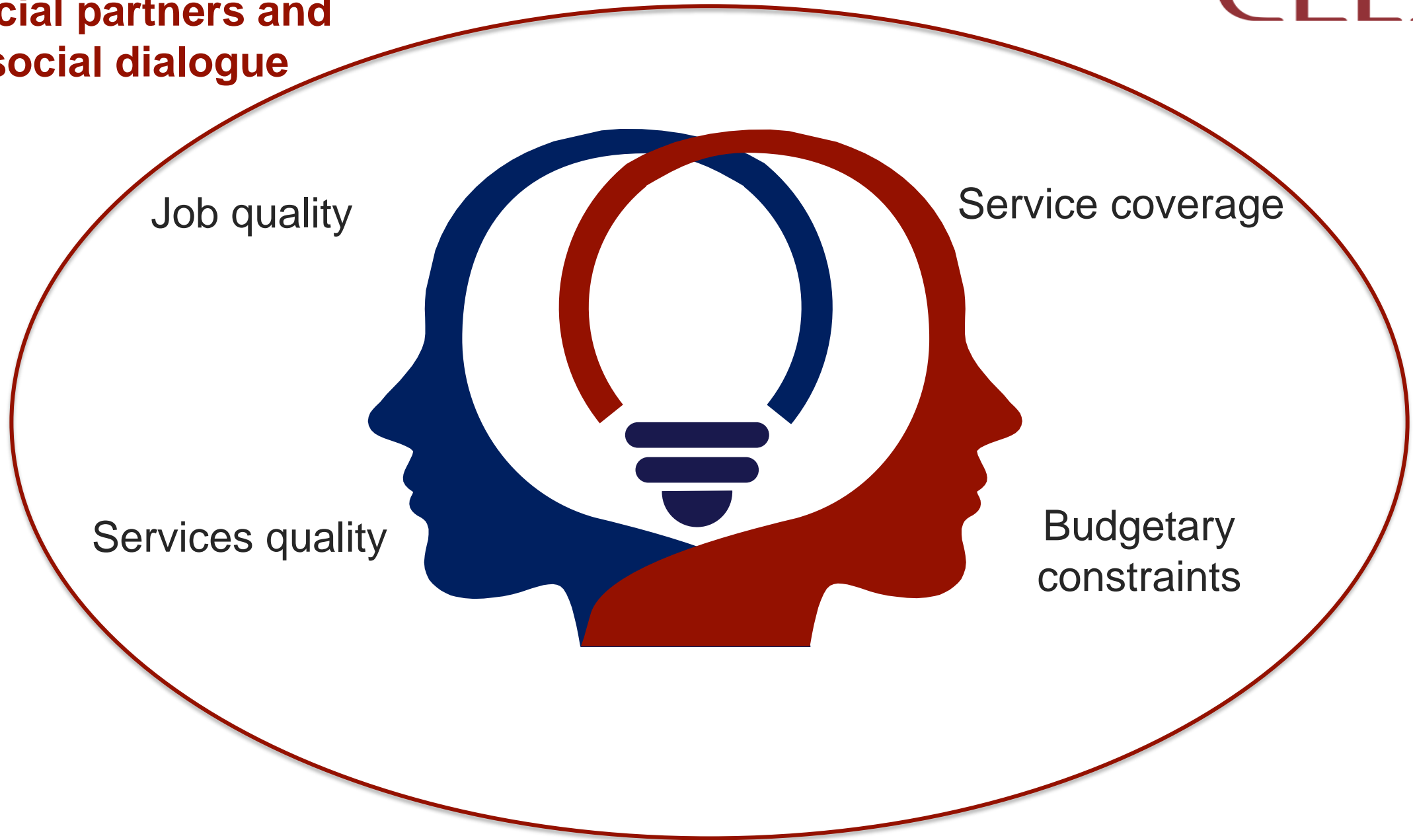
Incentives for care investment and support of social dialogue



- ✓ **Unmet needs** for ECEC and LTC
- ✓ Sectors with potential for job creation vs the job quality
- ✓ Sectors with dominant **female employment** - consequences (?)
- ✓ Care services as a means of **reconciling work and family** - the gendered care
- ✓ Increasing the demand for services - increasing the employment of women – retention and return to the labour market
- ✓ **Risk of social reproduction**, gender segregation – “feminised sector”
- ✓ Services for families - a pro-population factor (?)

Social partners and social dialogue

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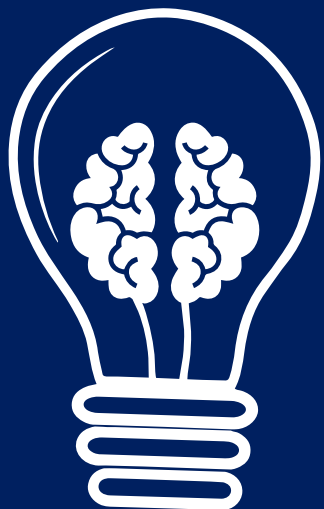
Slovakia – pre-primary services

Dimension	Main findings	Solutions
Service coverage	0-3y very low (social services) 3-6 relatively high (uneven distribution) - 78%/2020 children attending kindergartens (EU27/93%)	EU funds – state investments to increase the capacity (project lead – bureaucracy) New forms of ECEC- trade-off to services standards
Budget constrains	0-3y (?) 3-6y: Annual expenditure per pupil/student based on FTE: €3448 (EU2: €6 680)	EU funds – state investments to increase the capacity; Transferring the cost to clients
Job quality	Low wages, high work intensity;	Wage freeze till 2018; continual low wage increase without financial coverage to regional/local self-governments.
Service quality	0-3y not an education, but social service (?); 3-6y high quality - standards	Strict conditions to establish Call for standards – low enforcement
Social dialogue	No vocal national representatives – subsumed under general TU and EM; Important role of professional associations - TU and EM role	Centralised collective bargaining for wage increase for all public employees; Professional associations – focus on service standards and partial issues of working conditions

Slovakia – long-term care services



Dimension	Main findings	Solutions
Service coverage	Lack of residential and home care; Increasing demand – unmet needs	EU funds – state investments to increase the capacity (project lead – bureaucracy)
Budget constrains	0,9% of GDP - under the EU average (1,6%).	EU funds – state investments to increase the capacity (project lead – bureaucracy)
Job quality	Low wages, intensive work (mental health), low quality of working environment - lack of workforce; health and safety issues	Unsystematic pay contributions; Increasing the transfer of costs to clients;
Service quality	Uneven quality, lack of control, fatal injuries and neglect	Control of quality standards only recently in place
Social dialogue	National TU – lack of power National EM – plays the role of TU Important role of social actors – specialised advocacy NGOs	Centralised collective bargaining for wage increase for all public employees; Local solutions



ECEC practices - solutions to low coverage/accessibility of services, low wages, high work intensity, and staff shortages

01

Petržalka district – political will and civil dialogue

- ✓ Citizen pressures to address lack of capacity in kindergartens upon a change in local government – increase in capacity became a priority
- ✓ 3,5mil EUR invested from EU funds/grants

02

Professional and trade unions cooperation

- ✓ Professional associations in ECEC – 32 regional organisations
- ✓ Trade unions – strong sectoral social dialogue for all
- ✓ The lack of capacity creates pressure to reduce the quality of service and working conditions

01

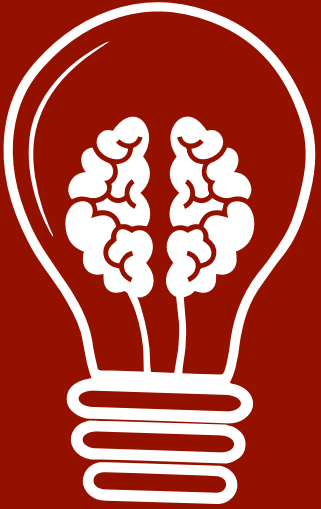
Solution

- ✓ Renovation of unused premises
- ✓ Attracting more staff: recruitment allowance, rental housing, free language courses
- ✓ Limited role of social partners, involvement of social associations (participative decision-making)

02

Solution

- ✓ Cooperation of all actors in informal groupings and creation of common pressure
- ✓ Lobbying and advocacy for the adoption or non-adoption of legislation



LTC practices to address the fragmentation and low quality of working conditions

03

Integrated social services Banská Bystrica region)

- ✓ Fragmentation of services in terms of type and founders of service.
- ✓ Lack of services and underfunding
- ✓ Addressing fragmentation in health and social services and geographical discrepancies, budget constraint

03

Solution

- ✓ Pilot model of community-based social service centres for seniors (funding from EC/Cohesion fund)
- ✓ Platform for service integration – various providers integrated
- ✓ Multilevel partnership (Ministry, universities in SK and Norway, municipalities, expert group

04

Coordinated bargaining for workers in LTC

- ✓ Investments deficit from the past
- ✓ Specific problems addressed: night work/shiftwork, changing rooms, health and safety, pay rise

04

Solution

- ✓ Good presence/network of union organizations at workplaces (social care homes)
- ✓ Support in capacity building, templates for coll. agreements, legal counselling, assistance in workplace-level bargaining



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