



## About the Federation of European Social Employers

The Social Employers is a European umbrella organisation, bringing together major employer organisations active in the field of social services. Our overarching aim is to be the voice for social services employers at European level.

The Social Employers take part in European social dialogue through the Sectoral Social Dialogue Committee for Social Services, together with EPSU and CEMR.

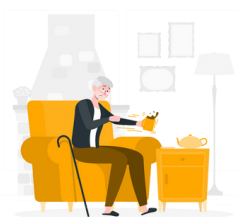
## Objectives

- Strengthen the position of employers in social services at EU and national level.
- Influence European legislation, in particular, through European social dialogue.
- Establish common positions between our members and engage with European trade union associations representing workers in social services.
- Stimulate the exchange of promising practices, research and experiences among employers in Europe.

## Scope

We understand social services to comprise of all care and support services, especially for:

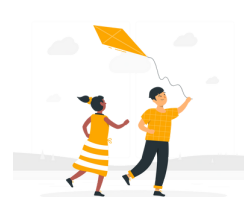
### Older people



### Persons with disabilities



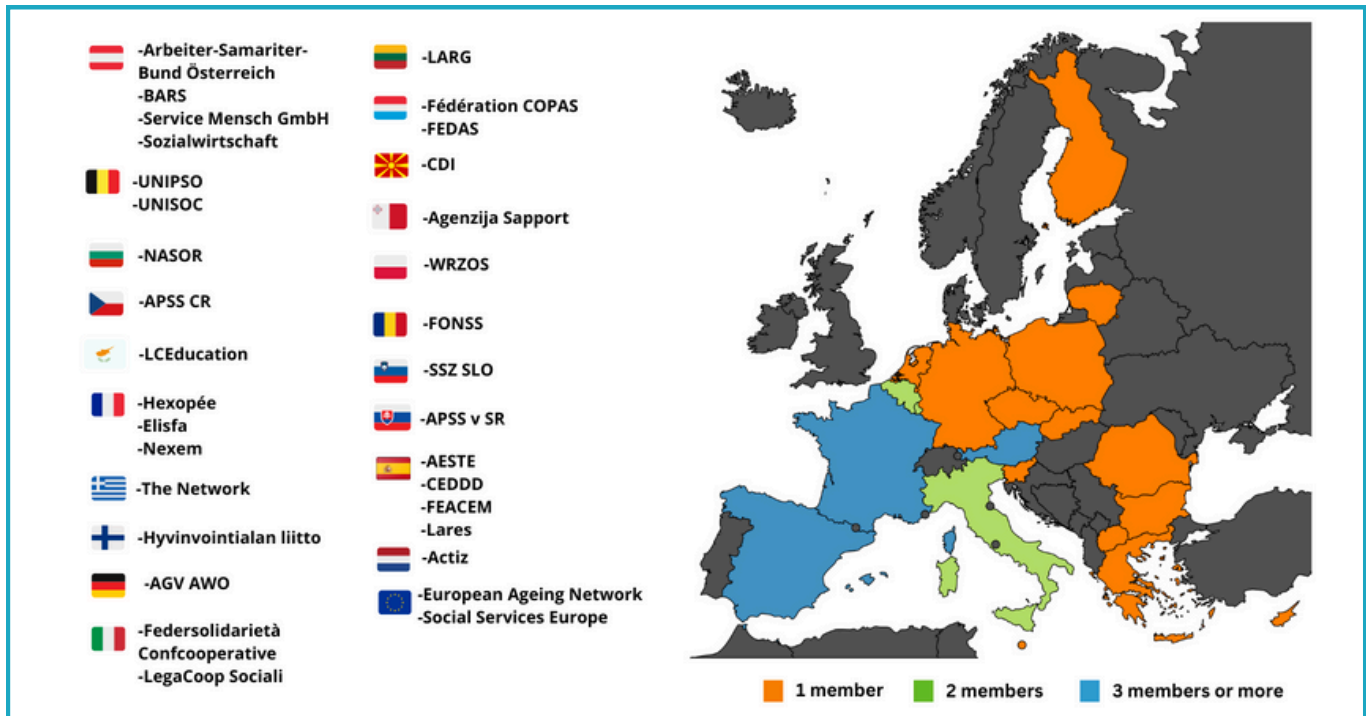
### Children



and other excluded and disadvantaged persons.

# Membership

Created in October 2017 with 6 founding Members, the Social Employers now has 34 members in 20 European countries and continues to grow.



## What the Federation does

In 2025, the Federation of European Social Employers has several key priorities:

- Working on skills and training needs in the social services sector and on how to ensure safe, and healthy working conditions in the sector, to be able to attract and retain the workforce.
- Developing its role as key partner to the EU institutions in their policy-making.
- Improving the exchange of information to, from and between members; and strengthen its identity towards EU partners and relevant stakeholders across Europe.
- Supporting national-level capacity building for social services employers.

# Social Dialogue

In July 2023, the European Commission set up a European sectoral social dialogue committee for social services. The Federation of European Social Employers, joined by CEMR, engage in this Committee with their trade union counterpart, the European Federation of Public Service Unions (EPSU).

The Social Employers and EPSU have collaborated since before the Committee's establishment and continue to do so today, producing joint outcomes and holding thematic seminars on key sector topics.

## The latest joint outcomes

- 15 Actions for Retention and Recruitment of Social Services Workers - Framework of Actions
- Contribution from the Social Services Social Partners to the European Commission Consultation on a new Action Plan for the European Pillar of Social Rights
- Labour shortages: Social Employers' and EPSU joint contribution to the European Commission Action Plan
- Event on Improving working conditions in social services: Recommendations on risk prevention and wellbeing at work
- European Commission's Action Plan on Labour and Skills Shortages: The Social Employers and EPSU Joint Contribution
- Social Employers & EPSU Joint statement European Care Strategy: Member States must act now!
- Social partners joint declaration - "European Care Strategy: strong social dialogue in social services needed".



## Projects



### **InGoodShape 2025 - 2027**

The project supports the European Care Strategy by showcasing good practices related to the social services workforce. It aims to improve working conditions by addressing physical and mental health risks such as Musculoskeletal Disorders and Psychosocial Risks, while also strengthening the capacity for social dialogue.



### **Equal-Care 2025 - 2026**

The EQUAL CARE project looks into tailored and innovative tools, training and awareness-raising initiatives to inform and empower workers, managers, employers, and HR professionals



### **Care4Skills 2024 - 2028**

A project designed to address the training needs within the long-term care (LTC) workforce in order to meet current and future challenges. The project is built upon the foundation of the Skills Partnership for Long-Term Care and recognises the significant impact of digital transformation and the increasing demand for person-centered care within the sector.



### **DEVCOBA 2024 - 2025**

Aims to examine the care labour market and its industrial relations, with a focus on early childhood education and care (ECEC) and long-term care (LTC) as a way to improve working conditions and reduce staff shortages in the care sector.

# Benefits of being a Social Employers member



**Diana Chiriacescu,  
Director of FONSS (Romania)**

*"The Social Employers helps us to build our capacity at national level, to gather in the future as an employer's organisation and have an impact on social policies."*



**Joëlle Garello,  
Board member of ELISFA (France)**

*"The Social Employers gives us the opportunity to participate in EU projects that help us to reflect together on our own promising practices."*



**Michiel Kooijman,  
Legal advisor at Actiz  
(Netherlands)**

*"Through the Social Employers, we regularly meet colleagues from other countries to discuss common challenges, such as the attractiveness in the social services sector."*



**José Luis Pareja Rivas,  
President of Grupo Social Lares  
(Spain)**

*"With the Social Employers we strengthen the representation of social services at EU level, bring new visions to EU and national Trade Union representatives and influence new EU regulations before they arrive in our country."*



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[Presentation video](#)

# FEDERATION OF EUROPEAN SOCIAL EMPLOYERS



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