

# Tailored guidelines summary: **PROFESSIONALISATION OF PHS WORKERS**

The demand for PHS workers is rising, but what exactly is PHS work? More than ever it is crucial for decision-makers at the national and European levels to give PHS workers access to a decent level of professionalisation, to guarantee the quality of services by providing a clear definition of tasks performed during both care and non-care activities.

## Why does the PHS sector need to be professionalised?

- Improve quality service provision;
- Improve the recognition and attractiveness of the industry;
- Address health and safety in a systemic way, focusing on prevention;
- Skills for workers, ensuring that workers have the skills to be effective;
- Organise workers to prevent isolation, which may lead to poor work conditions and in some cases abuse.

## What are the challenges?

- Lack of consistency in legal frameworks across Europe;
- Funding: how will training programmes be funded, and by whom?
- How will currently active workers access funding?
- Fragmentation and isolation – workers do not have a centralised worksite or hub, so it is very difficult to do outreach to these workers.

## Professionalisation in differing jurisdictions

**France:** a vocational training fund makes training available to all workers from their first day of work. The recognition of prior learning (*Validation des Acquis de l'Expérience* – VAE) is also used to ensure that previous experience is recognised. Social dialogue in France has supported the establishment of standards for workers.

**Sweden:** No minimum standard, however municipalities have designed training programmes.

**European projects:** **atHome** project led by the "Pour la Solidarité" think tank. One aspect of the project includes training. The PRODOME training kit for these workers, available in four languages with free access, and based on nine modules and practical experience, was created to adapt to the profile and needs of domestic workers.

**Germany:** Currently taking on an assessment project: 'Professionalisation and Quality Assurance of Household Services'. One objective to establish a training programme.

**Italy:** A new certificate (Certicolf) complying with the UNI technical standards is currently being developed through social dialogue.

## Recommendations moving forward:

1. Understand the skills gap and develop training opportunities;
2. Promote collective bargaining in the sector;
3. Conduct a study to better understand current education and qualifications to develop a European standard including equivalencies;
4. Recognition of skills and the creation of a universal skills account.

## Partners



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