

GOOD PRACTICES IN LABOR MOBILITY IN THE HOME CARE SECTOR

The home care sector is vital for the care of elderly, disabled and chronically ill people. Given the growing demand and inherent challenges, labor mobility can play a crucial role in ensuring the availability and quality of services. Below are examples of good practices in labor mobility in this sector, which have proven to be effective in various contexts.



1. TRANSNATIONAL TRAINING AND CERTIFICATION PROGRAMS

Initiative: Erasmus+ for Health Professionals

The European Union's Erasmus+ programme, traditionally associated with education, has expanded to include vocational training in the health and care sector. This program allows home care professionals to carry out exchanges and training in different EU countries, acquiring skills and knowledge that they can apply in their countries of origin.

Impact:

- Improving the quality of care through the exchange of good practices.
- Increase in the mobility and employability of workers.

2. DIGITAL JOB MATCHING PLATFORMS

Initiative: EURES (European Employment Services)

EURES is a cooperation network designed to facilitate the free movement of workers within the European Economic Area. The EURES platform includes a specific section for the home care sector, where job offers are published and resources for labor mobility are provided.

Impact:

- Reduction of the gap between labor supply and demand.
- Personalized assistance for workers and employers, including advice on working conditions and recognition of qualifications.

3. BILATERAL LABOR MOBILITY AGREEMENTS

Initiative: Germany-Spain Agreement on Labor Mobility in the Care Sector

Germany and Spain have established bilateral agreements to facilitate the labor mobility of home care professionals. These agreements include mutual recognition of qualifications, linguistic and cultural training programs, and support for the integration of workers into the new environment.

Impact:

- Orderly and managed flow of qualified workers.
- Improvement of service quality through specific training and integration support.

4. PROGRAMS TO SUPPORT THE INTEGRATION OF MIGRANT WORKERS

Initiativa: Carers Ireland's Integration Program

Carers Ireland, a not-for-profit organisation, has implemented an integration program for migrant workers in the home care sector. The program offers language training, cultural support, legal advice, and assistance in finding housing and social services.

Impact:

- Reducing barriers for migrant workers.
- Increase in employee retention and satisfaction.

5. COLLABORATION NETWORKS AND GOOD PRACTICES

Initiative: European Network for Quality in Home Care (ENQH)

The ENQH is a network of organizations and professionals dedicated to improving the quality of home care through collaboration and the exchange of good practices. The network organizes conferences, workshops and collaborative projects to promote labor mobility and knowledge exchange.

Impact:

- Fostering a cohesive and well-informed professional community.
- Diffusion of innovations and improvements in the sector.

6. QUALIFICATIONS RECOGNITION PROGRAMS

Initiative: System for Recognition of Professional Qualifications (SRCP)

The European Union's SRCP facilitates the mutual recognition of professional qualifications between Member States. In the home care sector, this allows workers to more easily move between countries without having to recertify in each new location.

Impact:

- Labor mobility without excessive bureaucratic barriers.
- Guarantee that workers have the necessary skills and knowledge to provide quality care.

7. USE OF INFORMATION AND COMMUNICATION TECHNOLOGIES (ICT)

Initiative: Telecare and E-Learning Platforms

Several home care organizations have implemented telecare and e-learning platforms to train and support mobile workers. These platforms provide ongoing training, support resources, and real-time communication with experts and supervisors.

Impact:

- Access to ongoing training and support regardless of location.
- Improving the quality of care through the use of advanced technologies.



SUMMARY

ILabor mobility in the home care sector can significantly improve the quality and availability of services. The good practices described here, including transnational training and certification programmes, digital platforms, bilateral agreements, integration programmes, collaborative networks, qualifications recognition systems and the use of ICT, are examples of successful approaches that can serve as a model for other regions and sectors. By adopting and adapting these practices, it is possible to address current and future challenges in the home care sector, ensuring quality care for those who need it most.

