

CURRENT CHALLENGES IN THE SECTOR: THE IMPORTANCE OF FAIR WORKING CONDITIONS IN HOME CARE

The home care sector plays an essential role in society, providing care to older adults, people with disabilities, or chronic illnesses. However, workers in this sector often face precarious working conditions, with low wages, grueling hours, and a lack of job security. Social dialogue is key to ensuring fair working conditions, promoting the dignity of workers, and improving the quality of service.



1. DECENT WAGES AND JOB STABILITY

Home care workers often receive insufficient compensation compared to the importance of their work. Through social dialogue between unions, employers, and governments, collective agreements can be established that guarantee fair wages and job security, reducing job insecurity in the sector.

2. WORKING HOURS AND CONCILIATION

Many caregivers work long hours without adequate regulation. Effective social dialogue allows for the negotiation of more flexible and balanced schedules, ensuring that workers can balance their personal lives with their work responsibilities without compromising their physical and mental well-being.

3. SAFETY AND PROTECTION AT WORK

Home care work entails physical and emotional risks. Through agreements within the framework of social dialogue, safety protocols, access to protective equipment, and psychological support can be established to ensure a safe and healthy work environment.

4. TRAINING AND PROFESSIONAL DEVELOPMENT

Access to continuing education is essential to improving service quality and providing career development opportunities for workers. Through social dialogue, policies can be promoted that facilitate professional training and certification, allowing caregivers to advance their careers and access better working conditions.

5. PROTECTION OF LABOR RIGHTS

Social dialogue also plays a key role in protecting the labor rights of home caregivers, ensuring fair contracts, overtime pay, and access to benefits such as social security, paid leave, and health coverage.

In summary

Ensuring fair working conditions in the home care sector not only benefits workers but also improves the quality of service provided to those most in need. Through social dialogue, agreements can be reached that promote decent wages, balanced workdays, job security, and access to training, thus strengthening a sector that is essential to society.