

## Annex

**Annex Table 1.**  
**Share of social service provider by type of employer**

Country	Public	Private for Profit	Private Not-for-profit
SE	50%	50%	
DK FOA 2017	89%	11%	
NL		100%	100% of residential LTC
DE (Destatis (2018); NEC2)	5%	45%	50%
LT	77%	10–20%	5-10%
PL	79%	21%	
SK Ministry of Labour, Social Affairs and Family	44%	56% (mix for-profit and non- profit)	
HU	Home care: 67%		Home care: 33%
ES Abellán García et al (2019)	37% (national) 28% (local)		18% church 17% other non-profit
IT (Lethbridge 2017)	10%	44%	46%
UK Skills for Care (2019)	22%	78%	

Sources: Eurofound (2020); source NEC (National Expert Correspondent) unless otherwise specified, figures (2018)

**Annex Table 2. Share of formal LTC workforce\* employed in the private (for profit and non-profit) sector and collective agreement coverage rate - 2019/20**

Country	Home care	Residential care	Collective agreement coverage rate in the formal LTC sector
SE	Medium-high (26-50%)	Low (0-25%)	High coverage (80-100%)
DK	Low (0-25%)	Low (0-25%)	High coverage (80-100%)
NL	High (76-100%)	High (76-100%)	High coverage (80-100%)
DE	Medium-high (51-75%)	Medium-high (51-75%)	Medium-low coverage (20-49%)
LT	Low (0-25%)	Low (0-25%)	Medium-low coverage (20-49%)
PL	Low (0-25%)	Low (0-25%)	Low coverage (below 10%)
SK	Medium-low (26-50%)	Medium-low (26-50%)	Medium-low coverage (20-49%)
HU	Medium-low (26-50%)	Medium-low (26-50%)	Medium-low coverage (20-49%)
ES	High (76-100%)	Medium-high (51-75%)	High coverage (80-100%)
IT	Medium-high (51-75%)	Medium-high (51-75%)	High coverage (80-100%) **
UK	High (76-100%)	High (76-100%)	Medium-low coverage (20-49%)

\* Following Pavolini and Malier (2025), formal LTC sector includes two main professional categories (nurses and personal care workers) delivering residential care or home care. It includes also domestic (including live-in) workers providing LTC services in or for a household or households within a paid work relationship, either as an employee or as self-employed, and either directly or through a third party (a public or private for profit or non-profit provider).

\*\* 100% in the public sector, 75-80% in the private sector

Source: Pavolini and Malier (2025), elaborations from Eurofound (2020). For the UK: estimates from Skills for Care (2019) are used for the share of the LTC workforce employed in the private sector, while data from Eurofound (2020) are used for collective agreement coverage.

### Annex Table 3. Proportion of pupils enrolled in ECEC by type of institution and by sector – 2023

Country	Early childhood educational development (aged 0-2) – ISCED 01****		Pre-primary schools (3 years until the starting age of primary school) – ISCED 02	
	Public	Private	Public	Private
SE	78.4%	21.6%	81.2%	18.8%
DK	84.8%	15.2%	77.9%	22.1%
NL	n.a.*	n.a.*	68.5% (2022)	31.5% (2022)
DE	27.0%	73.0%	35.6%	64.4%
LT	85.7%	14.3%	92.6%	7.4%
PL	n.a.*	n.a.*	71.7%	28.3%
SK	n.a.*	n.a.*	90.6%	9.4%
HU	80.6%	19.4%	77.7%	22.3%
ES	53.1%	46.9%	66.7%	32.3%
IT	47.7%** (2022)	52.3%** (2022)	72.8%	27.2%
UK	15.7%***	84.3%***	40.9%***	59.1%***

Source: Eurostat (2025)

\* Although Eurostat data is not available, for the Netherlands, Poland and Slovakia, ECEC services for children aged less than 3 years is predominantly provided by private (for profit or non-profit) organisations, while public provision is negligible. Public support is mainly delivered through demand-side subsidies. Moreover, in Poland and particularly in Slovakia the sector of ECEC services for children aged under 3 remains small: participation rate in formal services is moderate, though increasing, in Poland, and persistently low in Slovakia (OECD, 2023; Eurydice, 2022; 2025; European Commission, 2023; XXX, 2022).

\*\* Source: elaborations from national statistics (Istat, 2024).

\*\*\*Source: OECD (2025)

\*\*\*\* These ECEC services fall under the category ‘early childhood educational development’, ISCED 01, using the Eurostat category taken from the International Standard Classification of Education 2011.

### Annex Table 4. Summary of Joint Position Papers, Statement, Letters, joint events and thematic seminars *before* the formalisation of the SSDC for Social Services.

<b>Year</b>	<b>Joint PP, S, L</b>	<b>Joint events / Thematic seminars</b>
2018		Digitalisation in SS
2019	PP- Digitalisation in the social services sector	Recruitment and retention in SS
2019	L– Building EU social dialogue for the social services sector	ESD for SS
2019		Socially responsible public procurement for SS
2020	PP – Recruitment and retention in European Social Services.	How to manage diversity and mobility of the workforce in more attractive SS
2020	S – The Covid-19 Outbreak and Impact on Social Services	Safe and healthy workplace in SS during and after Covid and the role of Social Partners
2020	PP – Preparing the social services sector for the COVID-19 resurgence and increasing its resilience	
2021	S – The importance of developing social dialogue in the Social Economy	The impact of the Covid 19 pandemic on SS and the role of social dialogue
2021	PP – The forthcoming European Care Strategy	Preventing MSDs in the SS sector
2022	Ukraine	A big step towards a ESSDC for SS
2022	J Declaration – European Care Strategy: strong social dialogue in social services needed	Addressing workforce needs and challenges in social services to implement the European Pillar of Social Rights and the forthcoming EU Care Strategy
2023	S – European Care Strategy: Member States must act now!	Evolving jobs, skills and training needs in social services

**Annex Table 5. Projects in which Social Employers engaged in capacity building activities before and in view of the creation of the ESSDC for Social Services**

<b>Year</b>	<b>Project</b>	<b>Focus</b>
2018-2019	PESSIS	Promoting employers' social services in social dialogue
2022-2024	FORTE	European collaborative projects between SPs, EU agencies and researchers focusing on skills, and training
2021 – 2023	Foresee	Improving attractiveness of the sector
2023 – 2025	IWorCon	Improving working conditions

**Table 6. Members of the Federation of Social Employers (Full member: FM; Associate Member: AM; Observer Member: OM)**

<b>Country</b>	<b>Organisation</b>	<b>Type of</b>
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		<b>membership</b>
Austria	Arbeiter – Samariter – Bund Arbeiter-Samariter-Bund Österreichs (ASBÖ)	OM
	BARS - The professional association of employers in rescue and associated medical professions (BARS)	FM
	SERVICE MENSCH GmbH / Volkshilfe Niederösterreich	OM
	Sozialwirtschaft Österreich The Association of Austrian social and health care providers	FM
Belgium	UNIPSO (Union des entreprises à profit social)	FM
	Unisoc	OM
Bulgaria	The National Association of Socially Responsible Employers (NASOR)	FM
Czech Republic	The Association of the Providers of Social Services in the Czech Republic (APSS CR)	FM
France	Hexopée	FM
	Elisfa	FM
	NEXEM	FM
Greece	LCEducational	OM
	The Network of Service Providers for Persons with Disabilities (The Net)	AM
Finland	The Federation of Welfare Industries (Hyvinvointiala HALI ry)	FM
Germany	Arbeitgeberverband AWO Deutschland e.V. AWO Employers' Association (AGV AWO)	FM
Luxembourg	COPAS	FM
Macedonia	CDI	OM
Malta	Agenzija Sapport	AM
Netherlands (?)	ActiZ	FM
Poland	WRZOS - Wspólnota Robocza Związków Organizacji Socjalnych	AM
Romania	FONSS	AM
Slovenia	The Association of Social Institutions of Slovenia (SSZS)	OM
Slovakia	The Association of Social Services providers in the Slovak Republic (APSSvSR)	FM
Spain	Lares	FM
	AESTE	FM
	The Spanish Council for the Defense of Persons with Disabilities and/or Dependency (CEDDD)	FM
Ean – EU (Lux)	European Ageing Network (EAN)	OM
EU	Social Services Europe	OM
		<b>15 F; 4 AM; 8 OM</b>

**Annex Table 7. Members of EPSU**  
**(Full members, i.e. entitled to vote, either via the elected Titular or Substitute;**  
**Observing members, not voting)**

<b>COUNTRY</b>	<b>UNION</b>	<b>Type of membership</b>
Austria	Younion	T

	Vida	S
	Yunion	O
Belgium	ACV Puls	S
		T
Bulgaria	Trade Union of Administrative Employee	T
Czech Republic	OSZSP ČR, TUHCSS CR	T
Denmark	Fag og Arbejde/FOA	T
	Socialpædagogernes Landsforbund/SL	S
	OAO	O
Estonia	Rotal EB	T
Finland	JHL	S
	Superliitto	T
Cyprus		
France	CFDT Santé Sociaux	T
	FO SPS	S
	CGT Santé Action Sociale	O
	FSU	O
Germany	Ver.di	T
	Ver.di	O
	Ver.di	O
<b>Greece</b>	ADEDY	T
Hungary	Bddsz	T
Ireland	SIPTU	T
Italy	FP CGIL	T
Lithuania	LTUSE	T
Luxembourg	OGBL	T
	OGBL	S
Netherlands	FNV	T
Norway	NUMGE	O
	NSF	S
	NUMGE	T
	NSF	O
	Delta	O
<b>Poland</b>		
Romania	SANITAS	T
<b>Slovakia</b>	SOZZASS	T
<b>Slovenia</b>		
Spain	FSS-CCOO	T
Sweden	Kommunal	T
	Vision	S
	Kommunal	O
	ASSR	O
	Vårdförbundet	O
Turkey	Hizmet Is	T

		30 voting; 12 observing -
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**Data sources:**

Eurydice (2022), *Key Data on Early Childhood Education and Care in Europe – 2022*. Eurydice Report. Luxembourg: Publications Office of the European Union.

Eurydice (2025), *Key data on early childhood education and care in Europe – 2025*. Eurydice report. Luxembourg: Publications Office of the European Union.

ISTAT (2024), *I servizi educativi per l'infanzia in Italia. Stato dell'arte, personale e accessibilità dell'offerta Zerotre. Anno educativo 2022/2023*. ISTAT, Università Ca' Foscari. Roma: ISTAT.

Lethbridge J (2017) Project PESSIS 3: Promoting employers' social services in social dialogue. Final European Report 3, <https://www.socialserviceeurope.eu/pessis-iii>

OECD (2023), *Education at a Glance 2023*. OECD Indicators. Paris: OECD Publishing.

OECD (2025), *OECD Education and skill database*. Paris: OECD Publishing.