**MINUTES OF THE *EUROPEAN LEVEL CONSULTATION***

**May 14-15, 2025, Málaga (Spain)**

*European Consultation ”* was held in a mixed format (in person and two people online) within the framework of the MOBILECARE project, with the attendance of participants from all of the project's partner organizations.

The event began with a greeting and welcome to attendees by the representative of the beneficiary organization, FPP, and the introduction of the event attendees and their organizations. The planned topics, summarized below, were discussed.

Presentation and analysis of National Reports **,** where each Organization made an intervention highlighting the situation of home care in their country and the challenges that need to be addressed, highlighting the following as common lines of interventions carried out by the project partners:

* Coverage difficulties exist for people in need, leading to a debate between promoting residential and home care.
* There is a need to establish skills and training for caregivers given the lack of specific regulations on this topic in some states and within the general EU framework. The possibility of establishing transnational regulations on this matter to cover the mobility of workers is being analyzed.
* Aspects related to legislation regarding the hiring of foreign workers and the relationship between this legislation and social dialogue were analyzed, with differences noted among States in how these relationships between this dialogue and legislation are established.
* There is a need for caregivers to meet the needs of older adults in their homes and the inclusion of third-country nationals in this work. It is suggested that there should be more policy implications and public subsidies to meet these needs.
* Situations of worker abuse ( semi- labor exploitation) often occur in the hiring of migrants, especially due to the publication of job offers that do not match the work that is subsequently required.
* There are problems with the care and defense of the interests of home care workers by unions and workers' representative bodies; as well as a lack of control and oversight by the labor authorities over the hiring, necessary professional qualifications, and working conditions of home care workers, given the privacy of the home where they perform such work.
* Analysis of the possibility of hiring several caregivers to cover the entire daily schedule for a person with these needs. Questions were raised regarding the caregivers' schedules , the cost involved and how this could be met, and aspects related to social security contributions.
* And a lack of public resources to meet the needs of an aging population that requires care in their private homes, considering that home care is very expensive and not easily affordable for families,

Finally, a brief commentary was made on the differences found in the responses of partner countries in the initial analyses of the surveys being conducted, following the *Delphi method* to prepare the policy document.

Key issues for social dialogue on intra-EU labour mobility in home care services I: Working conditions and undeclared work: challenges and solutions

This agenda item occupied a large portion of the two-day *international consultation* . Among the keynote addresses, the following stand out:

* Why undeclared (irregular or illegal) hiring exists and what measures could be taken to regulate these workers.
* As an option to ensure the legality of contracts, the possibility of using the *community talent registry is proposed* , establishing the same for the care sector.
* The existence of problems for caregivers in establishing their working conditions in the home, highlighting situations of vulnerability of their labor rights and lack of guarantees, especially regarding the working day and what it should be to care for people in need.
* All partners agree that the existence of collective agreements regulating the working and professional conditions of caregivers is the appropriate tool to resolve many of the problems raised, and they emphasize how these collective agreements are the result of collective bargaining. Regarding this, the different situations regarding labor relations systems in each country are analyzed, establishing very similar situations in Spain and Italy, with collective agreements in different areas containing these regulations, compared to situations, such as in Poland, where these participatory systems that allow for establishing these working conditions do not exist, with only social dialogue, which is merely consultative.
* There is a need to analyze the different situations in each country to establish the conditions for care workers; for example, with the establishment of well-organized rotating work to guarantee the worker's right to rest while also meeting the care needs of the person in need; along with new forms of employment to provide a variety of approaches.
* All members agree that unions should be responsible for caring for and guaranteeing the rights of care workers; however, the problem is the difficulty of providing these services in private homes and the low level of membership among these workers (especially those who are not regulated, for fear of losing their jobs or being expelled from the country if they file a lawsuit).

Key issues for social dialogue on intra-Community labour mobility in home care services II: Skills development and recognition: challenges and solutions

Finally, the issues raised in the statement of the point are addressed, with contributions from each country explaining whether there are any qualifications required in their field to work as a caregiver, who provides those qualifications, and who bears the costs of that training.

The interventions carried out reveal the existing differences in this area and the need to establish European regulations that provide homogeneity to these situations and also allow for mobility between countries.

This need for training is also emphasized to ensure that quality service is provided to people with care needs, suggesting that specific training should be explored for specific "pathologies" such as Alzheimer's.