



IMPROVING WORKING CONDITIONS FOR LONG-TERM CARE WORKFORCE – WHAT WORKS IN PRACTICE?

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Improving Working Conditions in LTC

- How to improve conditions in practice?
 - ✓ Adequate training for care workers
 - ✓ Occupational Health and Security
 - ✓ Collective bargaining and social dialogue
 - ✓ Quality of care
 - ✓ Tackling Gender Stereotypes

Adequate training for care workers

- Practical course for less different workers
- Continuing Training with Reskill
- Qualified training for Care Worker's career



Occupational Health and Security

- High Standards of Occupational Health and Security
 - Continuing Training with Reskill
 - Training for Violence Prevention
 - Formation for prevention occupational injuries
 - Adaptation of workplaces
 - Good Practice Manual for Occupational Health and Safety



Collective bargaining and social dialogue

- Government's multi -annual agreement with the institutions providing care
 - Inclusion of working conditions in LTC

Quality of care

- Quality Manual for LTC Typologies
- Quality Indicators
- Quality Accreditation System
- Training in quality of focus on continuing improvement



Tackling Gender Stereotypes

- Stereotype Fighting Campaigns in LTC
- Training of caregivers
- Incentives for hiring male caregivers
- Quality indicators with gender imbalance assessment



Take Home Message

Best Working Conditions Result in Better Care!!

Best working conditions attracts the best workers!

THANK YOU!!

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