

# SOCIAL COHESION JOBS

ESEC OPINION - JULY 2022

The Covid crisis has seen an increasing number of warnings about the **lack of attractiveness of the social and educational professions**. While much attention has been focused on health professionals, the social and educational professions have also been heavily involved, without their work being recognised to the same extent.

## 31%

**OF THE FRENCH POPULATION** said they felt vulnerable in 2020 (+10 points compared to 2018) (CREDOC, 2021)

However, these professionals are indispensable. They contribute to **maintaining solidarity and to the development of social and civic life of the country**. By taking care of society's most dependent people, they take the pressure off families and enable everyone to find a job, which benefits both companies and economic life.

## 30%

**IS THE RATE AT WHICH SALARIES** in the social and medico-social professions **WILL FALL BEHIND** the rise in prices in France (HCTS, 2022)



## What does the future hold for the social cohesion professions?

The EESC is putting forward **20 recommendations** for the establishment of an action plan to improve the standing of social cohesion jobs.

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AN OPINION SUPPORTED BY  
FEEDBACK FROM THE FIELD:

- **More than 5,000** professionals, trainers, students and care receivers or their families have contributed to the participatory platform
- **50** of them took part in the discussion day organised at the EESC to jointly prepare recommendations
- **150+** stakeholders involved in the field were heard by the Labour and Employment Committee
- **3** field trips

Professionals from the social sector are expressing deep concerns about the meaning and organisation of their work, as well as about their pay and employment conditions.



# THE EESC'S RECOMMENDATIONS FOR A COMPREHENSIVE POLICY TO IMPROVE THE STANDING OF SOCIAL COHESION JOBS



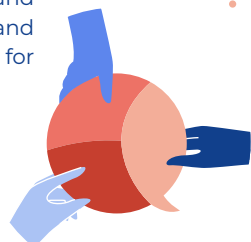
## 1 RESPONDING TO THE SHORTAGES AND GENERAL MALAISE IN THE SECTOR BY MAKING THE PROFESSIONS MORE ATTRACTIVE

- **Fund an overall increase in wages**, ensuring a clear improvement of the minimum social benefits over and above the national minimum wage, and extend the 183 euro increase announced by the government to all employees.
- **Launch a recruitment campaign**, in particular at the sub-baccalaureate and baccalaureate levels, to prepare for state diplomas involving work-study training.
- **Improve the ability of consultation forums and social and economic committees** to warn of deteriorating treatment conditions or the emergence of deprivation inflicted on the people in their care.
- **Promote professions in the social field through cultural means and via a communication campaign** focusing on the ethics and values of social work.



## 2 MAKING WORK MEANINGFUL ONCE AGAIN THROUGH BETTER WORKING CONDITIONS

- **Ensure better support and high quality dialogue with people:**
  - by setting supervision rates for the groups concerned and ratios of qualified staff for all social and medico-social establishments and services, and for facilities approved for the collective reception of minors
  - by removing limitations on the duration of support, nomenclatures of acts or steering indicators imposed on professionals
- **Improve dialogue with professionals, users or their families** concerning the way the operation of existing structures is changing.
- **Simplify and reinvent funding arrangements** based on qualitative and social utility indicators.



## 3 ANTICIPATING FUTURE CHANGES IN ACTIVITIES AND IMPROVING ONGOING TRAINING

- **Strengthen the role of the High Council for Social Work (HCTS) and its local branches**, through the significant presence of the people it serves and through a mission to assess and advise on social action policies.
- **Improve ongoing training to adapt it to the specific characteristics of social and educational action** and to respond to changing needs, practices and public policies. To this end, the EESC urges the social partners in the professional sectors to invest in a training system financed by redirecting existing resources, through contractual funds and/or public support.

