

# DEVCOBA

Developing Collective Bargaining in the Care Sector

## SHAPING THE FUTURE OF CARE Working Conditions, Job Quality and Social Dialogue

### Final Conference - DEVCOBA Project

**REGISTER HERE**

**Date:** Thursday, 11 December 2025

**Time:** 9:30 – 16:30

**Place:** Muntpunt Library, Room “Literair Salon”, Floor S1, access via [Rue de l'Ecuyer 26, Brussels](#)

**Interpretation:** English, others tbc

### About the project

**DEVCOBA** examines employment relations and working conditions in the care sector across six countries (Denmark, Germany, Italy, the Netherlands, Slovakia, and Spain), with a specific focus on early childhood education and care (ECEC) and long-term care (LTC). The project investigates how strengthening collective bargaining, and representation can enhance working conditions, improve job quality, and address staff shortages.



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## Draft programme

**09:00 – 09:30**      **Registration and Coffee**

**09:30 – 09:45**      **Welcome and introduction**

- Introduction, Anna Mori, Project Investigator, University of Milan

**09:45 – 11:15**      **Strengthening Collective Bargaining in Care: Expanding Coverage Across the EU**

*Moderator: Samantha Howe, Policy Staff – Social Services, EPSU*

- Synthesis of project findings, Anna Mori, University of Milan
- Roundtable discussion with insights from the project's researchers (Denmark, Germany, Italy, the Netherlands, Slovakia, and Spain)

**11:15 – 11:35**      **Break**

**11:35 – 12:45**      **Understanding Workers' Perceptions of Job Quality, Work Conditions, and Representation**

*Moderator: Marta Kahancová, CELSI (tbc)*

- Live poll: *How do we think caregivers perceive their job?*
- A shared dialogue among social partners from the project countries (Denmark, Germany, Italy, the Netherlands, Slovakia and Spain)

**12:45 – 13:45**      **Lunch break**

**13:45 – 14:45**      **What makes Quality Jobs in the Care Sector?**

*Moderator: Eileen Rocard, Independent consultant, Advisory Board*

- Eurofound study on Wages in Social Services
  - Hans Dubois, Eurofound research manager, and member of DEVCOPA Advisory Board
- The European Pillar of Social Rights Action Plan
  - Flaviana Teodosiu, DG Employment, Social Affairs and Inclusion, Social Protection Unit (tbc)
- The Quality Jobs Roadmap
  - Sven Matzke DG Employment, Social Affairs and Inclusion, Social Dialogue Unit (tbc)

**14:45 – 16:00**

**Working groups discussion: Strengthening Collective Bargaining and Enhancing Job Quality**

- Working Group 1: Strengthening collective bargaining
  - o Facilitator: Manuela Galetto, Warwick Business School
- Working Group 2: Solutions to labour shortages
  - o Facilitator: Stefano Neri, University of Milan (tbc)
- Facilitators reporting back from working groups

**16:00 – 16:30**

**Conclusions**

- Samantha Howe, EPSU and Sylvain Renouvel, Social Employers: The Framework of Actions on Retention and Recruitment in Social Services and its implementation.
- Closing remarks by Anna Mori, Project Investigator, University of Milan