

# CARE PROFESSIONS IN LONG-TERM CARE. DIMENSIONS AND CHALLENGES FOR POLICY AND PRACTICE



Thursday, 25 September 2025 | from 9:00 to 13:00



**La KOP**

Salle Barcelone

Rue Coenraets, 72 - B-1060 Brussels (Saint-Gilles)



The event will be held in a **hybrid format**, with the option to participate online.

**Registration is mandatory**, and the access link will be shared with registered attendees one day prior to the event.

To confirm your participation, please fill out the **registration form** available at [this link](#) or access it using this **QR code**:



**Background and Rationale** | The long-term care (LTC) sector across Europe is undergoing significant transformation, driven by demographic shifts, increasing and evolving care needs and enduring structural challenges. One of the most pressing concerns is the sustainability and resilience of the **care workforce**. As already discussed in the EU Care Strategy (2022), there is a growing emphasis among Member States on improving working conditions, supporting work-life balance and ensuring equitable access to quality care services. The strategy also outlines objectives to further formalise the LTC sector and enhance recognition and support for informal carers. In this respect, findings from the LeTs-Care project highlight that the care workforce in European LTC systems is **highly fragmented** and **diverse**, shaped by significant **structural variations** both across and within countries.

These differences pose critical challenges for workforce planning, coordination, and policy harmonisation at national and EU levels. Furthermore there is no single, unified concept of what constitutes LTC work. Instead, LTC labour markets are stratified by professional roles, institutional frameworks, qualification levels, employment arrangements, and governance structures.

This **segmentation** reflects **broader cleavages**: between health and social care sectors; between public, private for-profit and private non-profit providers; and between central and local governance levels. The result is a multi-tiered system of care work, marked by inequality in recognition, pay, working conditions and training opportunities.

Furthermore, the **quality and sustainability of LTC work** is under increasing strain due to growing care needs, demographic ageing, staff shortages, and changing expectations around what constitutes meaningful, dignified care.

**Objectives** | In this Policy Lab, organised by REVES – European Network of Cities and Regions for the Social Economy, in the context of the EU-funded [LeTs-Care project](#), we will explore the different dimensions of care work. The event will provide a space for dialogue to understand challenges, share promising practices, and co-design policy recommendations for a fairer and more sustainable care ecosystem.

In a nutshell, the event will aim to:

- **Present and validate the project's preliminary results** on the specific LTC policy and practice challenges through dialogue with key stakeholders.
- **Facilitate multi-level, cross-sectoral exchange** to enrich project findings with diverse institutional, regional and grassroots perspectives.
- **Refine the key challenges** in the long-term care sector, expanding knowledge of systemic and practical issues in both the formal and informal long-term care domains, and connecting expert knowledge and direct experience to produce useful ideas and contributions for policy work.

The working language will be English

The LeTs-Care Consortium



UNIVERSITEIT VAN AMSTERDAM



University of  
Management  
and Economics



Roskilde Universitet



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# THE POLICY LAB'S PROGRAMME

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|-------|--|
| 8:30  | <b>Registration of participants</b>  |
| 9:00  | <b>Part 1: Welcome and Introduction</b> <ul style="list-style-type: none"><li>• The <u>LeTs-Care Project</u>. Framing the topics</li><li>• Research insights: Presentation of the chosen key policy challenges in professional and informal care</li><li>• The Policy Lab: objectives and organisation</li></ul>   |
| 9:40  | <b>Part 2: Multi-Actor Roundtables</b><br>Parallel breakout sessions with testimonials <ul style="list-style-type: none"><li>• Session 1: <b>Workforce Shortages, Recruitment Bottlenecks and the Role of Migrant Workers.</b> Improving working conditions and job quality in formal care</li><li>• Session 2: <b>Supporting Informal Carers and Building Bridges with Formal Systems.</b> Supporting, recognising and integrating informal carers. Better transitions and coordination between informal and professional care</li><li>• Session 3: <b>Precarious Working Conditions and Unequal Recognition Across the Sector.</b> Policy tools and funding mechanisms to support the mixed care workforce</li></ul> |
| 11:10 | <b>Coffee Break</b>  |
| 11:30 | <b>Part 3: From Challenges to Change</b> <ul style="list-style-type: none"><li>• Plenary: reports from groups</li><li>• Policy roundtable: key stakeholders reflect on pathways to reform</li></ul>  |
| 12:40 | <b>Part 4: Closing Remarks</b> <ul style="list-style-type: none"><li>• Summary of insights and next steps</li><li>• Feedback loop into the LeTs-Care project and future advocacy</li></ul>   |
| 13:00 | <b>End of the Policy Lab</b>   |

### Confirmed panellists:

- DIANA DOVGAN, Secretary General of the **European Confederation of Industrial and Service Cooperatives - CECOP**
- ANA UMBELINO, Member of **GECEs** (European Commission Expert Group on the Social Economy and Social Enterprises), Deputy Mayor of the **Municipality of Torres Vedras (PT)** and President of **REVES**
- PIETRO BARBIERI, Member of the **European Economic and Social Committee**
- SEBASTIAN GONZALEZ, Policy and Advocacy Officer on Disability and Care Policies at **COFACE Families Europe**
- ADAM ROGALEWSKI, Policy Officer Health and Social Services at the **European Federation of Public Service Unions - EPSU**

Invited speakers from the **European Parliament** and the **European Commission, DG EMPL**