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GENERAL ASSEMBLY meeting

ATHENS - GREECE
THEOXENIA PALACE HOTEL

Meeting room: APHRODITE
WI-FI code: theoxenia123

September 25th, 2024

1. Welcome word by Jiří Horecký



2. Agenda proposal

AGENDA

Part 1 – chaired by Jiří Horecký

1. Welcome word by Jiří Horecký
2. Agenda proposal
3. Minutes from the last GA meeting – Tallinn 5/2024
4. Welcoming of new EAN members and guests
5. Round table of participants and guests
6. EAN financial matters
 - a. Membership fee invoices – recap M. Buffa, K. Vostrý
 - b. EAN partnerships in 2024 and 2025
7. EAN congress 2026 / 2027
8. EU affairs M. Smeets
 - a. EU Parliament
 - b. New EU Commission
 - c. Opportunities for EAN
9. FESE updates
10. GAN activities in 2024 and 2025 V. Rayner
11. Next EAN WG on Funding in social services A. Koster
12. EAN activities – projects, EAN certificate, E-Qalin, EAN reports
13. ARJO presentation U. Olsson

flexible coffee break around 15:45

Part 2 – chaired by Aad Koster

14. Becton Dickinson introduction (10") J. Hodek
15. Document on 10 points to tackle and solve the Workforce shortages J. Kabas
16. AGE Platform Europe – current activities M. Mannerholm
17. Social Services Europe – current activities A. Koster, M. Smeets
18. ECREAS developments F. Lapré
19. Reports from members and guests
20. Miscellaneous & Discussion
 - a. Next General Assembly meeting in spring 2025
 - b. EAN Webinar on Digitalisation in LTC M. Smeets, V. Husakova

3. Minutes from the last GA meeting – Tallinn 5/2024

- No remarks

Venue: Venue: NORDIC HOTEL FORUM, Viru väljak 3, 10111 Tallinn, Estonia. Meeting room: Hall Vega

Present: See the annexed list of participants, a supermajority of the members is present in person or by proxies

Agenda: Attached

PART 1 – CHAIRED BY JIŘÍ HORECKÝ

01. Welcome words by Jiří Horecký + Vambola Sipelgas

- Mr. Jiří Horecký (JH) and Mr. Vambola Sipelgas welcomed delegates, new EAN members and guests at the GA meeting in Tallinn.

02. Agenda proposal

Proposed agenda (attached) of the GA meeting was approved.

03. Minutes from the last GA – Glasgow 9/2023

- GA members **adopted** the Minutes of the meeting in Glasgow 9/2023.

04. Round table of participants and guests

All participants introduced themselves to each other

05. Welcoming of new EAN members

- President Horecký welcomed all new EAN members once again and officially handed over the membership certificates of these organizations: Lopital NL, Unimes FR, Federation LTC Romania

06. EAN financial matters

a) Financial result 2023

- Financial balance of 2023 is **+1.050,- EUR** (including all EU project cofundings)
- Delegates received a complete summary of costs and benefits (including the project part)

FINANCIAL BALANCE OF 2023 WAS APPROVED BY GENERAL ASSEMBLY.

b) Auditors report 2023

- EAN auditors presented their report of 2023:

A. Kumpu, E. Führer

4. Welcoming of new EAN members and guests

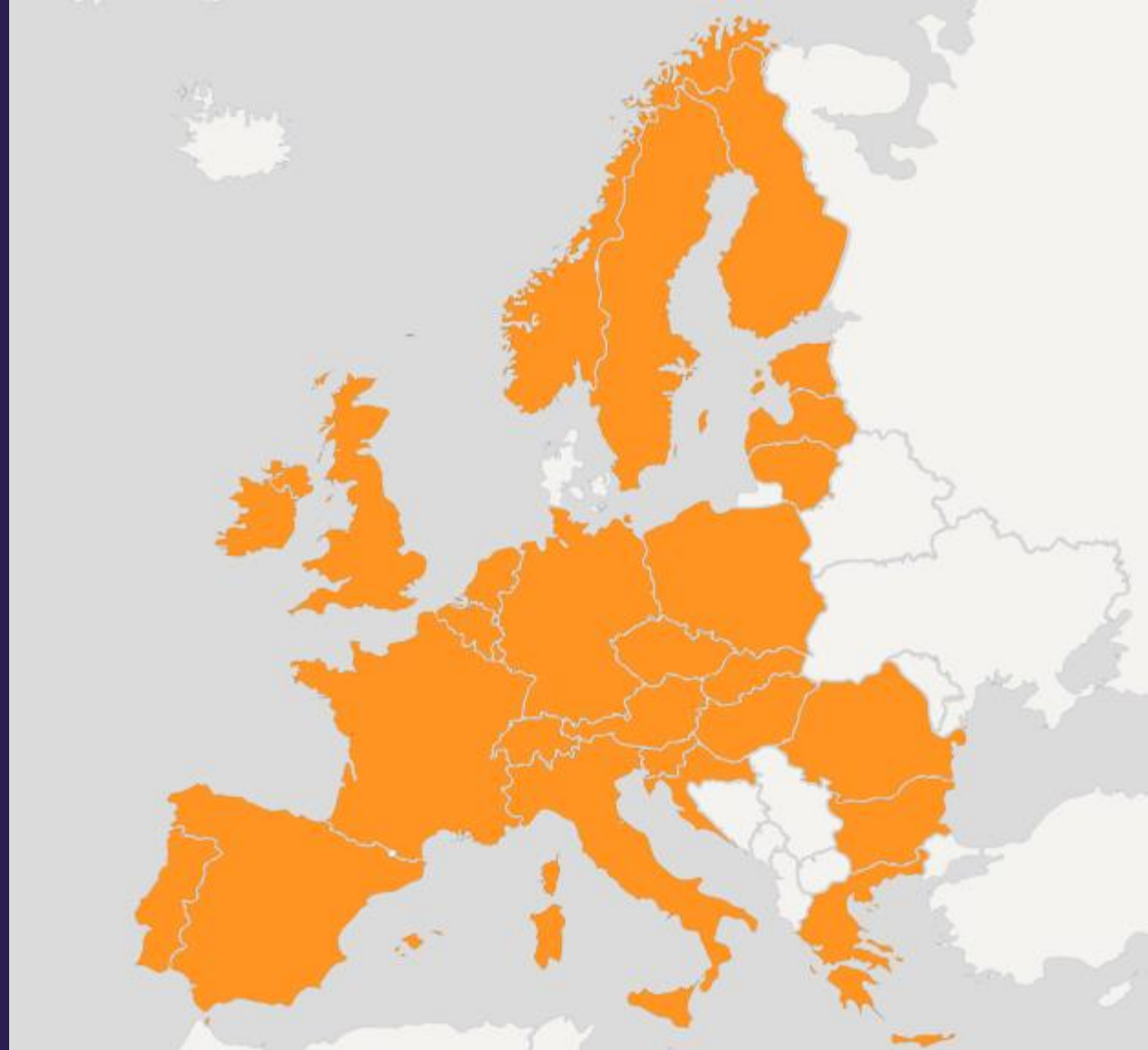
- Labor Mobility Partnerships gGmbH - Germany - Salvatore Petronella
- SERVIOR – Luxembourg – Alain Dichter – from 1.1.2025



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5. Round table of participants and guests



6. EAN financial matters

- a. Membership fee invoices – recap
(Miriana, Karel)
- b. EAN partnerships in 2024 and 2025

PARTNERS:



7. EAN CONGRESS 2026 / 2027



8) EU affairs



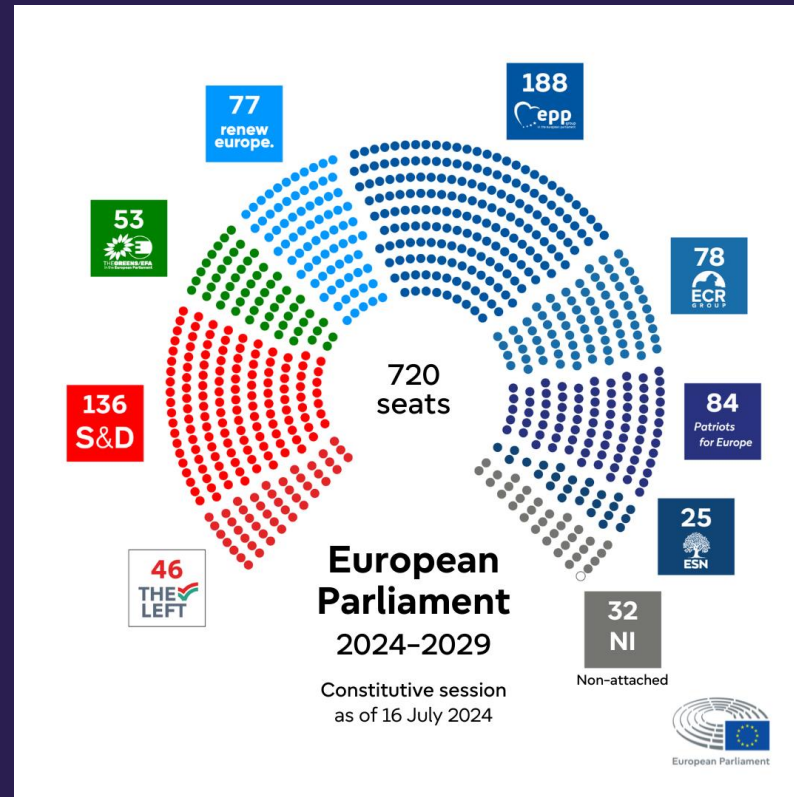
- a. EU Parliament
- b. New EU Commission
- c. Opportunities for EAN

New EU constellation

- European parliament: June 2024 elections
 - 720 MEPS, rightward shift, consolidation of the political center
 - No single bloc emerged with an overall majority
 - Centrist parties support a second term for Ursula von der Leyen
- European commission
 - Reflecting election results
 - Gender balance
 - Draghi report: geo-political, competitiveness

European parliament

- 720 MEPS, rightward shift, consolidation of the political center
- Committee structure maintained: IMCO, EMPL, SANT, DROI
- Intergroups: still under discussion



European commission

- Big re-schuffle of portfolios and responsibilities
- Mission letters => Commission workplan
- First 100 days:
 - Enlargement policy review
 - White Paper on Defense
 - Vision for Agriculture and Food
 - Clean Industrial Deal
 - Youth Policy
 - AI Factories Initiative
 - European action plan on the cybersecurity of hospitals and healthcare providers

European commission

- Re-shuffle of portfolios
- New hierarchy
- Our new counterparts:
 - **Roxana Mînzatu** (ROM; PES/S&D)
People, Skills & Preparedness
 - **Stéphane Séjourné** (F; ELP/ALDE),
Prosperity and Industrial Strategy
 - **Dan Jørgensen** (DK; PES/S&D)
Energy and Housing
 - **Glenn Micallef** (MT; PES/EPP)
Intergenerational fairness
 - **Oliver Varhelyi** (HU, Patriots for EU
Health and animal welfare



European commission

Roxana Mînzatu [ROM; PES/S&D] People, Skills & Preparedness

- Tackle the skills and labour gap, Skills portability directive, Pact for skills
- Union of Equity
- Mental health of children and young people
- European Pillar of Social Rights, New Action Plan for EPSR (2025)
- Quality Jobs Roadmap, Action plan workforce LTC
- EU Anti-Poverty Strategy
- European Affordable Housing Plan
- Impact of digitalisation in the world of work & Right to disconnect
- Improved approach
- Coherent framework long-term workforce challenges
- Social Climate Fund

European commission

Stéphane Séjourné [F; ELP/ALDE]
Prosperity and Industrial Strategy

- New industrial strategy
- Speeding up and simplifying the Single Market
- Revision of public procurement directive to ensure security of supply for certain vital technologies, products and services
- Develop horizontal Internal Market Strategy

European commission

Dan Jørgensen [DK; PES/S&D]
Energy and Housing

- Energy
- Citizen Energy Package to strengthen the social dimension of the Energy Union
- Housing
- European Affordable Housing Plan
- Pan-European Investment Platform for affordable and sustainable housing
- Cohesion policy investments in affordable housing
- Revision of state aid rules to enable housing support measures, notably for energy efficiency and social housing

European commission

Valdis Dombrovskis [LV; EPP]
Economy and Productivity

- European Semester to drive competitiveness, sustainability and social fairness & in the context of the reformed governance framework improve the effectiveness of national economic and social policies
- Competitiveness Coordination Tool translating EU-level competitiveness objectives into coordinated national policies, ensuring public and private funding for the strategic priorities

European commission

Glenn Micallef (MT; EPP)

Intergenartional fairness, youth, culture and sport

- Strategy on intergenerational fairness
- Updated Council recommendation on Health enhancing physical activity

European commission

Oliver Varhelyi (HU; Patriots for EU)
Health and animal welfare

- Cybersecurity in healthcare sector
- One health approach
- New Critical medicines act
- New actions on food waste

EAN focus for next Commission mandate

- Labour market
- Skills, training and LLL
- Housing
- Digitalisation
- Climate and sustainability
- Intergenerational solidarity and fairness, ageism

Next steps:

- EP hearings new Commissioners (Oct-Nov 2024)
- Forming Commissioner's Cabinets (Nov-Dec 2024)
- Commission workplan 2024-2029 (Dec 2024– Jan 2025)

9. FESE updates



10. GAN activities in 2024 and 2025

Vic Rayner, Katie Sloan



11) Next EAN WG on Funding in social services

Chairman: Aad Koster

Members: Marcel Smeets

Věra Husáková

Michiel Kooijman

Anna Ježková

Elena Weber

Clémence Lacour

Working document sent on 24/9

Next steps – meeting in Prague



EU projects



12) EAN activities

- EldiCare 2 – European training for caregivers
- Well Care – Mental health of employees in LTC
- Care4Skills – skills development in LTC
- Care4Elders – dementia care – education (starts soon)



Eldicare 2.0: Re-defining skills in a post COVID European Silver Economy

Project Number:101111721

<https://eldicare2-0.eu/>

• Eldicare 2.0 intends to:

✓ Strengthen the cross-sectoral cooperation among sectorial partners and VET providers in healthcare.

✓ Update the occupational profiles and competencies of professionals in the sector, providing a sectoral skills long-term strategy.

✍ The main mission of Eldicare 2.0 project is creating a future where elderly care professionals are empowered, skilled, and ready to meet the challenges of tomorrow!



Care4Skills Project

Care4Skills is an innovative project designed to tackle the pressing issue of skills gaps in the European Long-Term Care (LTC) sector. It is structured as a "**Blueprint for sectoral cooperation on skills in LTC**", reflecting its ambition to create a new strategic approach to skills development. The project is deeply rooted in a collaborative partnership model, bringing together a diverse range of stakeholders from across Europe, including LTC providers, VET providers, higher education institutions, and certification body. The project is dedicated to tackling the skills gaps in the sector, covering not only the needs of frontline staff, predominantly women, but also of managers and directors of services.



WELL CARE is a **transdisciplinary and participative project** in which informal carers and long-term care (LTC) workers, researchers, NGOs, experts and stakeholder organisations within health and social care, psychology, sociology and gerontology work together to strengthen supports available for improving the mental wellbeing and resilience of all carers.



The WELL CARE project aims to **increase the understanding of successful ways of preventing and managing mental health and wellbeing issues among informal carers and LTC workers.** This includes looking at personal factors, the environment, and how organisations can make solutions successful.



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the European Union



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EAN certificate



EAN certificate

New EAN curriculum is based on so called „Teaching units table“. This table divide full time education and alternative forms of education into lines according to the modules and set MIN and MAX teaching units

There are 4 versions of these tables:

- BASIC only
- ADVANCED only
- PROFESSIONAL only
- All levels step by step: BASIC + ADVANCED + PROFESSIONAL

Module number	Module name	LEVEL of certificate					
		BASIC		ADVANCED		PROFESSIONAL	
		Minimum number of teaching units	Maximum number of teaching units	Minimum number of teaching units	Maximum number of teaching units	Minimum number of teaching units	Maximum number of teaching units
1	The structures of long-term care and networking	16	40	48	48	48	120
2	Care concepts and the future of care	0	32	16	32	16	88
3	Professional ethics, awareness and profile	24	48	48	48	48	112
4	The legal basis for the management of care/social facilities	16	48	32	48	32	128
5	Human resources management, leadership	32	48	64	56	64	144
6	Business and financial management, fundraising	16	40	48	56	48	128
7	Strategic and organisational development	16	32	32	40	32	112
8	Quality, risk, emergency and crisis management in care, health and the social economy	16	48	32	64	32	152
9	Facility management	8	16	16	16	16	48
10	Process and project management	8	32	24	24	24	80
11	Digitalisation, technologies	8	16	16	32	16	80
12	Communication, public relations, marketing	16	32	32	56	32	128
13	Country-specific topics	0	24	8	40	8	80
Alternative forms of education	Peer group	0	8	8	24	16	40
	Study trip and internship	0	0	0	16	24	56
	Conference, event, workshop	0	8	8	24	16	40
	Assignment, seminar paper	0	0	8	24	24	48
	Learning project	0	0	0	50	0	200
	Consultation	0	0	0	8	0	32

E-Qalin model

E-Qalin is a comprehensive, innovative and dynamic quality management system which is oriented towards practice in the following areas:

- residential care for older people
- community care
- services for people with disabilities
- social work.

The EAN currently co-owns
the E-Qalin GmbH company



EAN reports



We as the European Ageing Network (EAN) fully realize that the role of providers will and shall be crucial in those processes and changes for the providers are the experts, knowing the demands of public authorities, the needs of clients, the expectations of family members and the possibilities of the employees.

Available in:










EAN reports



One of the main goals of the European Ageing Network (EAN) is to help enhancing the quality of long-term care. Nutrition is an important part of the quality of elderly care and good nutrition promotes generally health related quality of life. Therefore it is important to not only be aware of this fact and make nutrition an element of the complex approach to elderly but also to share good practices examples, knowledge, recommendations and innovative solutions.

Available in:

-  ENGLISH
-  FRENCH
-  CZECH
-  GERMAN
-  SLOVENIAN
-  CROATIAN
-  SPANISH

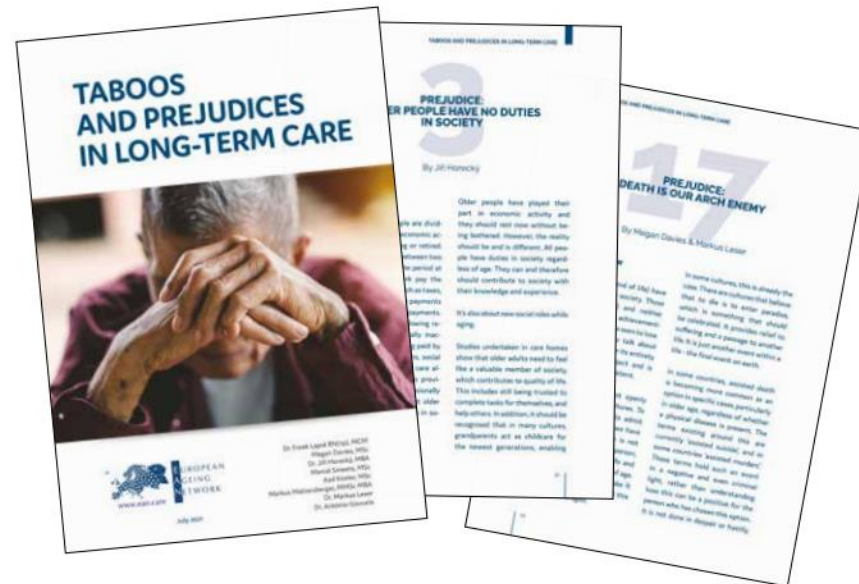
EAN reports

DOGMAS AND TABOOS IN LONG-TERM CARE

The aim of the working group is to describe main dogmas and taboos in long term care. The working group consists of LTC experts across Europe, the outcome is planned to be published in 2020.

Prejudices and taboos are everywhere in society. In an ageing population, more and more stereotyping of older people is taking place. A general term for this is ageism, used by Robert Neil Butler in 1969, to describe discrimination against the older population based on old age and the ageing process. The EAN has a sense that ageism is stuck being used in more general,

not particularly concrete terms. Therefore, the EAN has formed a working group of experts to give the EAN membership more insight about what prejudices and taboos exist about old people in the context of residential care facilities. The goal of this report is to give the EAN members tools to deal with prejudices and taboos.



EAN reports

- The work goes on
- Meeting in Prague
- AI
- Solutions
- Data

ACCELERATING THE DIGITAL TRANSITION

Digitalization of social services in Europe is another Expert Report in a roll of up-to-date topics and challenges European Ageing Network has been contributing. It's our aim to open current issues and discussions about the needs and future of the Long-term care sector.

The group of experts on digitalization in social services from several European countries have been meeting and working together for over a year to collect European experience, needs and challenges and to summarize them into the expert report published in May 2024.



flexible coffee break around 15:45
We start at 16:10



14. Becton Dickinson introduction

- Jakub Hodek
- Tannaz Mirbaha



15. EAN Position paper on 10 points to tackle and solve the Workforce shortages

- Jakob Kabas
- Marcel Smeets

Position paper sent to your email on 24/9

EAN POSITION PAPER

Tackling the workforce problems
– New ways will open new doors



10 new ways of thinking and statements for employers, staff and politics

Care is human work. The resource of work has become scarce, which makes it even more clear that nursing faces global competition on the labor market. It is important that we develop new ways of thinking, approaching and acting to tackle the ubiquitous problems. And foremost, to seeing it as a shared problem of employers, staff and politics. Together, we should re-think the care and work environment, leadership and social and health care policies too.

“Old ways don’t open new doors!” (Barak Obama)

The current search for solutions to the labor market problems in healthcare and especially long-term care quickly gets bogged down in generalities, incorrect assumptions and unrealizable solutions. First of all, there is no single labor market problem, but a series of subsequent and inter-related problems. Suggestions indicating that we need one solution, are either naive or unfamiliar with the sector. Care givers, either formal or informal, are confronted to accumulating challenges. The physically and mentally demanding working conditions deserve a levelling compensation – in satisfaction, remuneration, and recognition.

Care giving is generally recognized as highly satisfactory. Strict managerial structures and quality schemes are felt as satisfaction spoilers. Today’s remunerating is not based on personal satisfaction of care givers and receivers, but on over-rated certification grades and general compensation & benefit systems that do not match the individual’s satisfaction and compensation expectations. And hence, recognition and appreciation of carers in an economically defined world are under-estimated. No wonder carers quit the system – but for sure continue to care for their loved-ones and the people in need.

Old ways don’t open new doors. Stepping down the old way continuously, and maybe faster here or with more money there, will not bring any change in this vicious circle. The only solution is to find a new way and to open other doors.

A CARE AND WORK ENVIRONMENT

Nobody is willing to buy a pig in a poke anymore. Those who succeed in offering authentically humane conditions will prevail.

1 FRAGILE WORKING RELATIONS creating stable multiprofessional and multicultural care relations

Fragile working relationships and increasingly individualistic demanding behavior can be met by improved interaction between nursing, health, social work, and therapeutic professions. Ageing is not a disease, but a stage in life, where older people need support to live their preferred life.

The individual need of support should be in the center of concern of all relevant professionals and their specific expertise and their experience should enable informal carers and the older person to live his preferred life. Starting from the premise that everyone, with his own knowledge and expertise will contribute to the sum of optimal care.

2 THE STABILITY OF THE INSTABILITY creating healthy relationship cultures

Both employees and those cared for are confronted with toxic conditions due to unstable and difficult to plan working situations and conditions. A healthy environment is one that does not expose anyone to factors that cause illness.

Instability and uncertainty are not solved by straight plans, schemes nor programs. People feel squeezed and feel obliged to choose between sticking to the plan and the real needs and suitable solutions of the older person. There are statistically significant correlations between work satisfaction and specific perceptions in the support of individuality. Guilt, time-stress and the feeling of helplessness do more harm to the care giver than improvisation, own-initiative and care-full entrepreneurship do to any plan.

3 EXCESSIVE DOCUMENTATION REQUIREMENTS it’s not just about proving, it’s about improving

Residents need resonance. Residents-friendly documentation makes the concrete needs of residents visible in a way that supports the qualitative further development of care-services and increases the needs-based response to those in need of care.

Current systems are based too much on suspicion and distrust. Accountability and reporting distract too much from the actual work and fuel a negative culture – without any added-value for carers and care receivers.

4 INSUFFICIENT AVAILABILITY OF DATA AND INFORMATION spared time should lead to shared time

The strengths of digitalization are to improve working conditions, networking and availability of data, information and response times. Care settings can be further optimized regardless of time and place. Digitalization also could have a social impact: If digital tools are not implemented well they may reduce personal contact between care users and caregivers thereby reinforcing loneliness.

The digital transition of the sector is not a nice-to-have, but a need. If considered well, implemented well and responding well to the real needs of staff and older people, it can be an asset rather than a mere cost-factor.

16. AGE Platform Europe – current activities

- Maria Mannerholm



17. Social Services Europe – current activities

- Aad Koster + Marcel Smeets

Social Services Action Plan sent on 24/9



18. ECREAS developments

- Freek Lapré

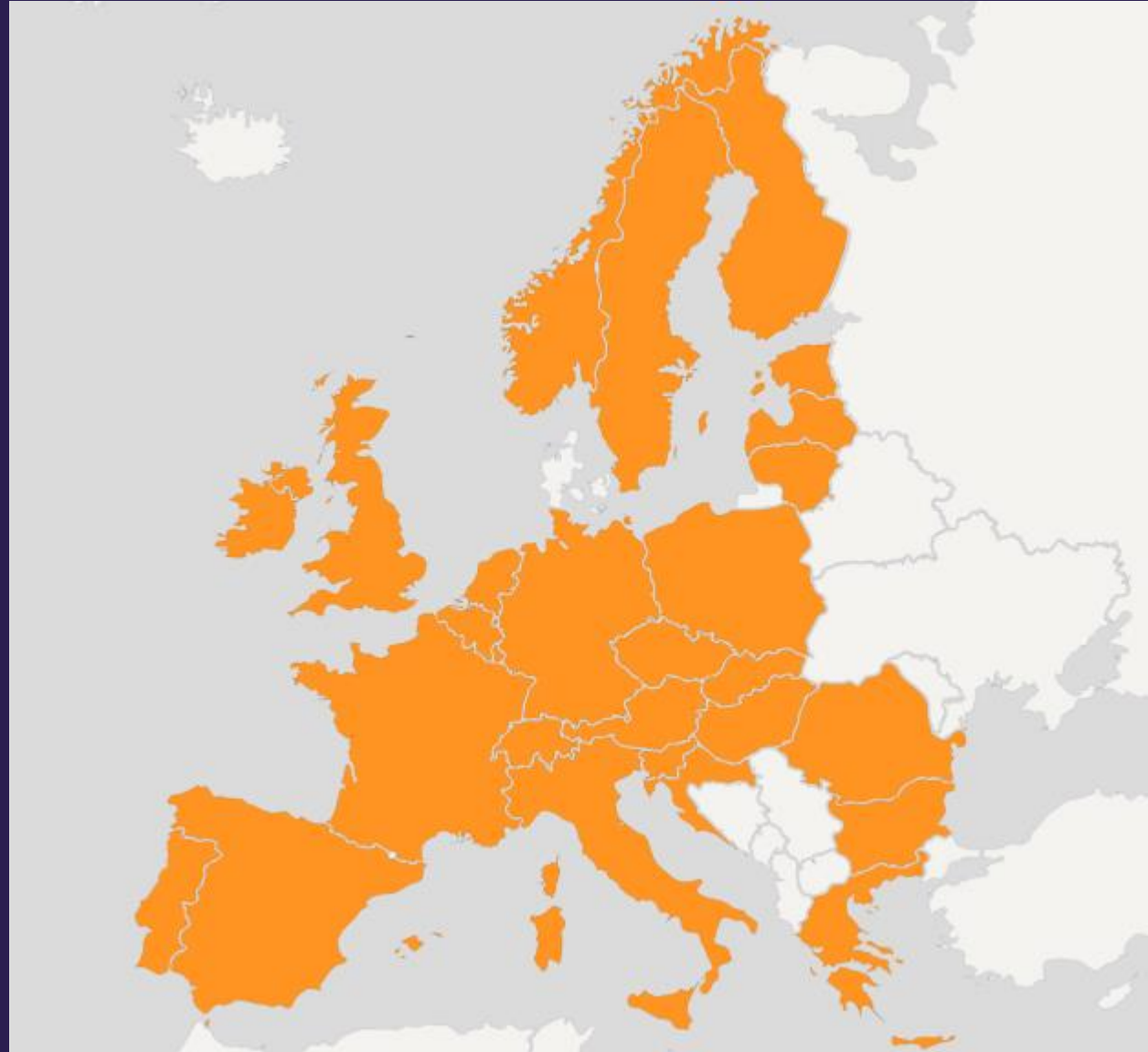




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19. Reports from members and guests



19. Miscellaneous & Discussion

NEXT EAN GENERAL ASSEMBLY MEETING:

SAVE THE DATE: April 24-25/ 2025

NANTES /FRANCE/

19. Miscellaneous & Discussion

- Věra Husáková
- Marcel Smeets



2024
EAN WEBINAR
ACCELERATING
THE DIGITAL TRANSITION

 6th November 2024

 12:00 h CET

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19. Miscellaneous & Discussion

Later today:

- JOINT DINNER at 8:00 pm 19:50 at reception
- KANOUSIS TAVERN, Karpathou 22, Kifisia, Athens

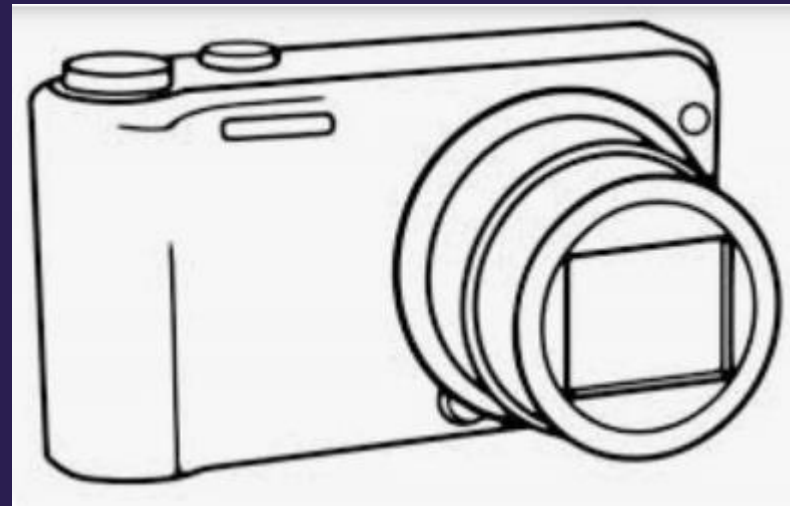




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JOINT PICTURE OUTSIDE



Thanks for your attention.

Jiří Horecký
Aad Koster
Karel Vostrý

EAN partners

