#EURegionsWeek 2026

Workshop - 14WS263859

Rethinking Care Careers: Gender, Skills and Wellbeing for Stronger Regions



14 October 2026

16:00 - 17:30

Hall 400, Square Brussels

Gender Equality Task Force
For equality in lifelong learning

An initiative promoted by

EUROPEAN ASSOCIATION FOR THE EDUCATION OF ADULTS

25 YEARS OF LIFELONG LEARNING TOGETHER

European Forum of Technical and Vocational Education and Training

#EURegionsWeek 2026

Workshop Agenda

Rethinking Care Careers:

Gender, Skills and Wellbeing for Stronger Regions

16:00 Welcome and Introduction by **Gina Ebner**, Head of Policy and Deputy Secretary General, European Association for the Education of Adults (EAEA)

16:10 European Policy Perspectives: Building Safe, Inclusive and Sustainable Care Workforces

- **Csaba Borboly,** Member of the Committee of the Regions. Vice-President of the Harghita County Council. Romanian, representing the country of Romania.
- **Violaine Roggeri**, Communications Officer at the European Agency for Safety and Health at Work (EU-OSHA)

16:25 Regional and Education and Training Perspectives:

- **Arja Flinkman,** Director, South Savo Regional Council & Vice-President for Policy & Research of the European Forum of Technical and Vocational Education and Training (EfVET)
- **Zoé Dedobbeleer,** CIDFF of Eure-et-Loir (Centre for Information on Women's and Families' Rights, Centre Val de Loire Region
- **Emilio Dogliani,** Advocacy and Project Manager (EfVET)

17:00 Interactive discussions and activities moderated by **Gina Ebner** (EAEA)

17:20 Key Takeaways & Conclusions

17:30 Closure



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WELCOME AND INTRODUCTION



GINA EBNER

Head of Policy and Deputy Secretary General, European Association for the Education of Adults (EAEA)



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EUROPEAN POLICY PERSPECTIVES: BUILDING SAFE, INCLUSIVE AND SUSTAINABLE CARE WORKFORCES





CSABA BORBOLY

Member of the committee of the regions.

Vice-president of the Harghita County Council (Romania).

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EUROPEAN POLICY PERSPECTIVES: BUILDING SAFE, INCLUSIVE AND SUSTAINABLE CARE WORKFORCES





VIOLAINE ROGGERI

Communications Officer at the European Agency for Safety and Health at Work (EU-OSHA)

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Why mental health at work matters—now more than ever

★ **29% of European workers** reported stress, depression or anxiety in the past 12 months that was caused or made worse by their work.

★ The economic and social costs are staggering: mental ill-health costs the EU well over **€600 billion a year**—more than 4% of GDP.

★ for every euro spent on effective workplace mental health measures, businesses can see up to **€13 in benefits** through reduced absenteeism, lower turnover and higher productivity.

★ Beyond the numbers: it is about people – these are no abstract risks!



The gender dimension: mental health is not gender-neutral

psychosocial risks and mental health outcomes are not gender-neutral

EU-OSHA's OSH Pulse survey shows a persistent **gender gap**: women report **lower work-related mental wellbeing** and **less favourable psychosocial working conditions** than men.

This finding reflects deeper structural patterns:

- Occupational segregation
- Hierarchical segregation
- Unpaid care burdens
- Stigma and under-reporting

If we are serious about equality, mental health prevention must be designed with gender in mind.



Sectors and groups most affected

- Health and social care
- Education
- Agriculture
- Domestic work
- Construction and other male-dominated sectors*
- Workers with low socioeconomics status

These are not “niche” issues, they are central to the future of work in Europe!



What prevention looks like: EU-OSHA's call to action

Good news: EU-OSHA's campaign is built on preventive, participatory and holistic approach *(grounded in the Framework Directive 89/391/EEC).*



Good mental health is a shared responsibility.

- Employers of all company sizes
- Workers
- Social partners
- Labour inspectors
- OSH professionals
- Mental health organisations
- Women's and youth organisations
- LGBTQ+ organisations
- Policymakers
- Researchers and educators
- Media professionals

What prevention looks like: EU-OSHA's call to action

- ✓ **Assess and manage psychosocial risks** as part of **the overall OSH risk management process**.
- ✓ Apply the **hierarchy of prevention**, prioritising measures that address risks at the source.
- ✓ Design and **organise work with manageable demands**, clear roles and adequate resources.
- ✓ **Prevent violence**, harassment and other anti-social behaviour.
- ✓ Provide **information, training** and **support**, including measures to reduce mental health stigma.
- ✓ **Treat psychosocial risks at work as a workplace issue rather than as an individual issue.**
- ✓ **Ensure workers' involvement throughout the process, from awareness raising and risk assessment to identifying solutions.**
- ✓ **Equip managers to recognise and address psychosocial risks,** including workload issues, conflicts and adverse social behaviour.
- ✓ **Link psychosocial risks assessment and management to broader company approaches on OSH.**



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What prevention looks like: EU-OSHA's call to action

EU-OSHA's newly launched **Healthy Workplaces Campaign – Together for Mental Health At work** website:

Prevention is <u>not</u> about offering mindfulness apps as a substitute for fixing broken work organisation…
It is about **changing the conditions that create risk in the first place**.



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REGIONAL AND EDUCATION AND TRAINING PERSPECTIVES:

- **Arja Flinkman,** Director, South Savo Regional Council & Vice-President for Policy & Research Of The European Forum Of Technical And Vocational Education And Training (EfVET);
- **Zoé Dedobbeleer,** CIDFF of Eure-et-Loir (Centre For Information On Women's And Families' Rights, Centre Val De Loire Region);
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Training
Gender-based and sexual violence

Health and social care institutes in Centre-Val de Loire Region (France)



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EU Regions Week 2026

14th oct 2026

CIDFF Centre d'information sur les droits des femmes et des familles
Indre-et-Loire
Eure-et-Loir

RÉGION CENTRE VAL DE LOIRE

FR-CIDFF Fédération régionale des centres d'information sur les droits des femmes et des familles Centre - Val de Loire

le planning familial 45

CONSORTIUM CONTRE LES VIOLENCES ENSEMBLE ON AGIT PROUDY X PEPP

A regional strategy

- Regional strategy adopted in **2023** : gender equality and the fight against gender-based and sexual violence identified as regional priorities

- **2024** : National Order of Nurses in France published a survey :

49%

of nurses has experienced sexual or gender-based violence in the workplace

Two field organizations

Planning familial

National, feminist organization from 1956

- Sexual and reproductive rights :

  particularly the right to contraception

  and abortion

- Emotional and sexual relationships
- Fight against violence

CIDFF

National, feminist organization from 1972

- Leading network for women's access to

  rights in France

- Equality between men and women
- Fight against sexism and gender-based

  violence

Project implementation

Education teams

6h - Training Webinar

Objective : to be identified as point of contact within the institutions

Students

3h - Awareness session

Topics : Gender stereotypes, identification of domestic violence, consent

Project implementation

- First-year students in health and social care sector
- 50 to 200 students per institution
- 8 sessions
- **Announced goal** : giving tools to recognize gender-based and sexual violence among their patients
- **Actual broader goal** : giving tools for recognize gender-based, domestic, and sexual violence in their interactions with colleagues, superios, and in their personal lives

Assessment

- Almost **1.000 students trained**
- Positive feedback from students and institutes
- Satisfaction survey results :
    - General impression : **4.58/5**
- Reappropriation of the subject by the institutes : ex. Vierzon
- Some resistance
- **Systemic issue**
- Renewal for 2026-2027

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INTERACTIVE DISCUSSIONS AND ACTIVITIES

MODERATED BY GINA EBNER (EAEA)

- **Moderated by Gina Ebner (EAEA)**



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KEY TAKEAWAYS & CONCLUSIONS



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KEEP IN TOUCH!

We would love to hear from you, be it as a new member joining the Gender Equality Task Force, for your propositions for its next activities, or for any questions you may have.

Email: gendertforce@gmail.com