STRENGTHENING SOCIAL DIALOGUE
in the hospital sector in the East, South and Central Europe (2019-2020)
broader membership base

EMPLOYERS

Involvement

Commitment

TRADE UNIONS
Why is it important to represent E, S, & C Eu?

Share success stories

To give a voice for all

Take all demands seriously
Marianne Thyssen
Commissioner for Employment, Social Affairs, Skills and Labour Mobility

Social dialogue remains a priority

Encourage reforms for more social dialogue

We need to invest in organisations

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REGIONAL WORKSHOP 1: EASTERN EUROPE

This project has received financial support from the European Union.
Only half involved in social dialogue on EU level

Lack direct participation and interaction on EU level

SAFETY and HEALTH is a PRIORITY

Big gap in NURSING

EU SEMESTER: How can we increase involvement?

EXPECT GREATER acknowledgement & recognition of their own interests

Single Minimum WAGE?
STRENGTHENING SOCIAL DIALOGUE
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REGIONAL WORKSHOP 1: EASTERN EUROPE

We started to connect with private hospitals.

Retention is a priority.

Trade unions don’t feel involved with ministries.

Private sector is less organised.

Only 300 midwives.

#EUSocDia
Hospital Policies Constantly Changing

Big interest in European Semester

Trying hard to attract NEW members

Poland

CELSI
FACT SHEETS

Hungary

Trade Unions need to be more involved

Priorities:
- Wage Increase
- Working Time Overload
- Workforce Shortage

Expectations:
- Support in collective bargaining

Fragmented Social Partners

Fragmented organisations and trade unions

ACTIVE on NATIONAL LEVEL

Work & family reconciliation

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REGIONAL WORKSHOP 1: EASTERN EUROPE

Low members in trade unions

Some working over the age of 80

Doctors & nurses work MORE than 8 hours/day

Some have second jobs

Pensions NOT taken into consideration

6.8% GDP to HEALTH

Death rates higher than EU states

22% increase in salary

HUNGARY

#EUSocDia
STRENGTHENING SOCIAL DIALOGUE
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REGIONAL WORKSHOP 1: EASTERN EUROPE

- Migration Issues
- Wage Policies
- Qualifications

Why are the Polish not represented here?
STRENGTHENING SOCIAL DIALOGUE in the hospital sector in the East, South and Central Europe (2019-2020)

EU Recommendations

We can play a role

EU SEMESTER

EPSU

Health

Social Dialogue

REGIONAL WORKSHOP 1: EASTERN EUROPE

This project has received financial support from the European Union
Highly organised trade unions & Employers

We describe how we work

Swedish Association of Local authorities and regions

We negotiate INDEPENDENTLY from the state

Regional Actors

Social Partners

Civil Society organisations

Local Actors

National Reform

National level

Workplace level

STRENGTHENING SOCIAL DIALOGUE in the hospital sector in the East, South and Central Europe (2019-2020)

REGIONAL WORKSHOP 1: EASTERN EUROPE

This project has received financial support from the European Union
European Semester

These are only recommendations

Are you more competitive with low labour costs?

We need coordinated solutions
Discussion on challenges faced

Romania: Cannot negotiate wages

Overworked staff

ITALY example:
Collective bargaining on NATIONAL & LOCAL level

Where can I MAKE a DIFFERENCE?

European level

How do we create a functional social dialogue on LOCAL level?
STRENGTHENING SOCIAL DIALOGUE
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REGIONAL WORKSHOP 1: EASTERN EUROPE

Discussion on challenges faced

BULGARIA

Public

Competitive

Private

Special SUBSIDIES to municipals to save NURSES from running away

#EUSocDia
Discussion on challenges faced

Fragmentations. Could help to open national systems.

Could we participate in multiple social dialogues?

Clear roles need to be defined.
Discussion on challenges faced

ROMANIA:
It takes YEARS
to change
MENTALITIES
Discussion on challenges faced

RETENTION
challenges

WORK LIFE

Professional development

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REGIONAL WORKSHOP 1: EASTERN EUROPE
Discussion on challenges faced

Can we see the link?

EUROPEAN SEMESTER

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REGIONAL WORKSHOP 1: EASTERN EUROPE

SDG's
UN Sustainable Development Goals
Discussion on challenges faced

ROMANIA: 2007-2017

35K nurses left

15K doctors left
Discussion on challenges faced

We have to step up our training

Better wages
Fair working hours
Work-life balance

labor migration

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REGIONAL WORKSHOP 1: EASTERN EUROPE

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THANK you for an enriching experience learning from EACH OTHER

A journey of a thousand miles starts with a SINGLE STEP

See you in ROME