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

Employers

Trade Unions

Involvement
Commitment
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
Only half involved in social dialogue 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?

Lack direct participation and interaction on EU level
Only 300 midwives

Trade unions don't feel involved with ministries

Private sector is less organised

We started to connect with private hospitals

Retention is a priority

CELSI fact sheets

Romania

Bulgaria
Hospital Policies Constantly Changing

Poland

CELSI FACT SHEETS

Hungary

Trade Unions need to be more involved

Big interest in European Semester

Expectations: Support in collective bargaining

Fragmented Social Partners

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

Trying hard to attract NEW members

Fragmented organisations and trade unions

Active on national level

Work & Family reconciliation
Discussion

Low members in trade unions

We need a private insurance system

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

This project has received financial support from the European Union
Migration Issues
Wage Policies
Qualifications

Systems Don't Function for Social Dialogue

Why are the Polish not represented here?

#EUSocDia

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.
EPSU

EUROPEAN SEMESTER

Health

EU Recommendations

We can play a role

Social Dialogue
European Semester

- Highly organised trade unions & Employers
- Swedish Association of Local Authorities and Regions
- Social Partners
- Regional Actors
- Programme Material
- Civil Society organisations
- Local Actors

We describe how we work

- Negotiate independently from the state

National reform

National level

Workplace level

STRENGTHENING SOCIAL DIALOGUE
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Are you more competitive with low labour costs?

European Semester

These are ONLY recommendations

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?
Discussion on challenges faced

Bulgaria

Public

Competitive

Private

Special subsidies to municipals to save nurses from running away
Discussion on challenges faced

Fragmentations could help to open national systems.

Could we participate in multiple social dialogues?

Clear roles need to be defined.
ROMANIA: It takes YEARS to change MENTALITIES
CELSI Discussion on challenges faced

Bulgaria

Make nurses profession more attractive

Increase qualification
Discussion on challenges faced

RETENTION challenges

Professional development

Work-life balance
Discussion on challenges faced

Can we see the link?

European Semester

SDG's
UN Sustainable Development Goals

#EUSocDia
Discussion on challenges faced

Romania: 2007-2017

35k nurses left

15k doctors left
CELSI
Discussion on challenges faced

We have to step up our training

Western

Labour migration

Better wages

Fair working hours

Work-life balance

Eastern
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.