





Why is it
important to
to represent
E, S & C EU?



Share
SUCCESS
STORIES



To give a
VOICE
for all



Take all
demands
SERIOUSLY

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Social
dialogue
remains
a PRIORITY

Marianne Thyssen

Commissioner for Employment,
Social Affairs Skills and Labour Mobility

Encourage reforms
for more
SOCIAL DIALOGUE




WE
NEED to
Invest in
organisations



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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?





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Hospital Policies constantly changing



POLAND



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

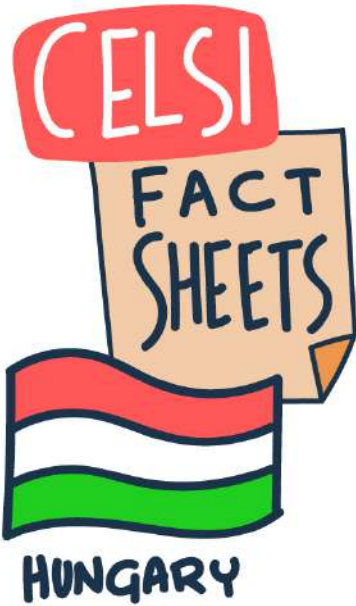


Fragmented organisations and trade unions

ACTIVE on NATIONAL LEVEL

Work & family reconciliation

Discussion



Low members in
trade unions



some
working
over the
age of
80

Pensions
NOT
taken into
consideration



WE
need a
Private
insurance
System

Doctors &
nurses
work
MORE than
8 hours/day

Some have
Second
jobs



6.8% GDP
to HEALTH

Death rates
higher than
EU states

22% increase
in salary



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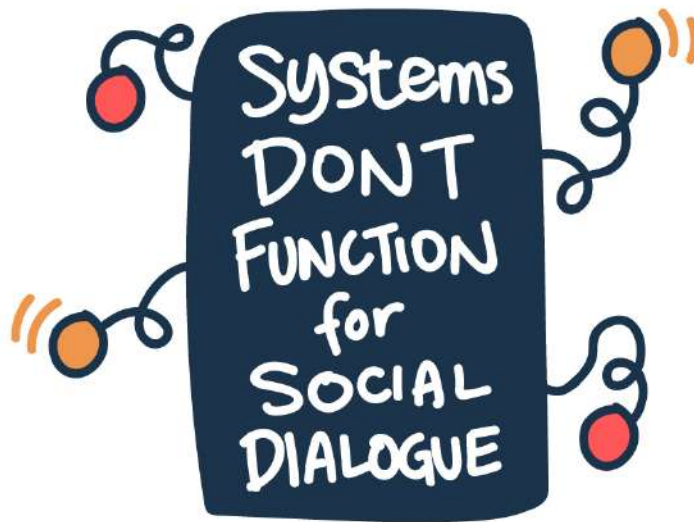
Migration
ISSUES



Wage
Policies



Qualifications



Why are the
POLISH not
represented
here?

EPSU

EUROPEAN
SEMESTER



Health

EU Recommendations

Social
Dialogue

We can
play a
ROLE



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EUROPEAN
SEMESTER



These are
ONLY
Recommendations

Are you
more
Competitive
with Low
Labour costs?

We need
(ORDINATED)
Solutions



CELSI

Discussion on challenges faced

#EUSocDia

Romania:
Cannot negotiate
wages



Overworked
staff



ITALY example:

Collective
bargaining
on NATIONAL
& LOCAL
level

Where can
I MAKE a
DIFFERENCE?



How do we
create a
FUNCTIONAL
SOCIAL
dialogue
on LOCAL
level?



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Discussion on challenges faced

#EUSocDia

BULGARIA



Special SUBSIDIES
to municipals to
save NURSES
from
running away



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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

CELSI

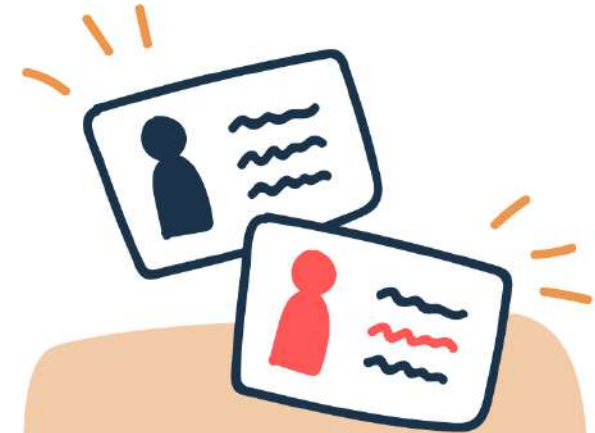
Discussion on challenges faced

#EUSocDia



Fragmentations
Could help
to open NATIONAL
SYSTEMS

Could we
PARTICIPATE
in multiple
SOCIAL
DIALOGUES?



Clear ROLES
need to be
DEFINED

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Discussion on challenges faced

#EUSocDia

ROMANIA:

It takes YEARS
to change

MENTALITIES

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Discussion on challenges faced

#EUSocDia

BULGARIA

Make NURSES
Profession
MORE
ATTRACTIVE

Increase
qualification



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Discussion on challenges faced

#EUSocDia

RETENTION
challenges



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Discussion on challenges faced

#EUSocDia

EUROPEAN
SEMESTER



Can we
see the
link?



SDG's

UN
Sustainable
Development
Goals

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Discussion on challenges faced

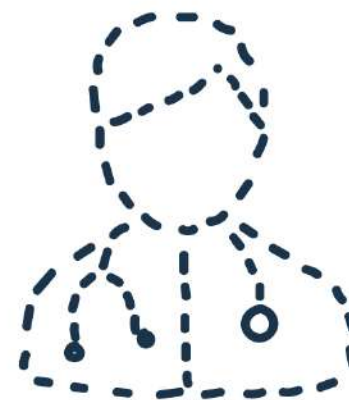
#EUSocDia



35k nurses left

ROMANIA:

2007-2017



15k doctors left

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CELSI Discussion on challenges faced

#EUSocDia



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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**



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