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

REGIONAL WORKSHOP 2: SOUTHERN EUROPE
Difficult to enter speciality schools

Specialised Staff

University Hospitals

Speciality Trainings
INCREASE QUALITY

EU Policy Processes

Priorities & Opportunities

Develop common goals together

A Regulated Framework

TRADE UNIONS

WHAT is ESSENTIAL?

European Commission

EMPLOYERS

FACTS

NEEDS

CHALLENGES

STRENGTHENING SOCIAL DIALOGUE
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REGIONAL WORKSHOP 2: SOUTHERN EUROPE

This project has received financial support from the European Union
Strengthening Social Dialogue in the hospital sector in the East, South and Central Europe (2019-2020)

Regional Workshop 2: Southern Europe

Kristine Krivmāne
Policy Officer, EC

Social Dialogue

Embedded in Treaty

Your opinion counts!

Support Social Partners

Direction

Content

Agreements

Autonomous

Directives

This project has received financial support from the European Union
STRENGTHENING SOCIAL DIALOGUE
in the hospital sector in the East, South and Central Europe (2019-2020)

EU Funding

Logistical, operational & financial Support

Research

Social Fund

REGIONAL WORKSHOP 2: SOUTHERN EUROPE
Basis of the next EU Commission

Social dialogue needs to be strengthened
STRENGTHENING SOCIAL DIALOGUE
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REGIONAL WORKSHOP 2: SOUTHERN EUROPE

Final Follow-up Report

Multi-sectorial Guidelines

Autonomous Agreement

To be adapted for digital innovation and new healthcare patterns

Declaration

Assess Impact
Survey findings

**ITALY**

LACK of Nurses & midwives

**PORTUGAL**

Employers not very active

**SPAIN**

BUDGET CHALLENGES

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

REGIONAL WORKSHOP 2: SOUTHERN EUROPE
ITALY

Survey findings

There's a lack of cooperation

Lack of representation

Lack of nurses

Mistreatment

Lack of continuing professional development
Survey findings

Domestic social dialogue in hospitals

We need support in collective bargaining

Italy

Aging workforce

Labour shortages

ITC Union logo

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

REGIONAL WORKSHOP 2: SOUTHERN EUROPE

This project has received financial support from the European Union
Survey findings

GROWTH in Private Sector

117 Private hospitals

111 Public hospitals

PORTUGAL

Limited participation in European social dialogue

We don’t have one federation for all UNIONS

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REGIONAL WORKSHOP 2: SOUTHERN EUROPE

This project has received financial support from the European Union.
Survey findings

Spain

Main employer is the state

Fewer independent employers

Privatisation of health care has increased

Cooperation is challenging

Active participation

A lot of trade unions

European social dialogue
Survey findings

ITALY

PORTUGAL

SPAIN

Priorities

Influence change in policy

Health & Safety

Exchange of knowledge & experience
Survey Findings

Need support in social collective bargaining

Low interest in European SEMESTER

Fragmented SOCIAL PARTNERS

TRADE UNIONS involved in EU level structures

Lack of STAFF

CYPRUS

GREECE

MALTA
Survey findings

GREECE

Greece does not take part in social dialogue

Low involvement in EU committees

Public & Private is struggling financially

45 clinics closed down

Long waiting lists

Medical & nursing travel abroad

Low involvement in EU committees
Survey findings

MALTA

TRIPARTITE dialogue EXISTS

WORK-LIFE BALANCE is a PRIORITY

Continuing professional Development

NURSING profession needs IMPROVEMENT

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

Priorities

Work-Life Balance

Continuing Professional Development

CYPRUS

GREECE

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

Regional Workshop 2: Southern Europe

Everyone has the right to access to health care

European Semester

Social Partners

- EU level
- National level

Social

Health
STRENGTHENING SOCIAL DIALOGUE
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REGIONAL WORKSHOP 2: SOUTHERN EUROPE

We trust our social partners more than the politicians.

We contribute to change.

Regular meetings with government.

Technical level.

Political level.

Negotiate on a local level.

Long-term commitment.

SWEDISH Good Practice

European Semester
Panel Discussion

Challenges faced by social partners

**SPAIN**

We need a 2 fold approach

We need our Health Ministry to LISTEN to US

We need minimum standards

**ITALY**

Work life balance is important

Employers perspective need to be taken into account

We need Common Solutions

**CYPRUS**

Our messages to the state are IGNORED

We need to bring ALL EU Member States TOGETHER
Panel Discussion: Challenges faced by social partners

**EUROPEAN SEMESTER**

**SPAIN**
We don't feel involved

**ITALY**
Activities are difficult to coordinate

**CYPRUS**
We're not involved
Please inform us of the developments

**STRENGTHENING SOCIAL DIALOGUE**
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**REGIONAL WORKSHOP 2: SOUTHERN EUROPE**

This project has received financial support from the European Union
Panel Discussion

Challenges faced by social partners

TAKEAWAYS:

Joint Reflection

Social Dialogue is a Tool

Recognition of our Role

To deliver in the Interest of the Worker

To participate on All Issues

Trust European National