

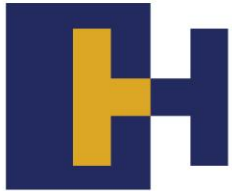
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# Dutch social partners in the hospital sector and the code of conduct on ethical cross-border recruitment

1<sup>st</sup> of July 2011

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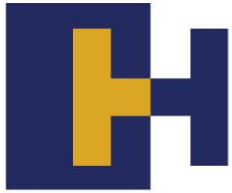


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## Overview

- Welcome
- Dutch social dialogue in the hospital sector
- Code of Conduct



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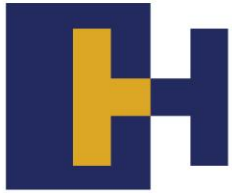
## Social dialogue:

### Collective bargaining:

- Sectoral: dominant bargaining level; Hospital sector
- Process: Negotiations and agreement between social partners, approval by members
- Main Outcome: Collective agreement ([CA](#))
- Coverage:
  - Always: legally binding for all employees working for signatory employers
  - Mostly: declared legally binding for all by special procedure

### Other levels of influence of social partners:

- Regular meetings with the Ministry of Health, Welfare and Sport

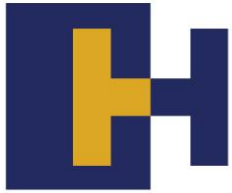


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## Labour market Foundation; StAZ (Organisation for Social Partners in Hospitals in the Netherlands )

- Who: Social partners (NVZ and ABVAKABO FNV, CNV Publieke Zaak, FBZ, NU'91)
- Aim: Contribute to a well-functioning labour market and high quality care work
- How: Means to reach this aim

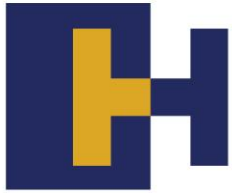


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## EU topics and Dutch social partners in hospital sector

- Special StAZ Europe working group, consisting of social partners
- Topics discussed
- Informing stakeholders
- Active exchange with other EU countries by study trip (London trip) and EU projects (task realignment)



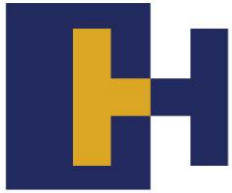
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## Code of conduct on cross-border ethical recruiting

Steps taken:

- Issue taken up as important by StAZ board and referred to the special StAZ Europe working group
- Translation of the code of conduct to Dutch for accessibility of stakeholders
- Two meetings especially dedicated to the code of conduct
- Evaluation of the code of conduct in light of legislation and initiatives by Dutch authorities, agreements between special partners and initiatives taken by social partners



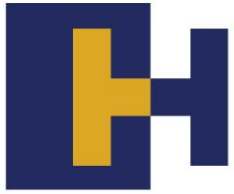
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## Code of conduct on cross-border ethical recruiting

Results:

- Code of conduct and evaluation accessible to stakeholders, as available in Dutch and English and posted on the [StAZ website](#)
- Clear overview of measures/gaps in relation to the implementation of code of conduct
- Agreement to black list recruitment agencies not complying to ethical recruitment practices ad described in this code by publication on StAZ website
- The code of conduct and WHO code



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**Thank you for your attention!**