

STRENGTHENING SOCIAL DIALOGUE

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

PROJECT KICK-OFF MEETING

28 March 2019 - Brussels

WELCOME BY HOSPEEM AND EPSU SECRETARIATS



- Represents national employers' organisations operating in the hospital and healthcare sector at the European level;
- Members across the EU in the state or regionally controlled hospital sector and in the private health sector;
- Members are health employer organisations with the powers to negotiate on pay and on terms and conditions of service with their respective Trade Union partners;
- Recognised social partner in the sectoral social dialogue committee for hospital.



- Representing national trade unions in EU Member States and Candidate Countries and beyond;
- Covering health and social services; local, regional, national and European administration and energy, waste and water;
- Recognised social partner in the sector social dialogue committees for electricity, gas, hospitals, local and regional government and national and European administration.

HOSPEEM and EPSU are recognised EU social partners since 2006.

The social partners are currently focusing on:

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- **Strengthening the capacity** of hospital and healthcare social dialogue structures across all EU countries;
 - Promoting an **exchange of knowledge** and experience among the social partners' organisations and their representatives;
 - **Influencing policies** at EU level by monitoring and getting involved in EU consultation and legislative processes;
 - **Occupational safety and health;**
 - **Recruitment and retention** of healthcare workforce;
 - **Continuing professional development** and life-long learning for all health staff.

European Commission, Sectoral social dialogue - Hospitals and healthcare
European Semester Thematic Fiche Health and Health Systems, European Commission 2015

TOUR DE TABLE

Project partners of the project



Agenzia per la Rappresentanza
Negoziabile delle Pubbliche
Amministrazioni

Agency for the Representation
for the Negotiation of Public
Administrations



Hrvatski strukovni sindikat
medicinskih sestara -
medicinskih tehničara

Croatian Professional Nursing
Syndicate - Medical Technician



Federatia Sanitas din Romania

Romanian Trade Union
Federation Sanitas

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THE PROJECT

OBJECTIVES AND DELIVERABLES

The project aims to

- 1 Identifying and addressing capacity building needs of the sectoral social partners (SSP) in the East, South and Central Europe;
- 2 Obtaining information on the involvement of the SSP in the European Semester and to strengthen their role in this regard.

In detail

- **14** targeted countries in the three regions;
- Survey collecting the **priorities** of the employers' organisations and the trade unions as well as their **involvement in the European Semester** process and **how these priorities could be better articulated** in future activities of HOSPEEM and EPSU;
- The insights gained from the survey will be put together in **14 country-specific fact sheets**, which will be presented and discussed at **3 regional workshops** and **1 dissemination workshop**.

IMPLEMENTATION - KEY DATES AND EVENTS

28 March 2019 

Kick-off Meeting of the Advisory Committee and relevant stakeholders



14 June 2019

Regional Workshop in Bucharest, Romania

Targeted countries

- Bulgaria
- Hungary
- Poland
- Romania



November 2019

Regional Workshop in Rome, Italy

Targeted countries

- Cyprus
- Greece
- Italy
- Malta
- Portugal
- Spain



May 2020

Regional Workshop in Zagreb, Croatia

Targeted countries

- Croatia
- Czech Republic
- Slovakia
- Slovenia

Winter 2020

Synthesis Meeting of the Advisory Committee

Dissemination Workshop in Brussels, Belgium

IDENTIFYING AND ADDRESSING CAPACITY BUILDING NEEDS

Step 1: Identifying and establish contact with SSP in the targeted countries

- Contacting already existing HOSPEEM and EPSU members active in the SSDC HS within the targeted countries to receive further information and contact details and snowballing;
- Desk research.

Step 2: Survey SSP in the targeted countries

- Send out survey to collect national social partners' priorities and their involvement in the European Semester (in national languages);
- Invite SSP to regional workshops in Bucharest (2019), Rome (2019) and Zagreb (2020) and Dissemination Workshop (2020).

Step 3: Draft country-specific fact sheets

- Based on information received from survey and desk research

SURVEY STRUCTURE

- Identification of the respondent and involvement in EU-level social dialogue structures;
- Respondents' current involvement in EU-level social dialogue structures and the European Semester;
- Respondents' priorities in social dialogue articulation;
- Stay in touch.

Appendix 2: Survey structure (draft)

Your organization has been selected to participate in the survey within the project "Dialogue in the hospital sector in the East, South and Central Europe". This joint project of the Healthcare Employers' Association (HOSPEEM) and the European Public Service Unions (EPSU) aims to map social partners' priorities and understanding how the topics of priority for hospitals/healthcare sector can be better articulated at the EU-level sector hospitals/healthcare sector. The analysis based on this survey aims to provide an address capacity building needs of employers' associations and trade unions in hospitals following 14 countries: Bulgaria, Hungary, Poland, Romania, Cyprus, Greece, Italy, Malta, Czech Republic, Slovakia and Slovenia.

Filling in the survey takes max. 10 minutes. Your answers will be confidential and will be used only for the purposes of the project. If you leave a contact person at the end of the survey, we will be able to contact you in the future.

Thank you for your time and cooperation!

Identification of the respondent and involvement in EU-level social dialogue structures

Please select the type of your organization

Employers' association/federation Trade union Other (please specify)

Please list the full name of your organization (in English and national language)

English:

National language:

3. Please identify the country in which your organization is registered and participates in EU-level social dialogue structures in the hospitals/healthcare sector

[dropdown menu of all EU member states]

Respondent's current involvement in EU-level social dialogue structures and the European Semester

Does your organization participate in EU-level social dialogue structures (including level organization)?

Yes No

If YES:

In which EU-level social dialogue structures does your organization directly participate?

Please select the committees where your organization actively participates (direct presence at committee meetings, thus not only organizational membership in an EU organization).

MULTIPLE ANSWERS POSSIBLE

☐ European semester meetings

☐ ECOSOC (EESC)

☐ European sectoral social dialogue committee in the healthcare/hospitals sector

☐ Meetings of members of EU-level sectoral organizations (e.g. your EU-level sectoral federation)

☐ Other, e.g. special tripartite committees (please list committee name)

If NO:

If your organization is currently not participating in EU-level SD structures, what is the main reason?

MULTIPLE ANSWERS POSSIBLE

☐ Language barrier

☐ Procedure transparency (difficulties in understanding the role and functioning of EU-level social dialogue)

☐ Capacity constraint (lack of personal capacities, lack of time to participate in meetings)

☐ Barriers of entry (representativeness constraint), relevant mainly for the interest groups

☐ Lack of financial resources (travel, membership fees)

☐ Lack of interest/importance for us/Low priority for our organization

☐ Other (please specify)

How is your organization involved in the European Semester procedure in your country?

☐ Our organization is **regularly informed** about reforms proposed within the European Semester procedure

☐ Our organization is **regularly involved** in the process of changes implementation that has resulted from the EU semester procedure

☐ Our organization is **occasionally informed** about reforms proposed within the European Semester procedure

☐ Our organization is **occasionally involved** in the process of changes implementation that has resulted from the EU semester procedure

☐ Our organization is **not involved at all but is trying** to be part of decision-making processes

☐ Our organization is **not involved at all and is satisfied with this involvement**

Respondents' priorities in social dialogue articulation

Please, name at least two issues your organization considers the priority to communicate at the EU level, e.g. through your membership in the respective EU-level social partner organizations in the healthcare/hospital sector

[open question]

Which social dialogue committees do you consider to be most appropriate to address your priorities?

☐ National/sectoral social dialogue committees

☐ EU-level social dialogue committee

☐ Other, please specify

Do you consider any of the topics listed below priority for you?

(List of topics addressed at the ESSD committee on hospitals and healthcare)

MULTIPLE ANSWERS POSSIBLE

1 = the lowest priority and 5 representing the highest priority

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FACT SHEET STRUCTURE

Same layout for all 14 targeted countries

- Introduction;
- Main national social partners and their priorities (Trade Union and Employers);
- Social partners' involvement in the EU Social Dialogue structures;
- Social partners' involvement in the European Semester;
- Social partners' priorities to be communicated to the EU level;
- Information on the project and further links to relevant documents.



The thumbnail shows a template for a fact sheet. At the top, it features the logos of HOSPEEM, ARAN, the Hungarian Trade Union Confederation, SANTAS ROMANIA, and EPSU. Below the logos is the title "STRENGTHENING SOCIAL DIALOGUE IN THE HOSPITAL AND HEALTHCARE SECTOR IN [COUNTRY]". The template is divided into several sections, each with a header bar: "INTRODUCTION", "Main national social partners and their priorities", "Social partners' involvement in the EU Social Dialogue structures", "Social partners' involvement in the European Semester", "Social partners' priorities to be communicated to the EU level", and "Information on the project and further links to relevant documents.".

WORKSHOP STRUCTURE

14 June 2019

Regional Workshop in
Bucharest, Romania

Targeted countries

- Bulgaria
- Hungary
- Poland
- Romania

Translation provided in:
BG, HU, PL and RO

- **General introduction** to the European Sectoral Social Dialogue Committee for the Hospital Sector and overview of previous projects;
- **Video message by Marianne Thyssen, European Commissioner for Employment, Social Affairs, Skills and Labour Mobility;**
- **Presentation and discussion of draft fact sheets of the four targeted countries** followed by identification of priority topics of participants;
- Representation of **good practice of national social partners' involvement** in the European Social Dialogue and European Semester (external presentation);
- Discussion to **assess and exchange on the challenges** faced by sectoral social partners in the targeted countries.

DISSEMINATION WORKSHOP - STRUCTURE

Winter 2020

Synthesis Meeting of the Advisory
Committee

Dissemination Workshop in
Brussels, Belgium

- Presentation of the Regional Workshop reports and their outcomes;
- Fact sheet presentation in form of a poster gallery;
- Discussion and take-home messages for continuing efforts in capacity building activities for the targeted areas;

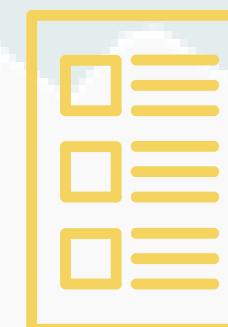
FOLLOW-UP ACTIVITIES

- Writing of **3** regional workshop reports

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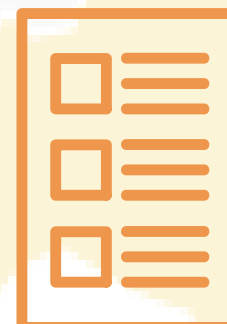


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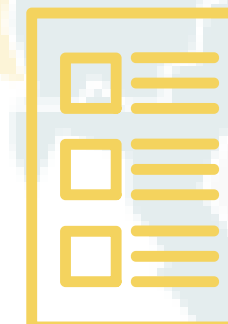


- Writing of **14** country-specific fact sheets

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6 x

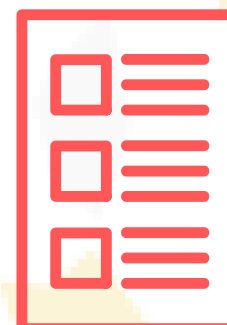


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- Writing of **1** project report

1 x



DISCUSSION AND EXCHANGE

THANK YOU FOR YOUR ATTENTION

Please do not hesitate to contact the HOSPEEM or EPSU Secretariat

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