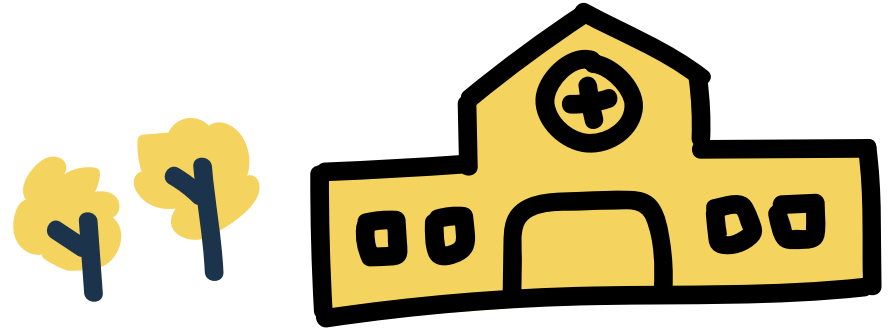




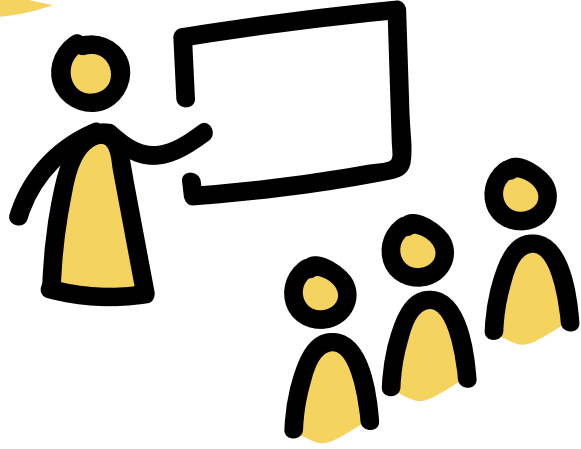
Difficult to enter speciality schools



University Hospitals

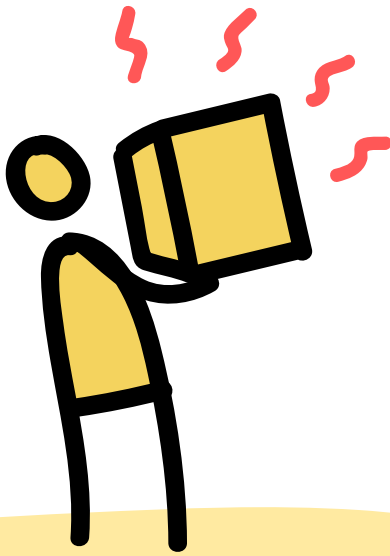


Speciality Trainings

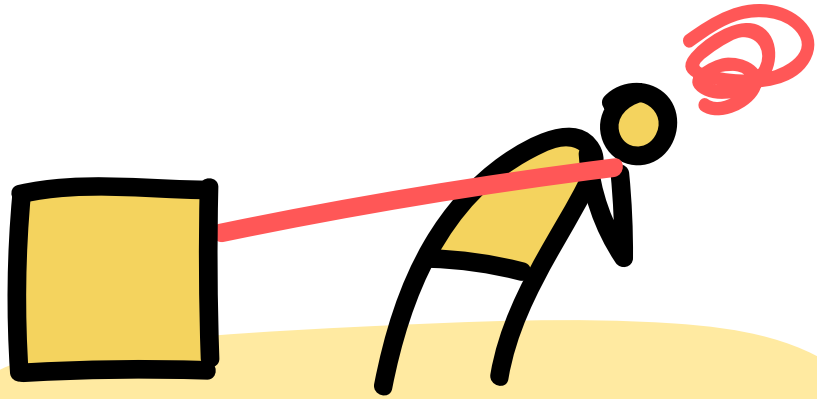




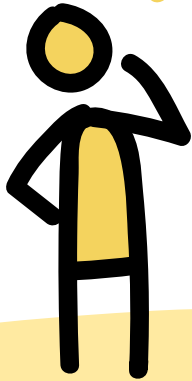
# Homogeneous RIGHTS



work load



work burden



salaries

# INCREASE QUALITY



Uniformed health across Europe

## EU POLICY PROCESSES

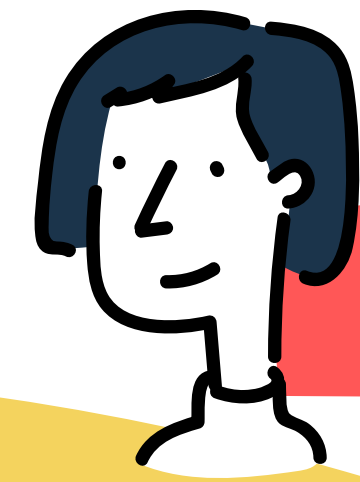
A Regulated FRAMEWORK

### Priorities & Opportunities

WHAT is ESSENTIAL?

Develop common GOALS together

TRADE UNIONS



EMPLOYERS





# EU Funding

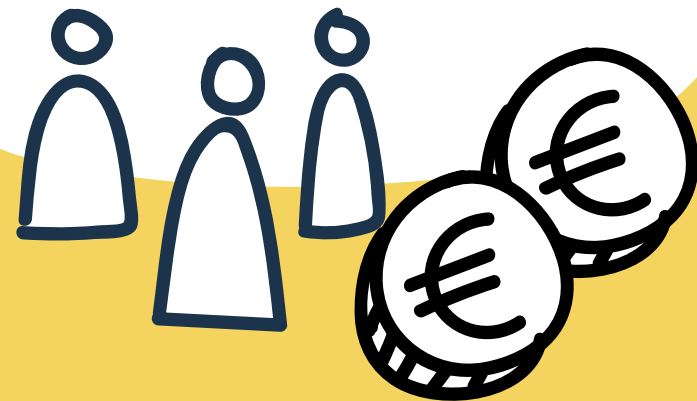
Logistical,  
operational  
& financial  
Support



Research



Social Fund



# Basis of the next EU Commission

#EUSocDia

SOCIAL  
DIALOGUE  
NEEDS  
to be  
STRENGTHENED



Sara Fasoli  
Policy & Project Officer

#EUSocDia

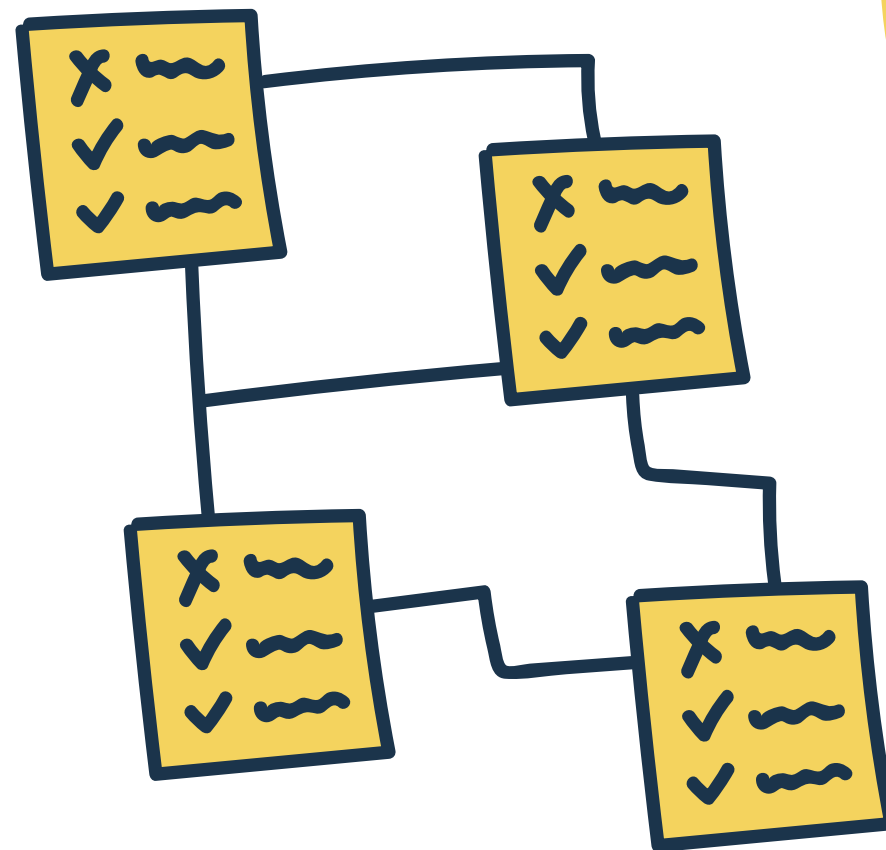
Autonomous  
Agreement

Multisectorial  
Guidelines

To be  
adapted  
for digital  
innovation  
and new  
healthcare  
patterns

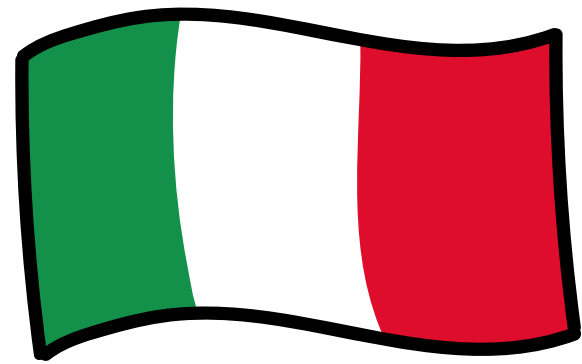
ASSESS  
IMPACT

FINAL  
FOLLOW-UP  
REPORT





# Survey findings



ITALY

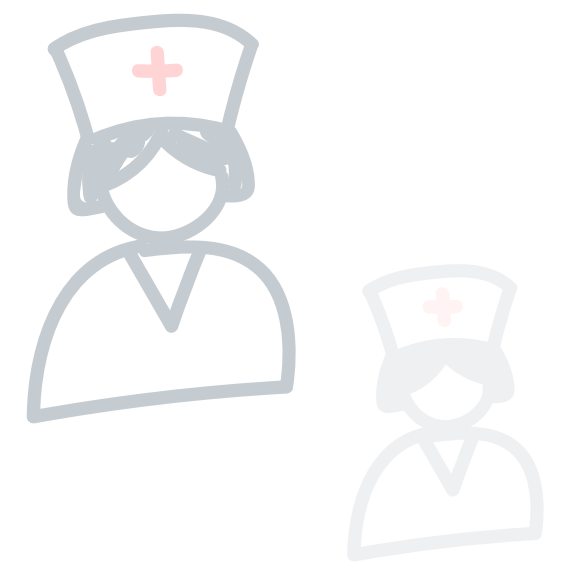


PORTUGAL

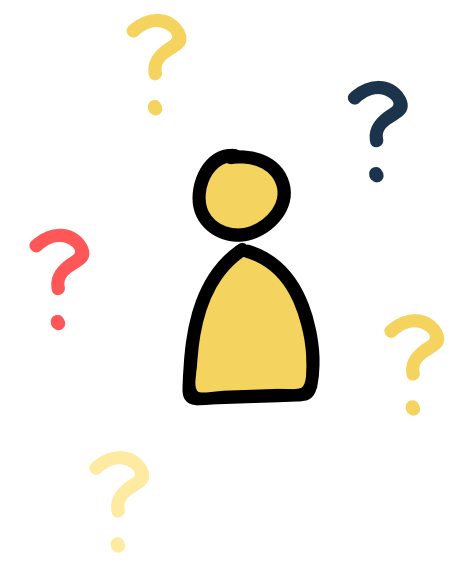


SPAIN

LACK of  
Nurses &  
Midwives



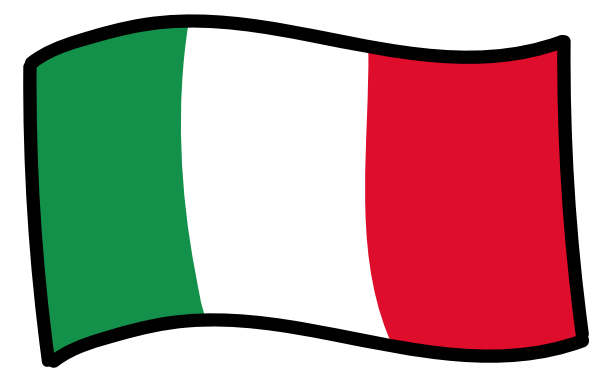
Employers  
not very  
active



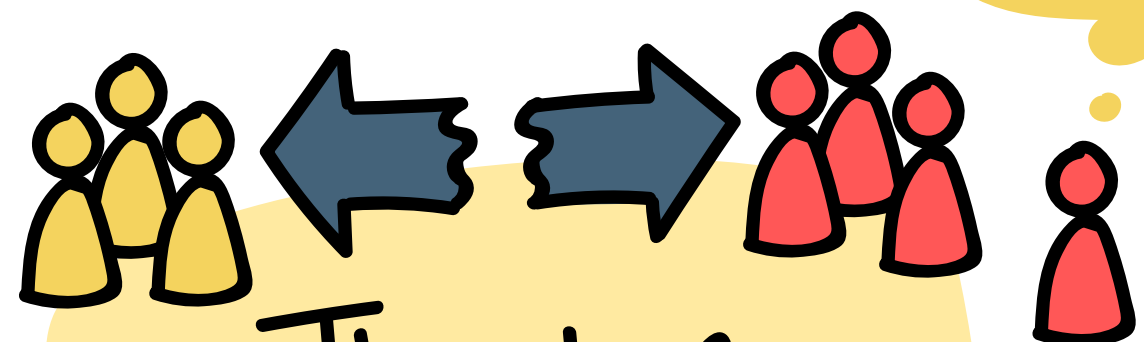
BUDGET  
CHALLENGES



# Survey findings



ITALY



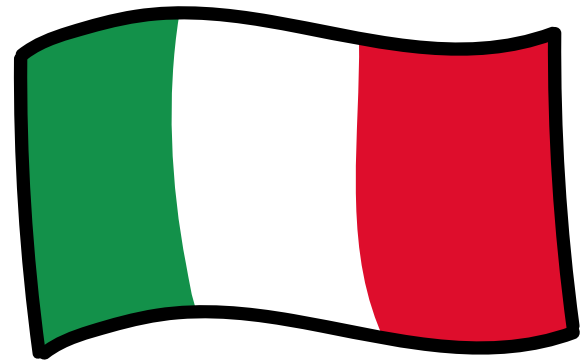
There's a Lack of cooperation

Lack of representation



LACK of NURSES

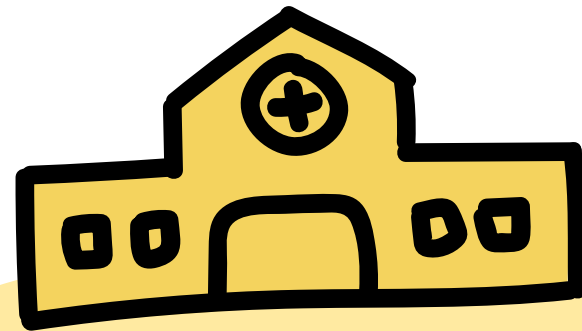
- ⊙ Mistreatment
- ⊙ Lack of continuing Professional development



ITALY

# Survey findings

We need Support in collective bargaining



Domestic Social dialogue in hospitals

LABOUR Shortages

Ageing work force



PORTUGAL

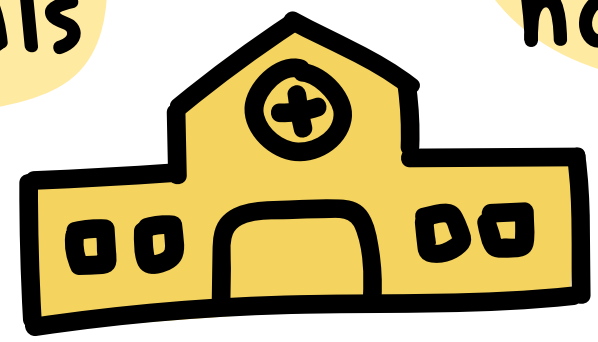
# Survey findings

Limited participation in European social dialogue

GROWTH in Private sector

117 Private hospitals

111 Public hospitals



We don't have one federation for all UNIONS





SPAIN

# Survey findings

main employer is the STATE

Fewer INDEPENDENT EMPLOYERS

PRIVATISATION of health care has INCREASED

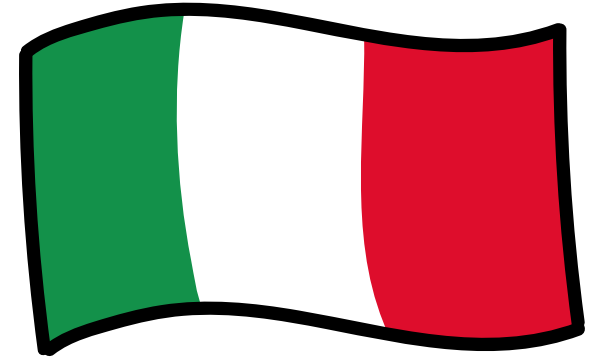
A lot of TRADE UNIONS

Cooperation is challenging

European social dialogue

ACTIVE PARTICIPATION

# Survey findings



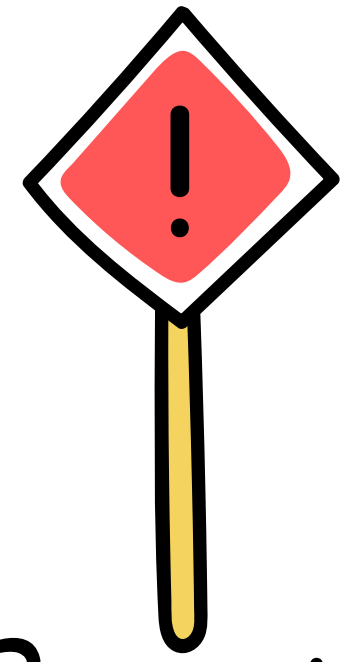
ITALY



PORTUGAL



SPAIN



Priorities



Influence change in policy



Health & Safety



Exchange of Knowledge & experience

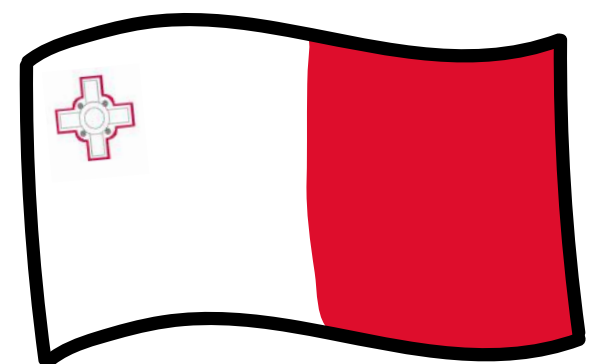
# Survey findings



CYPRUS



GREECE



MALTA

Need support in social collective bargaining

Low interest in European SEMESTER

Lack of STAFF



TRADE UNIONS involved in EU Level structures

# Survey findings



GREECE

Greece does take part in SOCIAL DIALOGUE



Low Involvement in EU Committees

Long waiting lists

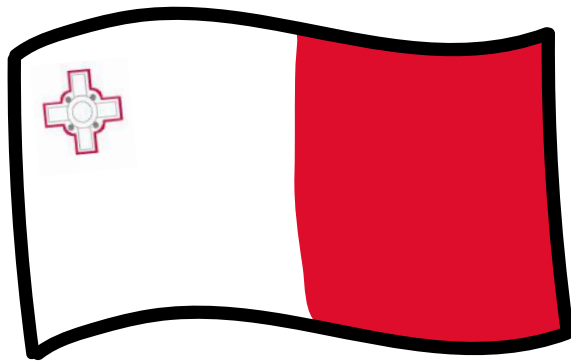
Public & Private is struggling financially

45 clinics closed down

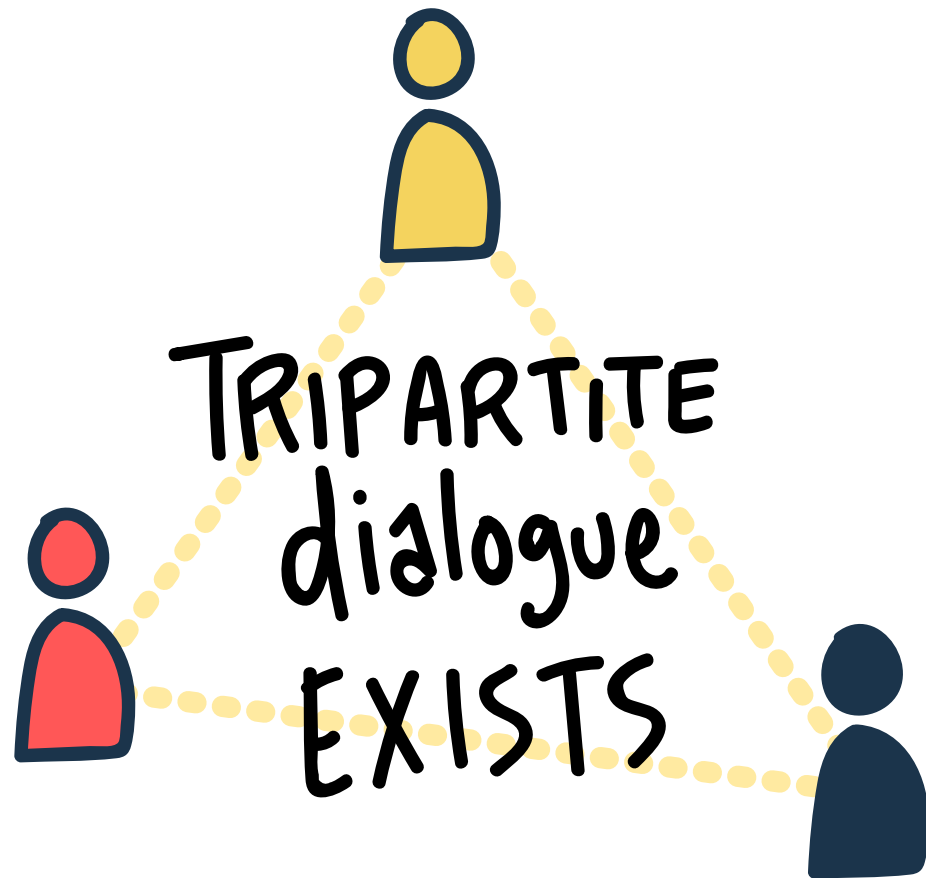
Medical & nursing travel abroad



# Survey findings



MALTA



WORK-LIFE  
BALANCE  
is a  
PRIORITY

Continuing professional  
Development

NURSING  
Profession  
needs  
IMPROVEMENT

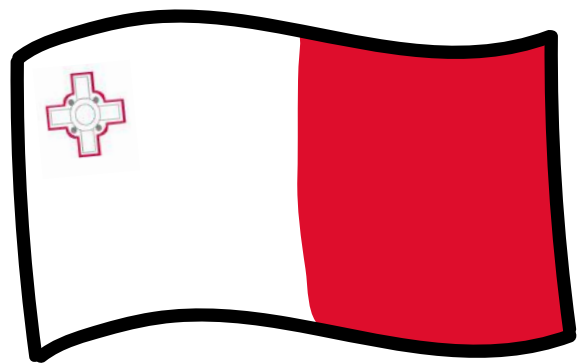
# Survey findings



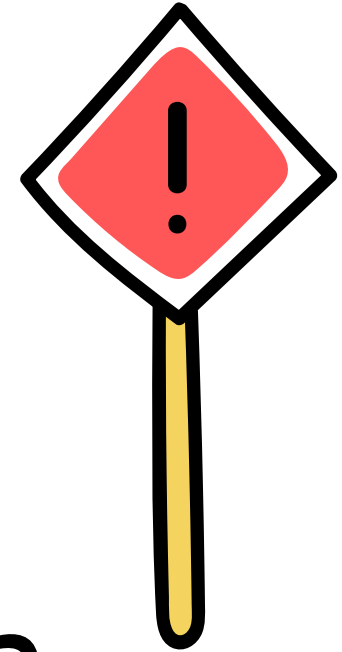
CYPRUS



GREECE



MALTA



Priorities



Work-Life balance



Continuing Professional Development

# European Semester

SOCIAL  
Partners

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★ EU level

---

★ National level



Everyone  
has the  
right to  
ACCESS to  
HEALTH  
CARE



## 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

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

## TAKE AWAYS:

JOINT  
REFLECTION

Recognition  
of our ROLE

SOCIAL  
DIALOGUE  
IS A  
**TOOL**

NATIONAL  
**TRUST**  
EUROPEAN

To deliver  
in the  
INTEREST  
of the  
WORKER

To participate  
on ALL ISSUES