

Why is it  
important to  
to represent  
ES&CEU?



Share  
**SUCCESS**  
STORIES



To give a  
**VOICE**  
for all



Take all  
demands  
**SERIOUSLY**



Marianne Thyssen

Commissioner for Employment,  
Social Affairs, Skills and Labour Mobility

Social  
dialogue  
remains  
a PRIORITY

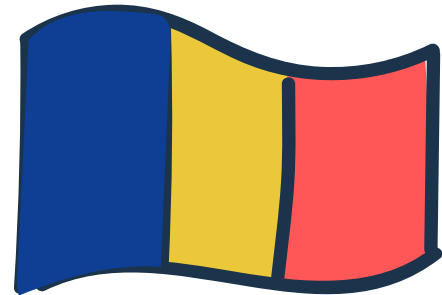
Encourage reforms  
for more  
SOCIAL DIALOGUE



WE  
NEED to  
Invest in  
organisations



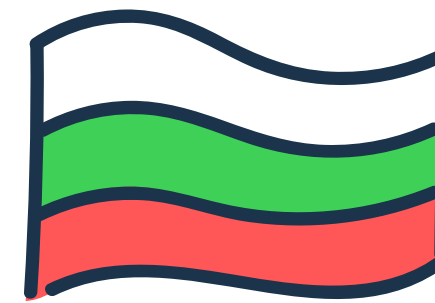
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ROMANIA

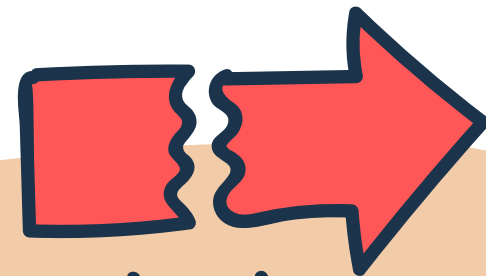
CELSI

FACT SHEETS



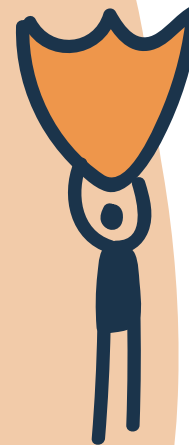
BULGARIA

Only half  
involved in social  
dialogue on EU Level



Lack direct  
participation  
and interaction  
on EU Level

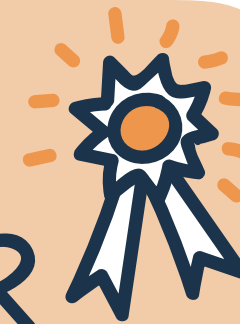
SAFETY  
and  
HEALTH  
is a  
PRIORITY



Big gap  
in NURSING

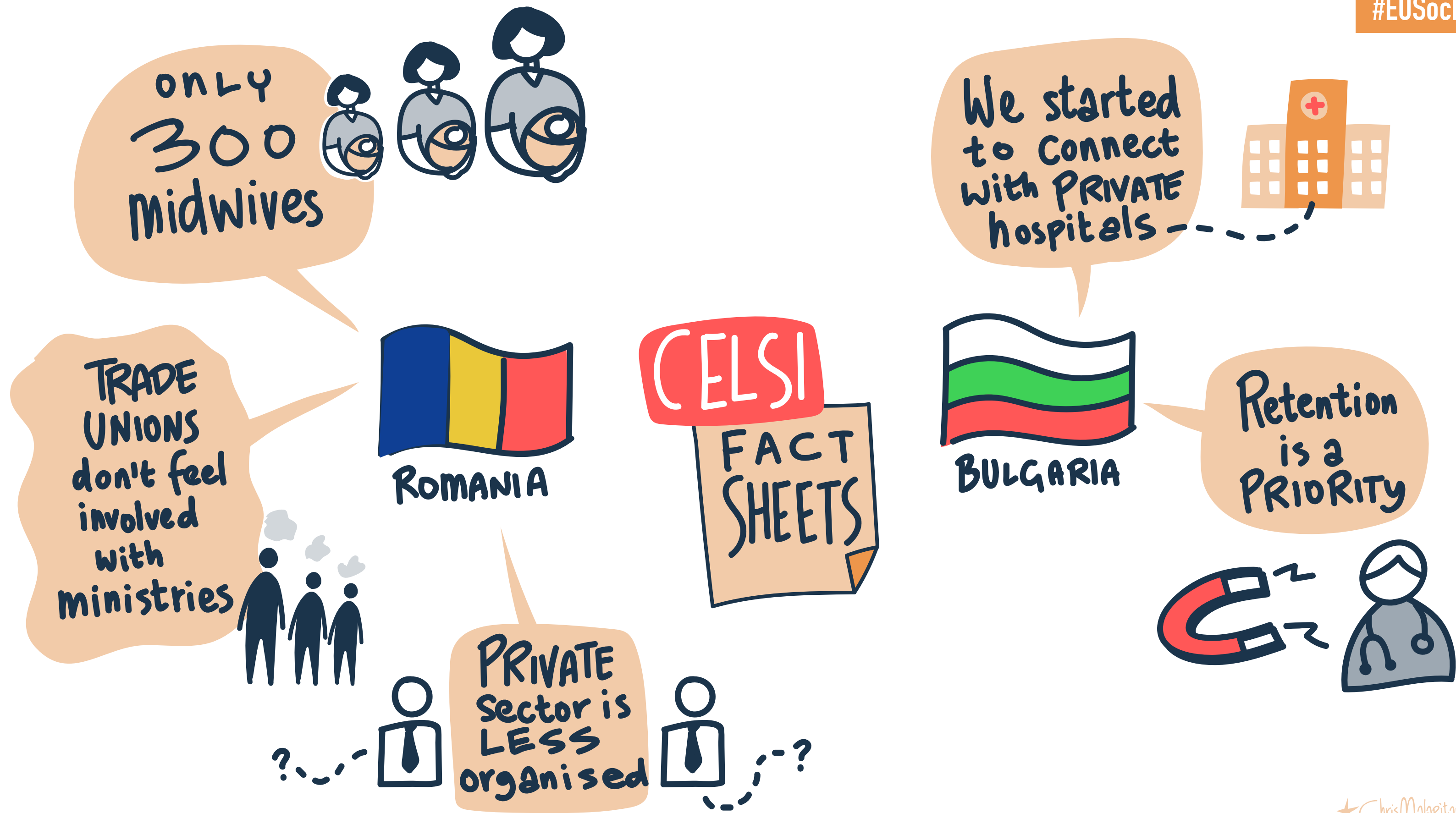
EU SEMESTER: How can we  
increase involvement?

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

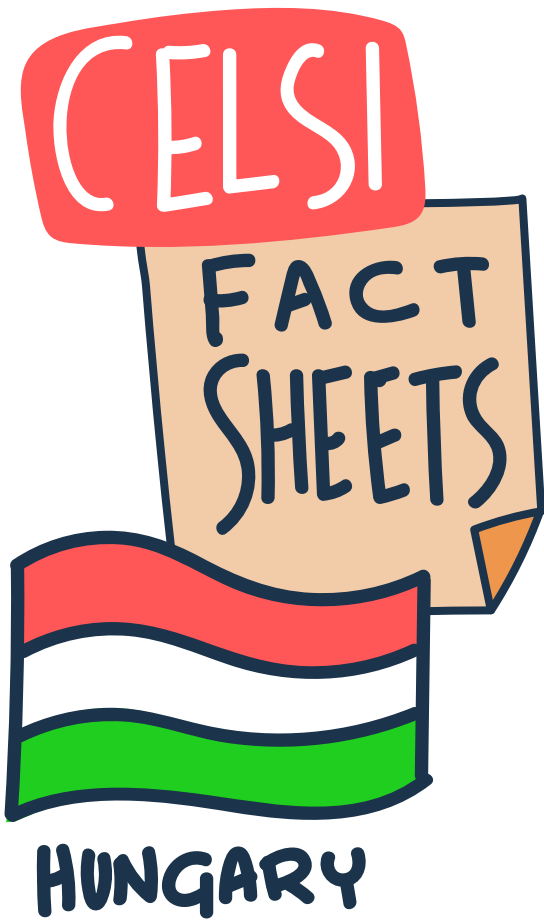


Fragmented  
organisations  
and  
trade unions

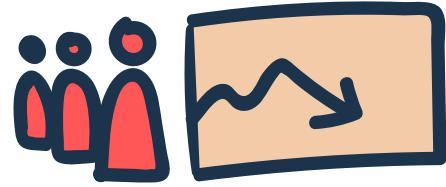
ACTIVE on  
NATIONAL  
LEVEL

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

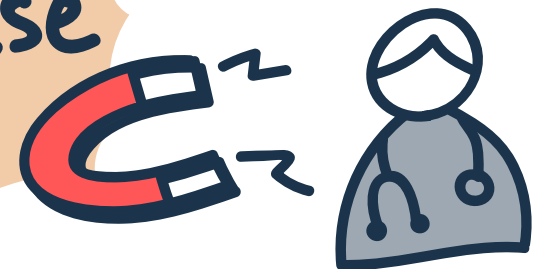
Some have  
Second  
jobs



6.8% GDP  
to HEALTH

Death rates  
higher than  
EU states

22% increase  
in salary





?

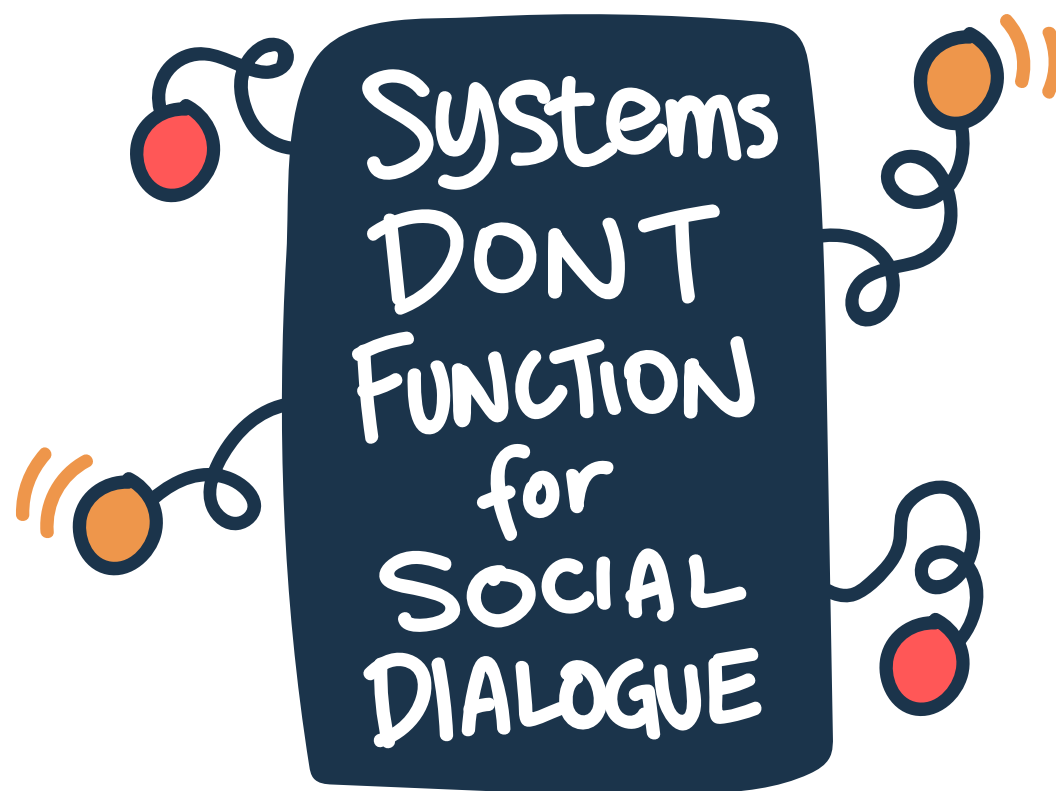
Migration  
ISSUES

?

Wage  
Policies

?

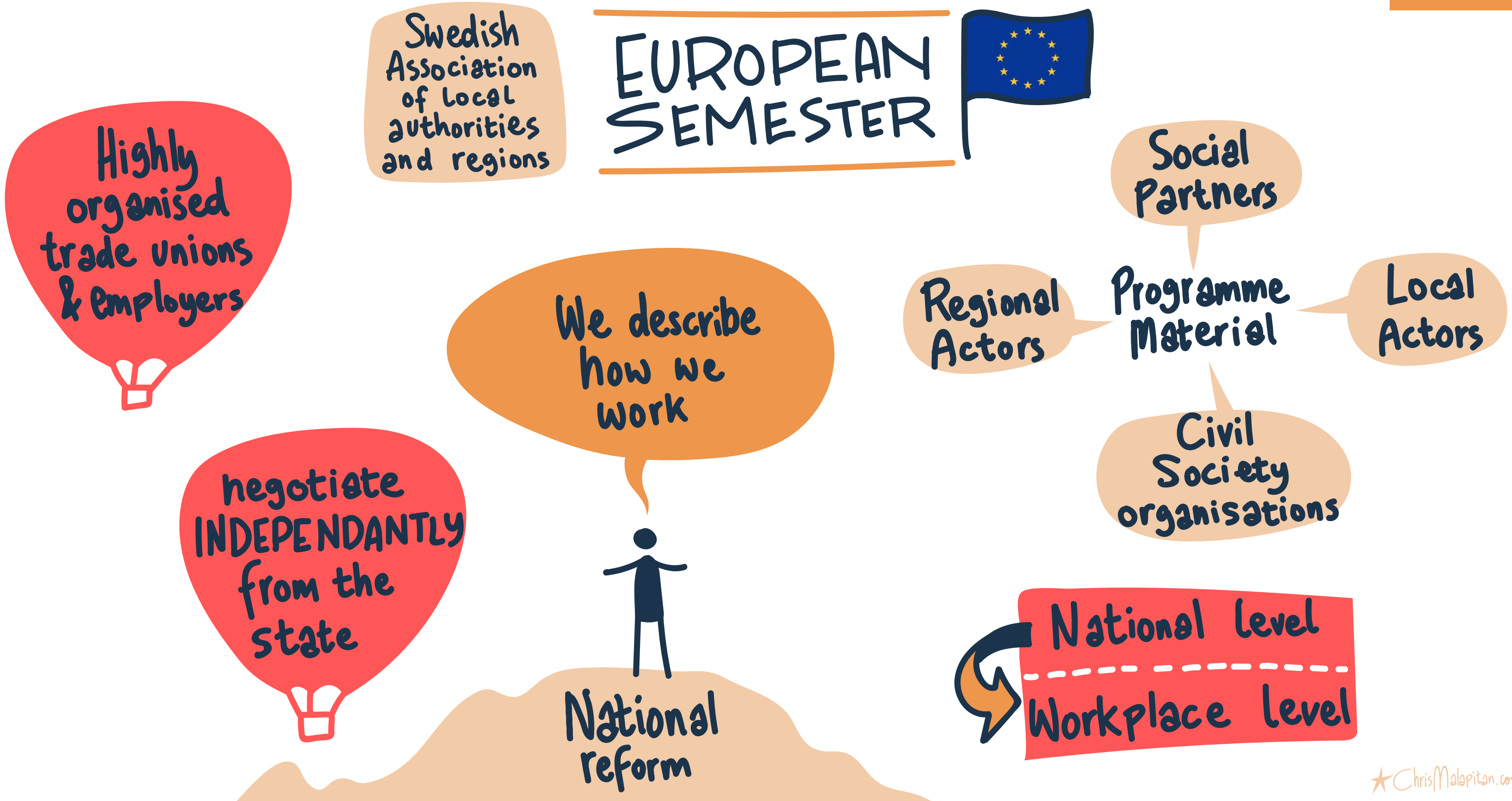
Qualifications



Why are the  
POLISH not  
represented  
here?



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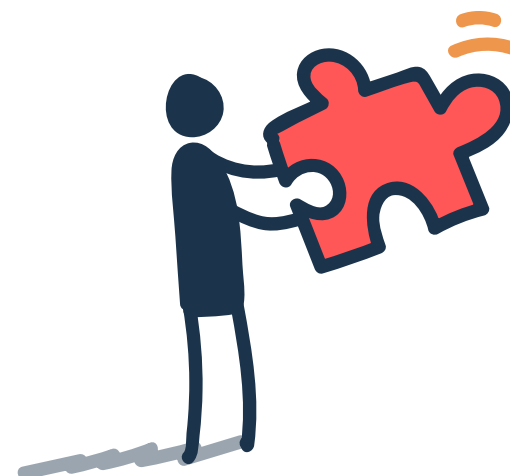
EUROPEAN  
SEMESTER



These are  
**ONLY**  
Recommendations

Are you  
more  
Competitive  
with Low  
labour costs?

we need  
**(ORDINATED)**  
Solutions



# CELSI Discussion on challenges faced

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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# CELSI Discussion on challenges faced

#EUSocDia

BULGARIA



Special SUBSIDIES  
to municipals to  
save NURSES  
from  
running away



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# CELSI Discussion on challenges faced

#EUSocDia



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# CELSI Discussion on challenges faced



# CELSI Discussion on challenges faced

## BULGARIA



# CELSI Discussion on challenges faced

#EUSocDia

RETENTION  
challenges



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CELSI

Discussion on challenges faced

#EUSocDia

EUROPEAN  
SEMESTER



Can we  
see the  
link?



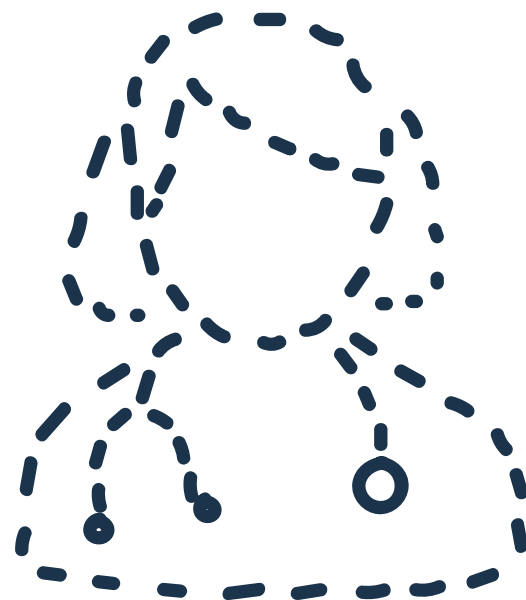
SDG's

UN  
Sustainable  
Development  
Goals

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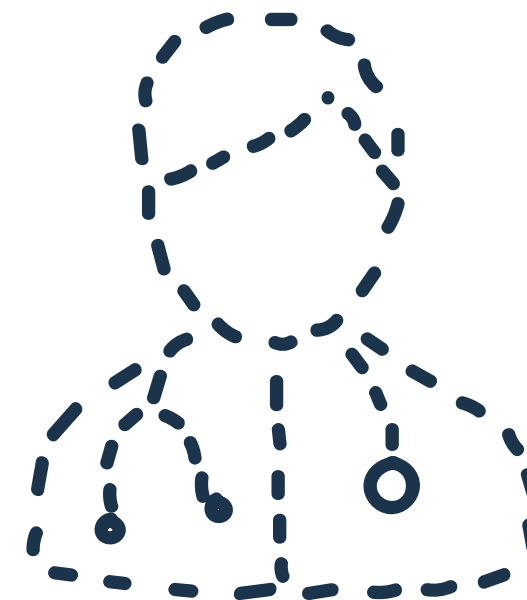
CELSI

Discussion on challenges faced



35k nurses left

ROMANIA:  
2007-2017



15k doctors left



# CELSI Discussion on challenges faced



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THANK you  
for an enriching  
experience learning  
from  
EACHOTHER

A journey of a  
thousand miles  
starts with a  
SINGLE STEP

See you  
in ROME



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