STRENGTHENING SOCIAL DIALOGUE
in the hospital sector in the East, South and Central Europe (2019-2020)
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REGIONAL WORKSHOP 1: EASTERN EUROPE

#EUSocDia

broader membership base

EMPLOYERS

TRADE UNIONS

★ Involvement

★ Commitment

CHRIS MALAMUT - chrismalamut.com

This project has received financial support from the European Union
Why is it important to represent E, S & C Eu?

- 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
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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WE STARTED TO CONNECT WITH PRIVATE HOSPITALS

ONLY 300 MIDWIVES

TRADE UNIONS DON'T FEEL INVOLVED WITH MINISTRIES

RETENTION IS A PRIORITY

PRIVATE SECTOR IS LESS ORGANIZED

ROMANIA

FACT SHEETS

CELSI

BULGARIA

CHRIS MALIKMAN.COM

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Hospital Policies constantly changing

Big interest in European Semester

Expectations: Support in collective bargaining

Fragmented organisations and trade unions

Trying hard to attract NEW members

Fragmented Social Partners

Poland

Trade Unions need to be more involved

Hungary

Priorities:
- Wage Increase
- Working Time Overload
- Workforce Shortage

Active on national level

Work & family reconciliation

#EUSocDia
Discussion

Low members in trade unions

Some working over the age of 80

Doctors & nurses work MORE than 8 hours/day

Some have Second jobs

Pensions NOT taken into consideration

6.8% GDP to HEALTH

Death rates higher than EU states

22% increase in salary

CELSI FACT SHEETS

HUNGARY

WE need a Private insurance System

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Migration Issues
Wage Policies
Qualifications

Why are the Polish not represented here?

Systems don't function for social dialogue
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European Semester

Highly organised trade unions & Employers

Swedish Association of Local authorities and regions

We describe how we work

Local Actors

Regional Actors

Social Partners

Civil Society organisations

Programme Material

National reform

National level Workplace level

Highly organised trade unions & Employers

We describe how we work

Regional Actors

Social Partners

National level Workplace level

Highly organised trade unions & Employers

We describe how we work

Regional Actors

Social Partners

National level Workplace level
EUROPEAN SEMESTER

These are ONLY recommendations

Are you more competitive with low labour costs?

we need Coordinated Solutions
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Discussion on challenges faced

Romania: Cannot negotiate wages
Overworked staff

ITALY example:
Collective bargaining on NATIONAL & LOCAL level

How do we create a FUNCTIONAL Social dialogue on LOCAL level?

Where can I MAKE a DIFFERENCE?
Discussion on challenges faced

BULGARIA

Special SUBSIDIES to municipals to save NURSES from running away

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Discussion on challenges faced

Fragmentations could help to open national systems

Could we participate in multiple social dialogues?

Clear roles need to be defined
Discussion on challenges faced

ROMANIA:
It takes YEARS
to change
MENTALITIES
Discussion on challenges faced

BULGARIA

Make NURSES profession MORE ATTRACTIVE

Increase qualification
Discussion on challenges faced

RETENTION challenges

Professional development

WORK LIFE
Discussion on challenges faced

Can we see the link?

European Semester

UN Sustainable Development Goals

SDG's

#EUSocDia
Discussion on challenges faced

ROMANIA: 2007-2017

35K nurses left

15K doctors left
We have to step up our training.
THANK you for an enriching experience learning from EACH OTHER.

A journey of a thousand miles starts with a SINGLE STEP.

See you in ROME.