STRENGTHENING SOCIAL DIALOGUE IN THE HOSPITAL AND HEALTHCARE SECTOR

Trade unions
- Union of Portuguese Nurses (SEP)
- Union of Nurses of Madeira (SERAM)
- Union of nurses (SE)
- Independent Union of Professionals in Nursery (SIPE)
- Independent Union of Doctors (SIM)

Employers’ organisations
- Portuguese Association of Private Hospitals (APHP)
- Portuguese Commerce and Services Confederation (CCP)
- National Confederation of Institutions of Solidarity (CNIS)

European Social Dialogue: Limited participation on sectoral level

Trade unions
No involvement in the EU level (sectoral) social dialogue due to the lack of financial resource or national scope of operation.

Employers’ organisations
CCP participates directly in European Economic and Social Committee (EESC) and meetings of EU level cross-sectoral social dialogue through SMEunited.

European Semester: Stronger involvement of employers’ compared to trade unions

Trade unions
Occasionally informed about reforms proposed within the European Semester procedure or not involved at all and not interested in being involved.

Employers’ organisations
Portuguese Commerce and Services Confederation is regularly involved in the processed changes implementation that has resulted from the European Semester procedure and participates in the meetings of the European Semester.

Priorities for the EU level: Greatly differ between employers’ and trade union

Trade unions
- Collective bargaining;
- Enhancement of nurses’ skills;
- Career progression;
- Cross-border recognition of professional qualifications.

Low satisfaction with the opportunities to address priorities at EU level due to lack of financial resources.

Expectations for the EU level social dialogue
- Support in domestic collective bargaining;
- Making stronger impact;
- Acknowledgment of their interests.

Employers’ organisations
- EU Convergence;
- Safety and health at work;
- Working conditions;
- Ageing workforce;
- Vocational education and training;
- Recognition of skills at the national level;
- Continuing Professional Development and Life-Long learning.

Trade unions unsatisfied and employers’ satisfied with the opportunities to address priorities at the EU level.

Further information

The fact sheet is the result of a survey dedicated to social dialogue with replies from SE and CCP as well as desk research conducted in June – November 2019 and information provided at the Regional Workshop in Rome on 15 November 2019 within the joint project of HOSPEEM and EPSU. The answers of the survey are generalised, therefore, information might not apply to all organisations listed above. More detailed results on Portugal are available in the Regional Workshop report: Southern Europe and the comprehensive comparative report of the targeted countries available online on HOSPEEM and EPSU websites.

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