



# Welcome by the Advisory Committee



Welcome everyone!

**Marta Branca**  
Secretary General, HOSPEEM,  
Razvan Gae



Social dialogue is very important for the SAFETY of our health workers

**Razvan Gae**  
Standing Committee  
"Health and Social Services",  
EPSU, Sanitas, Romania



Social dialogue is important on ALL Levels

**Marija Berislavic**  
HSSMS-MT, Croatia

European Cooperation is VITAL

It's important we EXCHANGE



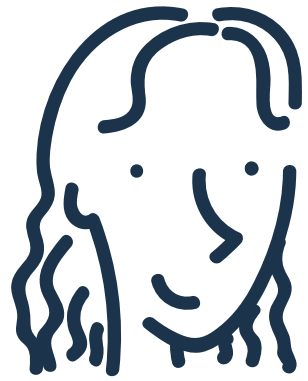
**STRENGTHENING SOCIAL DIALOGUE**  
in the hospital sector in the East, South and Central Europe (2019-2021)

DISSEMINATION WORKSHOP



This project has received financial support from the European Union

# Presentation and objectives of the project and activities of the European Sectoral Social Dialogue Committee for the Hospital and Healthcare Sector



**Simone Mohrs**  
Policy Officer, HOSPEEM



**Adam Rogalewski**  
Policy Officer, EPSU

AGREEMENTS

EU Directive

ACTIONS

Recruitment & Retention

Labour Market Migration

Access to Professional development

Safety & Health

VOICE  
Your National perspective



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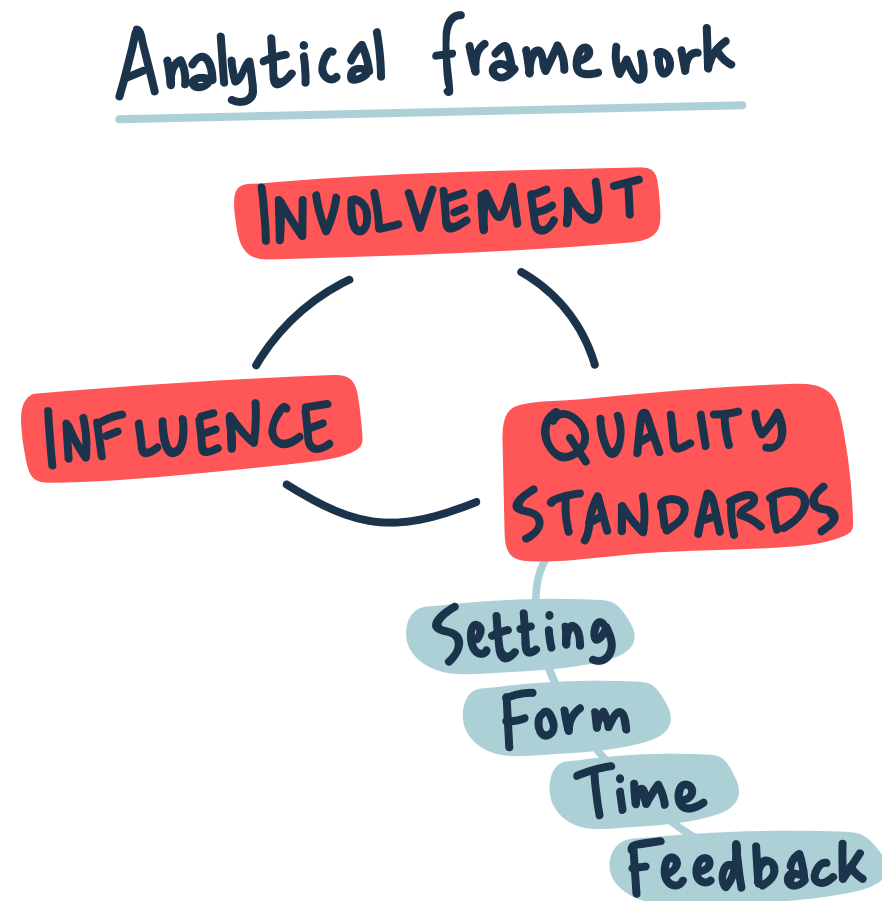
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# Presentation on the involvement of national sectoral social partners in the European Semester



**Ricardo Rodriguez Contreras**  
Researcher Officer, Eurofound

SOCIAL  
Partners  
&  
Stakeholders



SOCIAL PARTNERS  
Low levels  
of influence

National  
Authorities

# Presentation of the final project report



Trade Unions & Employers  
Can coordinate  
expectations for  
the European Semester

**Barbora Holubová**

Researcher, Central European Labour Studies Institute

Underinvestment &  
expenditure cuts  
Creates more  
challenges



Employers  
involvement  
is LIMITED

Lack of healthcare  
workers/professionals  
in the targeted  
countries



Health Care  
is facing  
LONG TERM  
Challenges

Inclusive  
ACTION  
is needed!!



Social Partners  
LOW INVOLVEMENT  
Social Dialogue



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# Comments on the report by the European Commission and Portuguese Presidency,

followed by a discussion with participants on how to strengthen national sectoral social dialogue



**Ana Carla Pereira**

Employment and Social Adviser,  
Cabinet of Nicolas Schmit,  
European Commissioner for Jobs and  
Social Rights on European Pillar of  
Social Rights Action Plan

European Pillar  
of  
Social Rights

Action Plan

- Legislation
- Child Guarantee
- Future of Care Economy
- Renew of Sectoral Social Dialogue
- Employment & Social Policy

Romania

Social Partners are not involved in the National Resilience Plan

We need MORE Social dialogue

Workers should be protected from hazardous substances

Prevention

Health & Safety

Preparedness

LONG-TERM CARE



Increase visibility on innovation

National Social Partners

SOCIAL DIALOGUE

COLLECTIVE BARGAINING

LEGAL REQUIREMENT

Involvement of Social Partners in Recovery resilience facility regulation



**Margarida Arenga**

Portuguese Permanent Representation  
on the outcome of the Social Summit in Porto

People FIRST  
No one left behind



FAIR & INCLUSIVE  
for a  
GREEN  
and  
DIGITAL  
Transition

It is crucial to maintain a SOCIAL EUROPE



**STRENGTHENING SOCIAL DIALOGUE**  
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# Structured discussion between national social partners on how to strengthen the sectoral social dialogue with the participation of Jan Behrens, Policy Officer, European Commission



CAPACITY BUILDING is CRUCIAL

ENGAGEMENT is **KEY**

European Semester

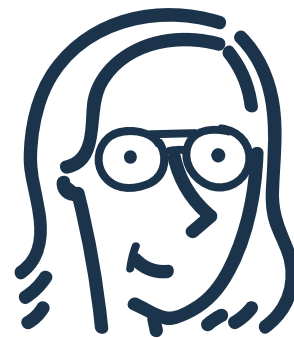
Weaknesses can be revealed

FACT Finding missions

Employment Committee

Be a LOBBY group

We have the support of EUROPEAN SOCIAL FUND



**Marta Kahancová**  
Researcher, Central European Labour Studies Institute

ALL LEVELS need to be CONNECTED

National government hesitant to involve social dialogue

ROMANIA  
TRADE UNIONS are ignored

Czechia  
LANGUAGE is still an issue when we meet

*Continued*

# Structured discussion between national social partners on how to strengthen the sectoral social dialogue with the participation of Jan Behrens, Policy Officer, European Commission



### ROMANIA

Trade Union  
↓  
Ministry of Health

Low salaries  
Lack of protective equipment

Good access to COVID VACCINE

### SPAIN

Trade Union  
↔  
Ministry of Health

Limited Participation in Social dialogue

Low investment in Health Care  
**1.5% BUDGET**

### FRANCE

Salary Increase

### CROATIA

Trade Union  
↔  
Ministry of Health

10% Salary increase  
Social dialogue

Learnings from COVID-19  
COLLECTIVE BARGAINING

### EPSU

Health & Safety is important  
STRESS/BURNOUT  
Not enough investment in Health Care

### DG SANTE

Policy of RETENTION  
Impact on MENTAL HEALTH

Many instruments that can help Health Care Work Force  
Training  
Cohesion Funds  
Salary Benefits temporary solution



# Next steps and dissemination of project results

## FOLLOW-UP ACTIVITIES

- 3 regional workshop reports
- 14 country-specific fact sheets
- 1 project report

## NEXT STEPS

More work on:



Recruitment & Retention

Explore CAPACITY BUILDING initiatives



INCREASE Political support for SOCIAL DIALOGUE

# Summary and closing



SOCIAL DIALOGUE & Collective bargaining

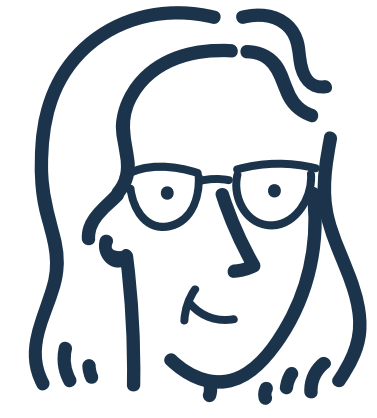
- OCCUPATIONAL HEALTH & SAFETY
- SALARY
- RECRUITMENT
- RETENTION



Financial Assistance



**Jan Willem Groudriaan**  
General Secretary, EPSU



**Marta Branca**  
Secretary General, HOSPEEM

We need to be **ACTIVE** in social dialogue

We can **GROW** together

