

Information Pack

Socially Responsible Restructuring Processes – Reinforcement of the Role and Capacity of Workers' Organizations

Project Acronym: SERP

Duration: 01 July 2025 – 30 June 2027

Coordinator: FZZPOZIPS (Poland)

Co-beneficiaries: SZSZS (Serbia), GWU (Malta), MEF (Bulgaria), TUHM (Montenegro)

Associate Partners: SANITAS (Romania), EPSU (Belgium), FP CGIL (Italy)

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1. Project Objectives

The SERP project aims to strengthen the capacity of workers' organizations in the healthcare sector to effectively engage in and influence restructuring processes at national and European levels.

- Enhancing knowledge and practical skills in social dialogue, EU labour law, and change management;
- Promoting a socially responsible approach to restructuring that safeguards both workers' rights and patient care;
- Building a long-term strategy and a practical manual for trade union representatives.

2. Context and Rationale

The healthcare sector in Europe is undergoing deep and rapid transformations due to:

- Crises such as COVID-19 and the war in Ukraine;
- Structural challenges like digitalization, staff shortages, and demographic changes;
- The increasing need for institutional accountability and socially responsible governance.

Workers' representatives often lack the tools and resources to anticipate and influence such changes. SERP addresses this gap by empowering them through tailored training, strategic tools, and transnational collaboration.

3. Planned Activities

The SERP project is structured around four Work Packages (WPs):

WP1 – Project Management & Coordination: Kick-off meeting, planning, reporting, and internal communication.

WP2 – Strategic Empowerment for Restructuring: Face-to-face and online workshops for representatives; Drafting of a long-term Union Strategy; Development of a Change Management Manual.

WP3 – Capacity Building: Training curriculum development; Delivery of 8 training modules (6 international, 2 national); Pilot hybrid training sessions (online and in-person).

WP4 – Dissemination & Visibility: National online informative seminars; Periodic updates on websites and social media; Vodcasts and newsletters; Article summarizing the strategy and action plan; Visual identity creation for consistent communication.

4. Expected Results

- Improved skills and preparedness of healthcare trade union representatives;
- A common transnational strategy to manage sectoral restructuring responsibly;
- A practical manual for managing change in healthcare settings;
- A training programme that can be reused and adapted;
- Increased stakeholder awareness through effective dissemination tools.

5. Target Audiences

- Primary: Workers' organization representatives (unions, councils, associations) in healthcare.
- Secondary: All healthcare workers indirectly benefiting from improved representation.
- Tertiary: Policy makers, institutional stakeholders, and civil society.

6. Communication and Updates

This information pack and its future updates will be published on the websites and social media channels of all partner organizations.

Updates will follow major project milestones, such as workshops, strategy publication, and training implementation.

All partners are encouraged to share content and engage their national audiences in the project journey.