

## SERP PROJECT

# 1ST NEWSLETTER



## What is the SERP project about?

The SERP project is a European initiative aimed at providing information, tools, and training for workers' organisations. Its primary focus is the healthcare sector, ensuring that employee representatives are better prepared to respond to the challenges and changes occurring in their workplaces.

These changes require employees to adapt, yet their representative organisations often lack adequate preparation to support them effectively. Key issues identified include:

- Limited capacity to anticipate future challenges
- Weak influence on working conditions
- Low involvement in change management
- No unified trade union strategy to respond to sectoral changes and restructuring responsibly

### ● Context

The European healthcare sector is facing continuous challenges due to a rapidly changing environment. These include the impacts of recent crises such as COVID-19 and the war in Ukraine, as well as:

- Reorganisation of work
- Staff shortages
- Increased demand from an ageing population
- Digitalisation, including artificial intelligence
- The need for socially responsible institutional functioning





## Project Objectives

- To build the capacity of workers' organisations to anticipate and manage restructuring in the healthcare sector.
- To develop a strategic action plan and a practical manual for trade union representatives.
- To deliver innovative training modules focused on employment law, soft skills, digitalisation, and crisis response.
- To foster cooperation between healthcare trade unions across EU and candidate countries.

### Key Activities

- International workshops and online events
- Development of a change management strategy and manual
- Creation of online training modules (in multiple languages)
- Dissemination of newsletters, vodcasts, publications, and social media content
- Active involvement of EU and national-level trade union experts

## Project Partners

- FZZPOZiPS - Federation of Health Care and Social Workers Trade Unions (Poland)
- SZSZS - Sindikat Zaposlenih u Zdravstvu i Socijalnoj Zastiti (Serbia)
- GWU - General Workers Union Trade Union (Malta)
- MFP - Meditsinska Federatsiya Podkrepa (Bulgaria)
- UFTUM - Trade Union of Health of Montenegro (Montenegro)
- EPSU - European Federation of Public Service Unions (Belgium)
- SANITAS - Federatia Sanitas Din Romania (Romania)
- FP CGIL - Federazione Lavoratori Funzione Pubblica CGIL (Italy)



## Target Groups

The main target group consists of representatives of workers' organisations in the healthcare sector, including leaders, members, and delegates of trade unions, professional associations, and employee councils at local, regional, national, and EU/transnational levels. They play a crucial role in defending workers' rights and participating in social dialogue.

The project will also indirectly benefit healthcare workers themselves, represented by these organisations, ensuring their voices are heard during restructuring processes.





## Online Kick-Off Meeting!

On 21 July 2025, we held our first online Kick-Off Meeting with all partner organisations to launch the project together.

The meeting began with a warm welcome from the Project Leader and Expert, followed by introductions from each partner. We then explored the main goals and expected results of the project, ensuring everyone has a shared understanding of our upcoming activities and timeline.

### Partners discussed:

- How we will work together efficiently
- The division of tasks between organisations
- Planning of project events and outputs

The meeting created a strong start for our cooperation. Partners shared their ideas, expectations, and commitment to achieving meaningful results for our target groups. It was an inspiring beginning, setting the tone for productive and friendly collaboration in the coming months.

We're looking forward to our next steps and will keep you updated with more project news, milestones, and achievements in future newsletters.

## Stay Connected

We will keep you updated with more project news, upcoming events, and achievements in future newsletters.

Follow us on social media:

<https://www.facebook.com/SERP.EUproject>

For regular updates, behind-the-scenes insights, and the results of the SERP project.

