

## SERP PROJECT

# THE SERP PROJECT IS MOVING FORWARD WITH A STRATEGY TO PREPARE UNIONS FOR THE RESTRUCTURING OF THE HEALTHCARE SECTOR



### The SERP project

The strategy stems from a complex context in which European healthcare systems face multiple pressures: demographic changes, staff shortages, accelerated digitalization, and increasing demands for efficiency. As described in the strategic document, these factors are profoundly transforming work organization and working conditions in the healthcare sector.

Given this scenario, the main objective of the strategy is to strengthen the role of unions so they can anticipate, influence, and actively participate in the processes of change. This involves moving from a reactive stance to early and structured participation, guaranteeing the protection of labor rights and the quality of healthcare services.

continues to move forward with the development of a key strategy aimed at strengthening the capacity of healthcare unions to navigate restructuring processes. This document marks a fundamental step in the project's development, providing a structured vision and practical tools to address current and future challenges.



The document is structured around four fundamental strategic pillars:

- Social dialogue and early participation , highlighting the importance of involving social partners from the beginning of any restructuring process.
- Use of data and evidence as a key tool to strengthen negotiation skills and informed decision-making.

- Training, skills and professional safety , with the aim of ensuring that workers can adapt to technological and organizational changes.
- Worker participation and strategic communication , fostering trust, combating misinformation and strengthening the role of trade unions in public debate.

## Furthermore,

the strategy underscores the need for effective and coordinated governance, as well as continuous monitoring of change processes. Expected outcomes include improved working conditions, strengthened social dialogue, and the development of more sustainable and resilient healthcare systems.

This new development in the SERP project reinforces its commitment to a socially responsible approach to restructuring, placing workers and their representatives at the heart of the transformation of the healthcare sector.

**We will continue to report on the progress and results of the project in future newsletters.**



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**[Strategic Document: Empowering Trade Unions in Healthcare](#)**

