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<b>Title:</b>	<b>Conference on Collective Bargaining: Challenges and Good Practices</b>		
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- at which level the collective bargaining takes place in different countries:

federal/national, region/province, employer; whole public sector together, health sector

separately, doctors separately

	Federal/ National	Region/ province	Employer	Whole Public sector	Health sector separately	Doctors separately
France/SNPHARe	<b>X</b>					<b>X</b>
Cyprus					<b>X</b>	<b>X</b>
Portugal (ODM)	<b>X</b> National with doctors' trade unions					<b>X</b>
Cyprus/CTMA	<b>X</b>					
Romania	<b>X</b>			<b>X</b>	<b>X</b>	
France/UNMS						<b>X</b>
Spain		<b>X</b>			<b>X</b> Since 2002- regional but with national coordination	
Turkey			<b>X</b>	<b>X</b>		<b>X</b>
Slovenia	<b>X</b>			<b>X</b> General rights		<b>X</b> Specific problems

The Netherlands			<b>X</b>			<b>X</b>
Bulgaria					<b>X</b>	
Poland			<b>X</b>			

- how doctor's unions interact with other stakeholders on the unions' side: no interaction, cross-sectoral confederations, intra-sectoral confederations, same unions for doctors and other healthcare workers;

	No interaction	Cross-sectoral confederation	Intra-sectoral confederations	Same unions for doctors and other healthcare workers
France/SNPHARe	<b>X</b>			
Cyprus	<b>X</b>			
Portugal (ODM)	<b>X</b> Because of separate negotiations			
Cyprus/CTMA				<b>X</b>
Romania		<b>X</b>		
France/UNMS	<b>X</b>			
Spain				<b>X</b>
Turkey			<b>X</b>	
Slovenia		<b>X</b> FIDES – forced to be a member		
The Netherlands			<b>X</b>	
Bulgaria				<b>X</b>
Poland				<b>X</b>

- which kind of pressure doctors' unions take in order to be more successful: strikes, establishing confederations with other unions, lobbying, legal actions, protests/demonstrations,

public relations actions, internationalization of problems, collective termination of contracts, emigration, various combinations, other.

	FR/SNPHARe	CY	PT/ODM	CY/CTMA	RO	FR/UNMS	ES	TK	SL	NL	BG	PL
Strikes	X	X	X	X					X			X
Establishing confederations								X		X		
Lobbying	X			X	X	X	X		X	X		
Legal actions	X		X	X	X		X	X	X			
Protests			X				X		X	X		X
PR actions			X		X			X	X	X		
Internalization					X							
Collective termination												X
Emigration												X
Combinations							X		X	X	X	
Other												

- EU states where the collective bargaining for doctors may be considered, under the ILO definitions: adequate, mostly adequate, not adequate:

	Adequate	Mostly adequate	Not adequate
France/SNPHARe		X	
Cyprus			X
Portugal (ODM)	X		
Cyprus/CTMA			X
Romania		X	
France/UNMS		X	
Spain	X		
Turkey			X
Slovenia	X		
The Netherlands			X
Bulgaria		X	

Poland			<b>X</b>
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- to make a list of good practices that could be tried to improve the situation where the situation in collective bargaining is not adequate

CTMA: increase the number of members in the Unions

FIDES: lobbying, legal actions, PR actions, protests-strikes