

The Situation of spanish Nurses in Germany



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Situation in the care-Sector in Germany

- Demographic development – Need for more nurses and professional and unprofessional Care-Givers
- The Profession Nurse has become less attractive in the last years
 - „Reforms“ in the Welfaresystem led to reducing of Staff. 40.000 less nurses in the hospitals from 1996 until today.
 - Many nurses leave the job or work parttime, for heath-reasons
 - High job-dissatisfaktion: 70% of the nurses in hospitals see themselves under constant high pressure during work
 - Nurses leave the country

Migration

- From Countrys outside Europe with special Programms funded by the Gouvernement
- From Countrys inside Europe increasing with the the crises in East-South Europe
- Formal low-qualified workforce from east-Europe
- High-qualified Workforce from European Crisis-Contrys with a high standard
Nurse- apprenticeship like Greece and Spain

Legalstatus and Job-security

- In the sector of formal low-qualified care-giving (24-Houre Caregiving) many Caregivers from non-EU-Countrys are working without working-permission or legal-status
- In high-qualified sector many companys use adhesion contracts to tie the Nurses to the Company

How to tie the workers to the company

- To get the qualification as Nurse acknowledged, they have to pass a German-Test.
- The Company is paying the Course upfront. The Nurses have to agree, that they stay in the Company for a certain time. If they leave before that time, they have to pay a fine.
- The tie range from 1 ½ Years to 3 Years
- The Fine can range from 6.000-10.000 Euros
- Lower wages (20-40% less)
- Part of the Companies do not have a collective contracts and no works councils
- Working-conditions are bad in questions of daily workinghours, getting payed when sick, Holydays, health and safety-issues ...

How did I came to go to Germany

- No Chance to get a Job in Spain
- Announcement in Internet
- Job-Interview in Spain

Situation of the spanish workers in Germany

- Low wage
- No Nurse-Work
- Work anTravel – working in all over Germany. No Regulation, to choose the place to work
- Treatment, when getting sick
- No freedom to choose the job because of the the layoff-fine

Union activities

- Building a union Group of spanish Nurses in GIP
- Set up Demands:
 - No fine, when you leave the company
 - Equal Pay
 - Nurse-Work
 - Getting payed right, when sick
 - Choose where to work in Germany

First Meeting with the Company on 26th of May.

Waiting for an answer and preparing for further activities.