ESRU 2026:
Representing Residents, Advancing Training, Shaping the Future of European Urology

Carolin Siech, MD, FEBU

Chair, European Society of Residents in Urology (ESRU)

Senior Urology Resident, University Hospital Frankfurt, Frankfurt am Main, Germany
Post-doctoral Research Fellow 2023/2024, Cancer Prognostics and Health Outcomes Unit, Division of Urology, University of Montréal Health Center, Montréal, Canada.

MEETING EUROPEAN BOARD OF UROLOGY,
Saturday, 10.October.2026, Oslo, Norway

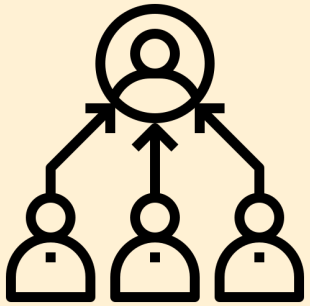
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The Goals of ESRU

International representation

Identify Training gaps







Improve training and education

Support residents







Collaborate with European partners

Connect national associations

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ESRU Network and Representation

eau Young Urologists

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European Society of Residents in Urology

Executive committee (Ex-Com) + **National Communication Officers (NCO)**





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ESRU Activities and Achievements in 2026

The Residents Pulse



Aims

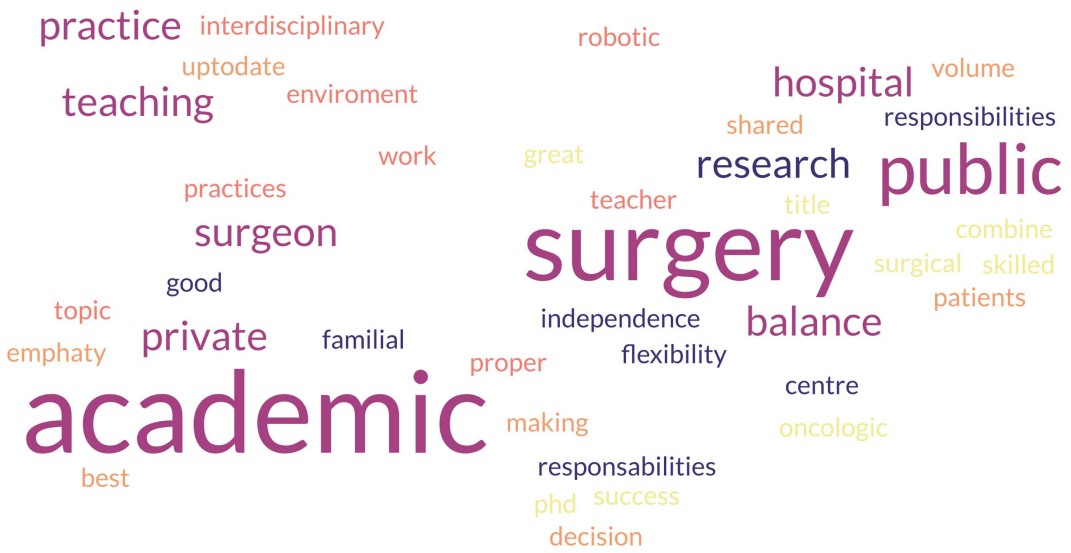
- Identify different needs
- Develop different pathways for different needs
- Strengthen connection between members and urologic organisations

Questions:

1) What kind of urologists to you want to become? How do you see yourself in 5-10 years?
2) What do you feel you need from organisations such as the EAU to help to get there?
3) What does a fulfilling and successful life look for you?
4) What is ESRU for you?

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Question 1 – Kind of urologist



Question 2 – Need from organisations



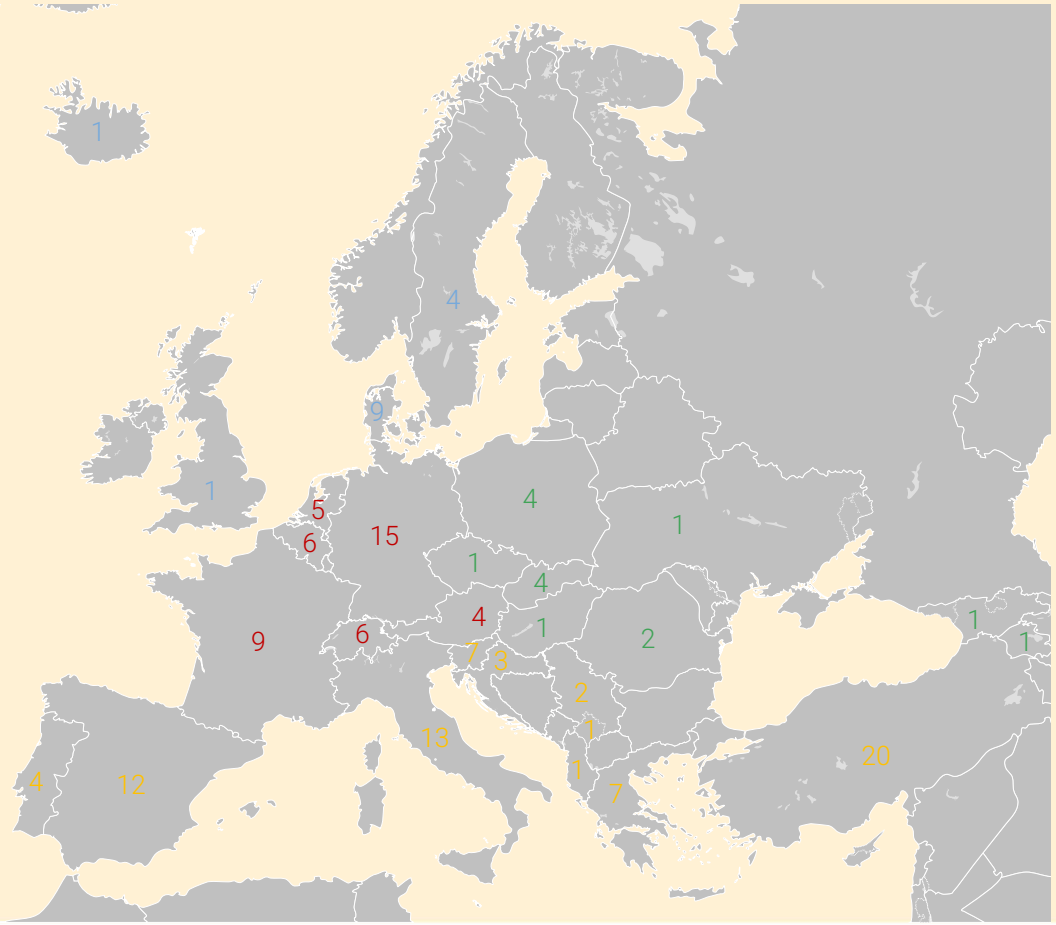
European Association of Urology

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Challenges in European Urology Training

ESRU survey: Job satisfaction and psychoscial workload





Participants
(08/2025-04/2026)
n= 167

Northern Europe n=15 (10%)

Western Europe n=45 (31%)

Eastern Europe n=15 (10%)

Southern Europe n=70 (48%)

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Challenges in European Urology Training

ESRU survey: Job satisfaction and psychoscial workload

Characteristic	Overall, n = 145	Northern Europe, n = 15 (10%)	Western Europe, n = 45 (31%)	Eastern Europe, n = 15 (10%)	Southern Europe, n = 70 (48%)
Female sex, n (%)	54 (38%)	9 (60%)	17 (40%)	6 (40%)	22 (32%)
Children, n (%)	34 (23%)	9 (60%)	11 (24%)	2 (13%)	11 (16%)
Training curriculum, n (%)	79 (54%)	12 (80%)	27 (60%)	7 (47%)	33 (47%)
Working time model: Full-time, n (%)	138 (95%)	15 (100%)	42 (93%)	14 (93%)	67 (96%)
Working time hours according to contract, mean (SD)	43 (11)	38 (3)	44 (10)	39 (10)	44 (13)
Working time hours according to reality, mean (SD)	59 (14)	41 (4)	60 (10)	58 (14)	62 (16)
Working time hours difference, mean (SD)	+15 (13)	+3 (3)	+15 (12)	+19 (12)	+17 (14)
Documentation of overtime, n (%)	76 (52%)	14 (93%)	26 (58%)	6 (40%)	30 (43%)
No Compensation of overtime, n (%)	67 (46%)	0 (0%)	15 (33%)	7 (47%)	45 (64%)

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Challenges in European Urology Training

ESRU survey: Job satisfaction and psychoscial workload

Satisfaction with job situation

Satisfaction with specialty – urology

Characteristic	Overall, n = 146	Northern Europe, n = 15 (10%)	Western Europe, n = 45 (31%)	Eastern Europe, n = 15 (10%)	Southern Europe, n = 70 (48%)
Satisfaction with job situation	80 (55%)	14 (93%)	29 (64%)	9 (60%)	28 (40%)
Satisfaction with specialty – urology	128 (88%)	15 (100%)	41 (91%)	15 (100%)	56 (80%)
Satisfaction with training facility	59 (40%)	11 (73%)	18 (40%)	5 (33%)	25 (36%)
Satisfaction with surgical training	56 (38%)	6 (40%)	18 (40%)	5 (33%)	26 (37%)
Satisfaction with non-surgical training	71 (49%)	9 (60%)	21 (47%)	6 (40%)	35 (50%)

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Challenges in European Urology Training

ESRU survey: Job satisfaction and psychoscial workload

Reasons for dissatisfaction according to European working areas.

Reasons for dissatisfaction	Northern Europe, n = 15 (10%)	Western Europe, n = 45 (31%)	Eastern Europe, n = 15 (10%)	Southern Europe, n = 70 (48%)
1.	Too high proportion of administrative activities in everyday working life	Too high proportion of administrative activities in everyday working life	Too high proportion of administrative activities in everyday working life	Too many working hours per month
2.	Poor quality of training	Poor compatibility with private activities	Poor quality of training	Poor quality of training
3.	Poor compatibility with other professional activities	High time pressure during work (work intensification)	High time pressure during work (work intensification)	Too high proportion of administrative activities in everyday working life

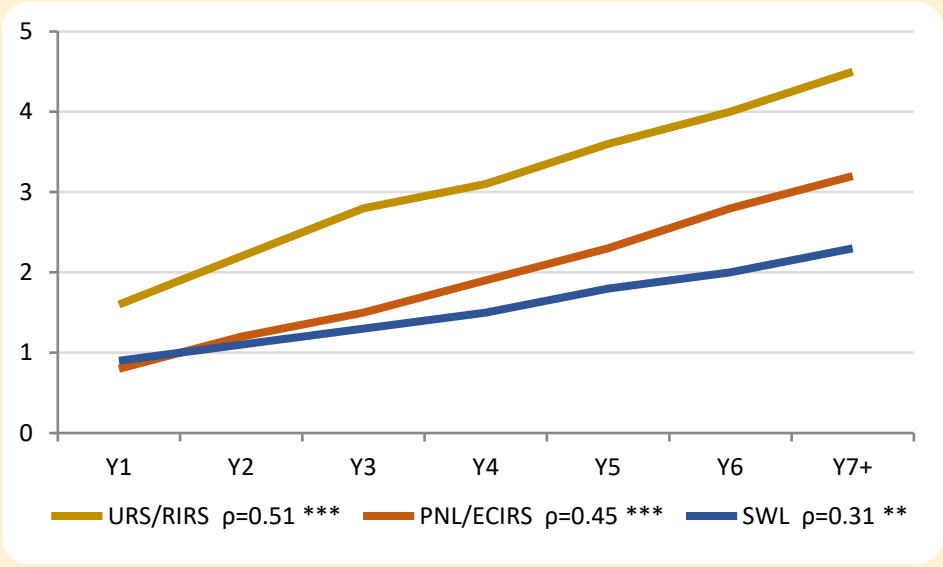
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Challenges in European Urology Training

Worldwide survey on SWL, URS and PNL teaching, learning and training during residency

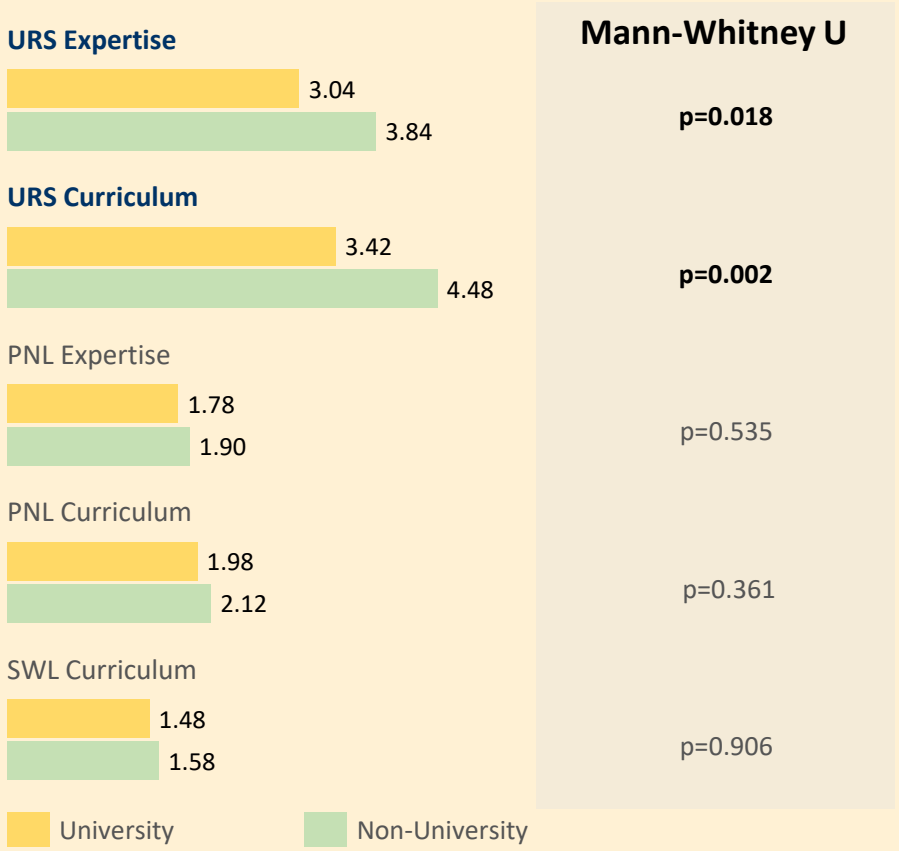


EXPERTISE GROWTH BY RESIDENCY



SWL shows the weakest growth
→ suggesting structural **barriers** beyond time in training

HOSPITAL TYPE



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Challenges in European Urology Training

Received: 5 January 2026 | Accepted: 7 February 2026
DOI: 10.1002/bco2.70181

ORIGINAL ARTICLE

BJUI COMPASS

Barriers to pregnancy and parenthood during urology residency across Europe

Luca Afferi[1,2,3,4] | Gaelle Margue[5] | Carlos Toribio-Vázquez[6] | Belle M. Melsert[7] | Loic Baekelandt[8] | Anna Goujon[9,10] | Mehmet Ozalevli[11,12] | Enrico Checcucci[13] | Anna Gugerli Lazos[14] | Carolin Siech[15] | Juan Luis Vásquez[16,17] | Laura S. Mertens[7] | Evangelos Liatsikos[18] | Bhaskar K. Somani[19] | Benjamin Pradere[20] | Jessica Whitburn[21] | Stephen Wyler[1] | Alberto Breda[4] | Veronique Phé[22] | Joel S. Weissman[23] | Erika Rangel[23,24] | on behalf of the European Society of Residents in Urology (ESRU)

- 387 respondents: 61% females, 66% residents
- **Written policies** on pregnancy and parenthood management: 112 (29%)
- **Formal discussions** on pregnancy and parenting: 68 (18%)
- Importance of f
- Among 250 non
  - **fears** of mi
  - **fears** of mi
  - **concerns** a

→ Both male and female respondents strongly endorsed standardized European guidelines on pregnancy and parenting in urology residency.

European Parliament
2024-2029

TEXTS ADOPTED

P10_TA(2026)0312

An EU health workforce crisis plan: sustainability of healthcare systems and employment and working conditions in the healthcare sector

European Parliament resolution of 17 September 2026 on an EU health workforce crisis plan: sustainability of healthcare systems and employment and working conditions in the healthcare sector (2025/2062(INI))

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Strengthening EBU–ESRU Collaboration



Structured **feedback from residents** on how training standards are **implemented** in practice.



Sharing residents' **experiences, barriers** and **educational needs** relating to EBU assessments.

ESRU and EBU could explore a **joint survey** on **training quality**, **surgical exposure** and **educational opportunities** across Europe.

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Thank you!

ESRU represents the next generation of European urologists.

High-quality urological training is a shared responsibility.

ESRU and EBU can achieve more through collaboration.

@ESRUROLOGY



Carolin Siech, MD, FEBU

Chair, European Society of Residents in Urology (ESRU)

c.siech@gesru.de

Senior Urology Resident, University Hospital Frankfurt, Frankfurt am Main, Germany

Post-doctoral Research Fellow 2023/2024, Cancer Prognostics and Health Outcomes Unit, Division of Urology, University of Montréal Health Center, Montréal, Canada.

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