

STRENGTHENING SOCIAL DIALOGUE IN THE HOSPITAL AND HEALTHCARE SECTOR

Health personnel employed in hospitals

Hospital employment (headcount)	N/A
Medical doctors (headcount)	801
Nursing professional and midwives (headcount)	4 141
Hospital beds/100 000 inhabitants	340
Medical doctors/100 000 inhabitants	93
Nursing professional and midwives/ 100 000 inhabitants	482
Healthcare expenditure (% GDP)	6.68

Source: Eurostat, 2017

Shortage of nursing professionals due to cross-border mobility and low level of union density in the private sector.

Social partners: Organised in public and private healthcare sector

Trade unions

- Pancyprian Public Servants Trade Union (PASYDY)
- Pancyprian Union of Government Nurses (PASYNO)
- Pancyprian Union of Government Doctors (PASIKI)
- Federation of Private Employees affiliated to the Cyprus Workers' Confederation (OIYK/SEK)

Employers' organisations

- Cyprus Employers & Industrialists Federation (OEB): Private sector (cross-sectoral)
- Ministry of Health: Main employer for public sector
- State health services organisation: Public sector

Separate unions for public and private sector and occupations.

European Social Dialogue: Limited involvement on European level

Trade unions

- Limited involvement in the EU level social dialogue (only PASYDY affiliated to EPSU);
- Participation in the Economic and Social Committee (EESC).

Employers' organisations

Directly involved in the European Economic and Social Committee (ECOSOC, EESC) and Business Europe.

European Semester: Employers more involved compared to the trade unions

Trade unions

- Occasionally involved or not involved but trying to be more involved;
- If involved, then also direct participation in the European Semester meetings.

Employers' organisations

Regularly involved in the implementation of the processed changes that have resulted from the European Semester procedure.

EU SEMESTER: How can we increase involvement?



Priorities for the EU level: Generally satisfied with the opportunities to address priorities

Trade unions

- Lack of nursing staff and resources (especially in private hospitals);
- Health sector reform (health system & greater autonomy of public hospitals);
- The reduced state budget for health compared to EU28;
- Professional Development and Life-long learning.



Expectations for the EU level social dialogue: Support in capacity building.

Employers' organisations

- Sustainability of the national health system;
- Functional and financial autonomy of public hospitals;
- Implementation of a common legal and regulatory framework for the public and private health sector.

Further information

The fact sheet is the result of a survey dedicated to social dialogue with responses from OEB and PASYDY as well as desk research conducted in June – November 2019 and information provided at the Regional Workshop in Rome on 15 November 2019 within the joint project of HOSPEEM and EPSU. The answers of the survey are generalised, therefore, information might not apply to all organisations listed above. More detailed results on Cyprus are available in the Regional Workshop report: Southern Europe and the comprehensive comparative report of the targeted countries available online on HOSPEEM and EPSU websites.