

# STRENGTHENING SOCIAL DIALOGUE IN THE HOSPITAL AND HEALTHCARE SECTOR

## Health personnel employed in hospitals

|  |        |
|--|--------|
| Hospital employment (headcount)                        | 98 342 |
| Medical doctors (headcount)                            | 23 555 |
| Nursing professional and midwives (headcount)          | 23 480 |
| Hospital beds/100 000 inhabitants                      | 421    |
| Medical doctors/100 000 inhabitants                    | 219    |
| Nursing professional and midwives/ 100 000 inhabitants | 218    |
| Healthcare expenditure (% GDP)                         | 8.04   |

Source: Eurostat, 2017



## Social partners: Fragmented along healthcare professions

### Trade unions

- Pan-Hellenic Federation of Public Hospital Workers (POEDIN)
- Confederation of Civil Servants (ADEDY)
- Federation of Unions of Hospital Institutions of Greece (OSNIE)

### Employers' organisations

- Ministry of Health: Public sector
- Panhellenic Union of Private Hospitals (PEIK)

## European Social Dialogue: Limited involvement on European level

### Trade unions

- Limited involvement in the EU level social dialogue;
- Membership in the Economic and Social Committee (EESC);
- Non-participation due to the barriers of entry, not-understanding of the role, lack of financial resources.

### Employers' organisations

At the national level involved both in cross-sectoral and sectoral social dialogue.



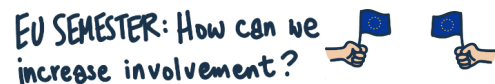
## European Semester: Low interest in the European Semester

### Trade unions

- Regularly informed or occasionally involved in reforms proposed within the European Semester procedure;
- Some are not involved at all and not interested in being involved.

### Employers' organisations

Not involved but trying to be part of the European Semester procedure.



## Priorities for the EU level: Working conditions and recognition of skills

### Trade unions

- Lack of staff and labour issues;
- Interference of primary structures with appropriate equipment;
- Specialist doctors for the central structure-medical technological equipment;
- Interconnection with similar structures abroad;
- Recognition of skills at the national level.



### Employers' organisations

- Increasing the financing of the health system from 5% to 8% of GDP;
- Equal treatment from the state of the private sector with the public;
- Minimizing bureaucracy.
- Costing method (DRG'S, ICD 10), financing of investment in existing private hospitals;
- Minimum operating standards for providing safe health services;

**Expectations for the EU level social dialogue: Support in collective bargaining and making stronger impact on national level.**

## Further information

The fact sheet is the result of a survey dedicated to social dialogue with responses from ADEDY and PEIK 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 Greece 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.